

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

We are committed to respecting and promoting the universal principles of human and labour rights, as defined by applicable international and national standards, as well as by industry and company agreements. We recognize that every person has the right to be treated with dignity, fairness and respect.

## **Working conditions**

- Guarantee safe, healthy and dignified working conditions for all its employees and external stakeholders
- Comply with international labor standards on work hours, pay, paid leave and occupational safety

## **Fight against discrimination**

- Condemn all forms of discrimination, whether based on gender, ethnic origin, religion, sexual orientation or any other criterion defined by law
- Promote an inclusive work environment that respects diversity

## **Fight against illegal child labour**

- Strongly oppose child labor and honor a commitment to refrain from using child labor in its activities
- Ensure that its entire supply chain complies with this commitment

## **Protection of minorities and vulnerable people**

- Recognize and respect the rights of minorities and vulnerable groups
- Ensure that its activities do not infringe on their human rights and traditional way of life

## **Right to decent work**

- Offer its employees decent work, which respects their dignity and fundamental rights
- Promote access to training, professional development and management of the work-life balance
- Protect people from forced labor and modern slavery

## **Ensure compliance with the charter**

- Put appropriate procedures and control mechanisms in place, as well as inform all employees
- Encourage transparency, open communication and the active participation of all employees in the continuous improvement of our practices with regard to human rights and working conditions.

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

Sandrine PELLETIER  
APLIX Group CEO