

Socomec Group human rights policy



Socomec Group has historically adopted a sustainable approach when defining operating strategies and, as such, determines to uphold the highest possible standards in terms of workplace environment, safety and employee welfare.

Operating in several countries around the world and with a multitude of global suppliers, Socomec Group is faced with varying realities in the field. Socomec Group is committed to closely managing compliance in terms of human rights, across its own locations as well as throughout its supply chain.

The aim of Socomec Group's human rights policy is to establish common principles for both employees and suppliers.

Socomec Group's commitments

Health & Safety



Socomec Group commits to the provision of decent, healthy and safe working conditions for all employees, in terms of both physical and mental health.

Socomec Group strives to continuously ensure and improve the working conditions of its employees through the appropriate identification and assessment of risks, as well as the definition and implementation of preventive

and corrective action plans. In the belief that every accident can be prevented, Socomec Group ensures that its employees are properly trained in workplace risk and the prevention of risk.

Therefore, employees are trained and supported in identifying all possible “near-miss” situations as well as unsafe behaviours.

Child Labour



Socomec Group formally rejects any form of child labour. Employee age is verified before recruitment on the basis of an official identity document to make sure that the minimum age for employment,

as set by local law and regulations, is adhered to. Below the age of 18, extra care shall be taken concerning the content of work performed; Socomec Group has set a minimum age of 15 for all employees, regardless of the country.

These principles apply throughout Socomec Group's value chain to include suppliers and contractors.

Socomec Group participates in educational programmes in several countries. Therefore, Socomec Group supports

initiatives to help younger people* discover the work environment, for instance via internships, apprenticeships, or any other work experience programme. These actions shall always enable and never hinder education; furthermore, these working programmes and job content should avoid any hazardous work in terms of health and safety.

** according to local regulations, children under 15 years of age can be welcomed on the premises to learn about Socomec Group operations, to gain a better view of an industrial environment, to help in their study orientation, but without taking actively part in work.*

Forced Labour



Socomec Group is committed to promoting a workplace environment that upholds the principles of respect, dignity and ethical behaviour. Socomec Group strictly prohibits any actions that may lead to

exploitation, harm, or the violation of human rights, including activities that are illegal or unethical. This encompasses behaviours such as human trafficking, sexual exploitation, or any actions that may compromise the well-being and dignity of individuals. Socomec Group expects all workers and suppliers to act in accordance with these principles.

The employees are allowed to move around freely and leave the premises at the end of their working hours. Identity papers are only requested in order to carry out

verification or registration according to local requirements – these documents will not be withheld under any circumstances.

Socomec Group performs document checks to ensure that the employee is legally allowed to work, including in terms of age.

No recruitment fee shall be charged to an employee or withheld from wages.

In cases whereby housing is provided or arranged for employees, it must meet host country housing and safety standards.

Socomec Group expects its suppliers to adopt a similar policy against all forms of forced labour.

Fair wages – compensation and working time



Socomec Group respects minimum wages wherever local legislations exist on this subject.

When overtime is performed, it will be paid in addition to the normal wages, and with the appropriate rates or via compensatory time off.

The rules about wages and allowances deductions on the payroll shall be transparently explained to all employee.

Periods of reasonable rest shall be observed strictly, be it on the day, week, month or year – period of time, and always according local regulations. This encompasses the right for paid holidays.

Socomec Group ensures working hours done by employees do not violate the regulatory requirements or 60 hours weekly (total working hours, in absence of any legal threshold).

Non-discrimination



Socomec Group prohibits all forms of discrimination, from the recruitment process up to contract termination. Opportunities, employee relations and rewards shall be based solely on

performance, potential and qualifications... and will neither be determined nor influenced by any other criteria such as race, colour, ethnicity, nationality, religion, gender, sexual orientation, gender identity, age, disability, or any other characteristic protected by law.

Socomec Group is committed to providing equal opportunities within an inclusive and open environment, ensuring that all people are treated with respect and dignity, and are afforded the same rights as any other member of its organisation. Socomec Group aims to enhance the awareness of both recruiters and managers on the issue of non-discrimination.

Harassment



Socomec Group commits to maintaining a respectful and inclusive work environment for all employees, and will not tolerate any form of harassment, whether verbal,

physical, sexual, or through digital channels, both within and outside the workplace. This zero tolerance applies equally to managers and fellow employees.

Employment relationship



Socomec Group promotes secure employment for all its employees, in recognition that stable and reliable work is essential for well-being and prosperity. Its commitment includes offering fair contracts and ensuring compliance with labour laws, as well as fostering a work environment where employees can grow and develop their skills.

Socomec Group is committed to providing learning and development resources within a supportive environment that enables employees to set and achieve their career goals. Socomec Group considers its employees as valuable long-term partners in the Group's success.

Socomec Group commits to inform employees of any major changes as far in advance as is practically possible, so that the employees may benefit from an appropriate time period to consider alternative arrangements and prepare for the aforementioned changes.

Employees will be provided with a detailed and accurate work agreement / offer letter prior to their engagement and prior to their relocation, if applicable, in written documentation, in the language understood by the employee.

Freedom of association / collective bargaining



Socomec Group values open dialogue and constructive engagement with all stakeholders and recognises freedom of

association and collective bargaining as permitted by local laws and regulations.

Implementation of commitments at Socomec Group



The Scope

This human rights policy defines the position of Socomec Group on human rights and provides guidance to its employees, in daily operations and interactions across its value chain.

Communication of the human rights policy and future updates

This human rights policy is publicly available.

Under the piloting of the Group Ethical Committee, a yearly review will take place which may lead to an update of this policy and subsequent communication.

The development of the human rights policy



Socomec Group joined the United Nations “Global Compact” initiative in 2003. Socomec Group voluntarily signed this document and explicitly committed to actively contribute to the social and economic development of the countries in which it operates, in full respect of human and labour rights and the environment.

In 2023, the Socomec Group collaboratively established the current human rights policy. For this purpose, a

project team consisting of Operational units (commercial units, industrial sites, procurement) and Support functions was formed.

In doing so, the project team identified the issues to address relative to human rights and actively contributed to produce an effective and operative tool which can be used by all Socomec employees and suppliers in order to prevent deviations.

Human rights monitoring and alert system



Like any other business topic, human rights shall be subject to due diligence.

The Group’s internal auditors will assess the various topics within this policy whilst performing the usual business audit.

Orientations and priorities are established by the Group Ethical Committee.

Global feedback on these topics will be provided to the Group top Governance.

Any employee who believes that the present policy has been violated, or that an applicable law is being breached, shall report immediately to his/her manager, or HR manager, or make use of the whistleblowing procedure.

Should Socomec Group cause or directly contribute to adverse impacts upon human rights, an appropriate remediation process would be engaged.