



HUMAN RIGHTS POLICY

INTRODUCTION

SNF is committed to upholding and respecting human rights throughout our operations. Our Human Resources policy ensures compliance with international labor standards, the International Labor Organization (ILO) rules, and the UN Global Compact. We recognize the importance of labor law and collective agreements in safeguarding the rights and well-being of our employees. This policy is available to all SNF employees.

CODE OF CONDUCT AND COMPLIANCE OFFICER

SNF has established a code of conduct that serves as a guiding principle for our employees. We have appointed a compliance officer to oversee the implementation of our policies and provide a channel for reporting any concerns or violations. This ensures that all employees can raise alerts safely and confidentially.

OBLIGATIONS TO HUMAN RIGHTS

SNF has several obligations to uphold human rights, including:


- Refusing to employ children under the age of 18 or allow suppliers or contractors to employ or use child labor, and ensuring compliance with labor laws and regulations
- Supporting individuals with disabilities within our company
- Committing to maintaining a high level of gender equality, as defined by law
- Promoting fair labor conditions that do not include forced labor (including child, prison labor or indentured labor) or abusive disciplinary practices

KEY POLICIES AND INITIATIVES

SNF has implemented several policies and initiatives to promote human rights and ensure a fair and inclusive workplace, including:

Recruitment Policy

SNF has a recruitment policy that is non-discriminatory and ensures equal opportunities for all individuals, regardless of race, gender, age, religion, disability, sensitive medical conditions, trade union membership, ethnic



origin, nationality, social level, sexual orientation, family responsibilities, political opinion, or any other protected characteristic. The company covers the costs associated with the recruitment process.

Psycho-Social Risk Prevention

SNF has established a dedicated monitoring committee and engages a social worker to assess and address psycho-social risks in the workplace. This includes regular risk assessments and initiatives to support employee well-being.

Training and Development

SNF's comprehensive training policy provides employees with technical and behavioral training. This policy helps maintain employee employability and ensures compliance with company regulations and ethical standards.

Career Management

SNF employs regular evaluations using objective and non-discriminatory tools to facilitate interactive exchanges between employees and managers. This process allows for internal mobility and growth opportunities before external recruitment.

Compensation and Benefits

SNF values its employees by providing compensation above legal and conventional minimums. The company also ensures that employees are paid for any overtime worked.

Social Support

SNF supports its employees and their families through flexible work arrangements, including telecommuting. The company contributes significantly to social protection programs such as health insurance and retirement funds.

Health and Safety

SNF Group is a Responsible Care member and prioritizes its employees' health and safety by establishing an independent occupational health and prevention service. Working conditions are regularly assessed by the SNF Health and Safety Department to be improved. In addition, SNF has implemented medical departments led by doctors and nurses, providing personalized and tailored support based on the company's and its employees' specific needs.

Social Dialogue

SNF acknowledges the essential role of social dialogue in upholding human rights and fostering a respectful and inclusive workplace. We engage in regular and constructive dialogue with elected Social and Economic Committee members, local representatives, and union delegates to address any concerns, ensure compliance with labor laws, and protect the rights and well-being of all employees. This approach strengthens our commitment to maintaining a fair, safe, and supportive work environment.



CONCLUSION

SNF recognizes human capital's significance and Human Resources Management's role in implementing strategies and policies that align with our financial, QHSE (Quality, Health, Safety, and Environment), and CSR (Corporate Social Responsibility) objectives. By adhering to our Human Rights policy, SNF demonstrates its commitment to upholding human rights, fostering an inclusive workplace, and maintaining a positive reputation within the industry.