

ADISSEO HUMAN RIGHTS POLICY



Our Human Rights Policy is designed to meet the needs and values of our business and demonstrates our commitment to respecting human rights on a global scale.

At Adisseo, we are firmly committed to respecting fundamental human rights in all our operations and interactions, whether local or global.

We also recognize the importance and are committed to respect and promote the universal human rights, as set out in the United Nations Universal Declaration of Human Rights and in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

→ **Our HUMAN RIGHTS Commitment**



We encourage our employees to report any irregularities, suspected breaches of this policy or inappropriate behaviors in confidence and without fear of reprisal.



Health and safety at work

The health and safety of our employees is our priority. We are committed to providing a safe working environment, preventing accidents and injuries, and supporting the physical and mental well-being of our employees.



Right to decent work

We recognize the right of every employee to decent work, including safe and healthy working conditions. We recognize that workers' rights must be respected, including fair and adequate remuneration, reasonable working hours.



No Harassment

We condemn all forms of harassment, whether based on race, gender, religion, sexual orientation, disability or any other grounds. We are committed to creating a working environment free from harassment, sexual harassment, inappropriate behavior or any form of bullying. Adisseo employees are encouraged to immediately report any form of harassment to their line manager, the Group Ethics Officer, the Human Resources Department, the local Ethics and Compliance Officer, or via the Adisseo Group reporting portal.



Combating Forced Labor and Child Labor

We condemn all forms of forced labor and child labor. We are committed to implementing policies in our supply chain and operations, as part of our Responsible Purchasing policy.



Social responsibility

We are conscious of our responsibility to local communities and society in general. We work to contribute positively to these communities through corporate social responsibility programs and partnerships.



Diversity & equal opportunities

We are committed to treating all individuals with respect and dignity, without any form of discrimination based on race, color, religion, gender, age, sexual orientation, nationality, marital status, disability or any other characteristic protected by the laws in force. We do not tolerate any form of discrimination.



Respect for Privacy

We respect the privacy of our employees and all stakeholders. We protect personal data in accordance with applicable laws. The Company respects the privacy and integrity of its stakeholders and employees and aims to implement strict standards when processing personal data. The Company only collects and retains personal information that is authorized by law and necessary for its activities, including the collection, processing and storage of personal data. All personal data collected and held by the Company will be processed in a transparent, lawful and careful manner, and in a way that protects the privacy of employees and any other person who may be affected.



Compliance with Business Ethics rules

We are committed to ethical business conduct. We fight corruption, comply with local and international laws, and promote transparency in all our operations. Accordingly, all Adisseo employees, as well as all parties acting on behalf of Adisseo, are prohibited from committing or accepting bribery, offering to commit or offering to accept bribery, or promising to commit or promising to accept bribery, in return for an advantage, whether or not actually received. The Company and persons or entities acting on its behalf are prohibited from engaging in or assisting in money laundering. Our employees must not engage in transactions with persons or entities on embargoed lists or in breach of applicable sanctions. We undertake to comply with applicable competition laws and to refrain from any activity that may restrict fair competition or raise competition law issues.

→ Implementing and monitoring our commitments

To ensure that our above commitments are properly implemented, we have appointed **Group Ethics and Compliance officers** to oversee the implementation and monitoring of this policy and to provide ongoing training for our employees.

We provide **regular training in Ethics and Compliance** to all our employees so that they understand the importance of **respecting human rights** and their role in implementing this policy.

We investigate all Ethics and Compliance alerts received. The results of investigations are presented to the Compliance and Ethics, Risk and Internal Audit Committee, which validates the conclusions and recommendations for action, which are then implemented and monitored.



We comply with all national and international human rights laws and regulations in the countries where we operate. Suppliers must promote and respect the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and international human rights law.

At Adisseo, we believe that respect for human rights is not only a moral responsibility, but also a prerequisite for a successful and sustainable business.

We are committed to working in partnership with our employees, suppliers, customers and stakeholders to implement this human rights policy and to work towards a world where all people are treated with dignity and respect.



We are firmly committed to respect and promote this policy in all our operations and interactions. We believe that achieving these principles strengthens our business and contributes to a better world for all.