

## HUMAN RIGHTS, DIGNITY AND RESPECT POLICY

### Principles :

We are committed to protecting and upholding all recognized human rights and, by reference to international standards, this policy sets out our commitment to respecting the human rights of: • our employees and contract workers; • those employed by our suppliers;

- and communities affected by our operations and supply chain operations.

We take personal and collective responsibility, together with our suppliers, contractors, joint ventures and other partners, for:

- work safely in all our business activities and operations; • create a work environment that supports safety and well-being; • prevent or minimize any adverse environmental impacts from our activities, products and services;

- and support the sustainable use of resources and strive for no environmental incidents.

- We conduct our business in an environmentally, ethically and socially responsible manner and integrate sustainability considerations into decision-making at all levels of the organization.

- We respect the processes and laws of collective representation and consultation in the countries where we operate, and we believe that the decision whether to join a union or not is an individual choice.

### We:

- we act in a socially responsible manner, complying with all applicable laws and regulations in the countries in which we operate;

- we ensure that employment is freely chosen and we refrain from any form of forced or involuntary labor or human trafficking;

- we never use any forms of child labor or practices that hinder child development;

- we only work with suppliers and partners whose core values and commitment to ethical business conduct matches ours and we require their conduct to always meet our standards; • we do not tolerate bribery and corruption in any form; •

we prevent or minimize negative impacts on the environment of

our products and services; • we are

aware of the risks that vulnerable people may face and strive to ensure that this group is free from discrimination and exploitation; • we recruit, develop, reward and promote people on the basis of merit and are

committed to ensuring equal opportunities and advancement;

- we recognize the skills and contributions of all our employees and pay fair and competitive salaries and benefits; • we comply

with national regulations on working hours and, where possible, provide a flexible working environment;

- we respect the privacy rights of all our employees and manage data in compliance with applicable laws;

- we always speak up if we suspect a potential human rights violation;

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- we actively build an inclusive culture by demonstrating and encouraging inclusive behavior;
- we ensure that all team members are treated equally, fairly and are included;
- we recruit and develop employees based on merit, regardless of their diversity;
- we apply our own judgment to make decisions consistent with our values for anything that may not be explicitly covered in this policy.

## **Leaders:**

- conducting risk assessments and due diligence, as part of our risk management system, to identify and review potential human rights risks with the aim of continually improving the protection of human rights; • complying with import and export laws, regulations and procedures that apply to our operations, including monitoring all exports against global sanctions, denied country lists;
- provide guidance and training for their people in the areas of human rights, including health and safety, diversity and inclusion, data privacy, ethics and export controls;
- and investigate and take appropriate action in cases where our products and services may have an adverse impact on human rights.

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