

Human Rights & Working Conditions Policy 2026



Scope : This Human Rights & Working Conditions policy applies to all company Sites and defines the rules and limits that are rolled out to all site on this subject.
Responsibility : The Branch General Manager appoints the Human Resources Director to drive the respect of Human Rights & Working Conditions rules and limits.

We are committed to continue our development through continuous improvement, in respect with Human Rights & Working Conditions standards defined by ILO Declaration of 10 June 2022 on Fundamental Principles and Rights at Work such as Freedom of Association, Right to Collective Bargaining, Elimination of Forced Labor & human trafficking, Abolition of Child Labor, Elimination of Discrimination & Harassment, Occupational Safety and Health, Decent Working Condition (reasonable working hours in compliance with national regulations, and proper rest periods), Wages and Benefits in accordance with applicable regulations and adequate to cover basic needs and enable a decent standard of living, Social Security, Fair Employment and Social Dialogue as well as to fair, transparent, and respectful recruitment practices that promote diversity, equity and inclusion.

This means we ensure Human Rights are respected, we consider diversity in our teams as a strength and promote it and we organize ourselves to facilitate access to employment for young graduate people. We commit ourselves with the support of our teams to respect Human Rights and improve Working Conditions system throughout all our sites.

As such, we focus our efforts on the following actions and objectives :

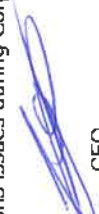
- Balance Men-Women representation in our Sites Steering Committee with the objective to reach 40% of Women by 2029,
- Hire disabled employees to promote diversity and respect everywhere with the objective to have 3% of disabled employees in the Branch by 2029,
- Welcome continuously young collaborators in former education phase in all our sites, using possibilities offered by local legislation, with the objective to be at 5% of our headcount by 2029 covered by school-work and training agreements,
- Develop skills and develop employability of our employees with the objective to reach 50% of employees receiving training during the year by 2029,
- Support our employees and their family to be in good health by implementing an additional health insurance paid by the company for 60% of them by 2029.

We commit to implement in all our sites a local Human Rights & Working Conditions Policy with the commitment of each Director that with the collaboration of the representatives of the workers, they will promote a favourable Human Rights & Working Conditions culture, define specific objectives to the activities, products and services, and ensure their deployments in all processes. Moreover, we commit to respects the human rights of local communities potentially affected by our new and regular business activities on Land, Forest and Water Rights and Forced Eviction, especially in new investment (green & brown fields, site extensions ...). We do not intervene in countries where personal safety is a permanent issue. However, we are aware of the risks linked to the use of armed public or private security forces and we take them into account as much as necessary.

This Human Rights & Working Conditions Policy is communicated to all of our stakeholders via our Website and Internal Communication Board & Journal. It is revised annually according to our Branch Corporate Social Responsibility Strategy and Human Rights & Working Conditions issues during Corporate Management Reviews.


F. LEMASSON
CEO

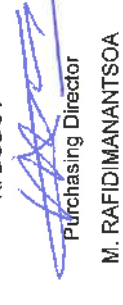

Quality & Sustainability Director
K. DUDOV


CFO
C. BOUGIE

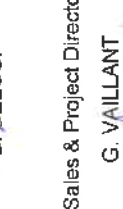

HR & Safety Director
B. DELOUP


COO
C. LEHERLE


Tech Centers Director
Y. MARCAULT


Purchasing Director
M. RAFIDIMANANTSOA


Sales & Project Director
M. SCHUBERT


Sales & Project Director
G. VAILLANT