

Adisseo Global Social Policy

Adisseo is committed to respecting and promoting its Global Social commitments in all its activities, across all geographies.

Our commitment is anchored in internationally recognized standards and conventions, including:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The OECD Guidelines for Multinational Enterprises
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, including its eight core conventions
- The UN Global Compact Principles

We recognize that respecting human rights is both a moral responsibility and a business imperative. Ensuring dignity, fairness, safety, and equality contribute to the long-term resilience of our company, our employees, our stakeholders, and the communities in which we operate.

Adisseo endorses the Human Rights & Social commitments implementing the following 8 principles:

- **Employees' rights, benefits and care:** Adisseo upholds every employee's right to fair, safe, and dignified work, ensuring compliance with national laws and a common social base across the Group. Complementing our EHS Policy, we are committed to providing safe and healthy working conditions through prevention, training, and monitoring to protect the physical and mental well-being of all employees.
- **Freedom of Association and Collective Bargaining:** We respect the rights of employees to lawfully and freely associate, join trade unions, and bargain collectively. A trustful and active social dialog is also clearly valued and promoted at Adisseo.
- **Non-Discrimination and Equal Opportunities (Inclusion):** Adisseo ensures equal opportunity and fair treatment for all employees, regardless of personal or legal status. We promote equity, inclusion, and accessibility at every level of the organization.

As a signatory of the United Nations Women's Empowerment Principles (WEPs), Adisseo is committed to advancing gender equality, fostering inclusive leadership, and ensuring fair

access to opportunities, development, and remuneration across all functions and geographies.

- **No Child Labor. Slavery, Forced Labor or Human Trafficking:** Adisseo strictly prohibits all forms of child labor, slavery, forced or compulsory labor, and human trafficking.
- **Living Wages & Adequate Wages:** We are committed to ensuring that all employees receive fair and adequate remuneration.
- **Communities:** We strive to act responsibly toward the communities around our locations, respecting local rights, engaging in dialogue, and contributing positively to social and economic development.
- **Talent and people development for Human Richness:** fosters life-long employability by offering training and development opportunities to all employees. We believe that continuous learning drives both individual fulfillment and collective success, nurturing a culture of responsibility, innovation, and collaboration.
- **Ethics & Compliance:** In line with our Code of Ethics, Adisseo is committed to conducting its business with integrity and transparency, preventing all forms of corruption, and ensuring that the economic value created by the company benefits the real economy, supports sustainable development across its territories of operation, and contributes to shared prosperity.
 - Adisseo has established confidential and accessible channels to raise concerns or report potential violations of this policy or Adisseo Code of Ethics.
 - Adisseo encourages **all employees, business partners, and external stakeholders** (including trainees, interns, consultants, suppliers, customers, and community representatives) to raise concerns about any issue or suspected misconduct, at the earliest possible stage.
 - Employees and third parties can use the Adisseo Whistleblowing Portal (<https://adisseo-ethics.signalement.net/entreprises>) or contact the line manager or any other member of the management line, the Chief Compliance Officer or a local Compliance Officer, any officer of the company, the HR Business Partner as an ethics referent. Corrective and remedial actions are taken as appropriate.

At every level of the organization, the following commitments are the responsibility of each Adisseo's employees. We foster a culture where leadership sets the example through positive influence and proactive engagement.

Our Global Social performance is continuously assessed through monitoring and key performance indicators (KPIs), which are regularly reviewed by our Group management and dedicated ESG committees to ensure alignment with our targets. We maintain an open dialogue with our stakeholders and actively communicate our Global Social performance to build accountability and trust.

This policy applies to all Adisseo entities and activities worldwide. Compliance with this policy is mandatory, and all organizational guidelines must align with it. Through collective engagement and continuous improvement, we are committed to fostering a safer, healthier, and more sustainable future for all.

This policy has been adopted by Compliance & ESG Committee in January 2026