



MÚISZ School Cooperative's Policy on Human Rights and Working Conditions

Respect for human rights and fair working conditions lies at the core of the MÚISZ School Cooperative's mission and objectives. The organisation's principles and policies regarding workers' rights, ethical working environments, and social responsibility are outlined below:

1. Child Labour and Young Members

MÚISZ School Cooperative strictly prohibits child labour, in accordance with international and national legislation. Our young members are only permitted to work if they meet the legal age requirement and are employed in safe, age-appropriate roles. Education remains a priority, and work must not interfere with academic achievement.

2. Remuneration and Benefits

The co-operative is committed to fair remuneration that meets or exceeds legal minimum standards and strives to provide a fair living wage. Additional benefits (e.g., healthcare, cafeteria plans), if offered, are provided in compliance with legal requirements and with the welfare of members in mind.

3. Working Hours

MÚISZ adheres to legal regulations regarding working hours while considering the living conditions and needs of its members. Overtime is strictly voluntary and appropriately compensated. Respecting rest periods and the rights of working members is a fundamental priority.

4. Modern Slavery

MÚISZ strongly opposes all forms of modern slavery, including forced labour, human trafficking, and other exploitative practices. The co-operative ensures that all members work voluntarily and under fair and ethical conditions.

5. Ethical Recruitment

The co-operative upholds ethical recruitment practices by ensuring equal opportunities for all candidates and maintaining transparent, impartial hiring procedures. Member selection is based solely on professional qualifications and conducted without discrimination.

6. Prohibition of Discrimination and Harassment

The co-operative enforces a zero-tolerance policy towards harassment and discrimination in the workplace. All members have the right to a respectful and inclusive environment, free from discrimination based on ethnicity, gender, religion, or other personal attributes.

7. Women's Rights

MÚISZ is dedicated to promoting gender equality and protecting the rights of its women members. The co-operative strives to provide equal opportunities for women in all roles and actively combats gender discrimination and sexual harassment.

8. Diversity, Equality, and Inclusion

Workplace diversity and inclusion are top priorities for the co-operative. MÚISZ

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supports equal opportunities for members from diverse backgrounds and fosters a workplace culture that respects and values diversity.

9. Rights of Minorities and Indigenous Peoples

MÚISZ recognises and respects the rights of minorities and indigenous peoples, especially regarding equal treatment and the preservation of cultural identity. The co-operative makes every effort to ensure that members of minority groups are treated with respect and enjoy equal employment opportunities.

10. Rights Over Land, Forests, and Water

MÚISZ respects the rights of individuals and communities to land, forests, and water. The co-operative is committed to the responsible and respectful use of these resources to ensure sustainability and uphold human rights.

11. Use of Private or Public Security Bodies

The co-operative does not engage private or public security services in ways that compromise human rights. Clear guidelines are in place for any security services employed, ensuring fair and ethical conduct in all circumstances.

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