

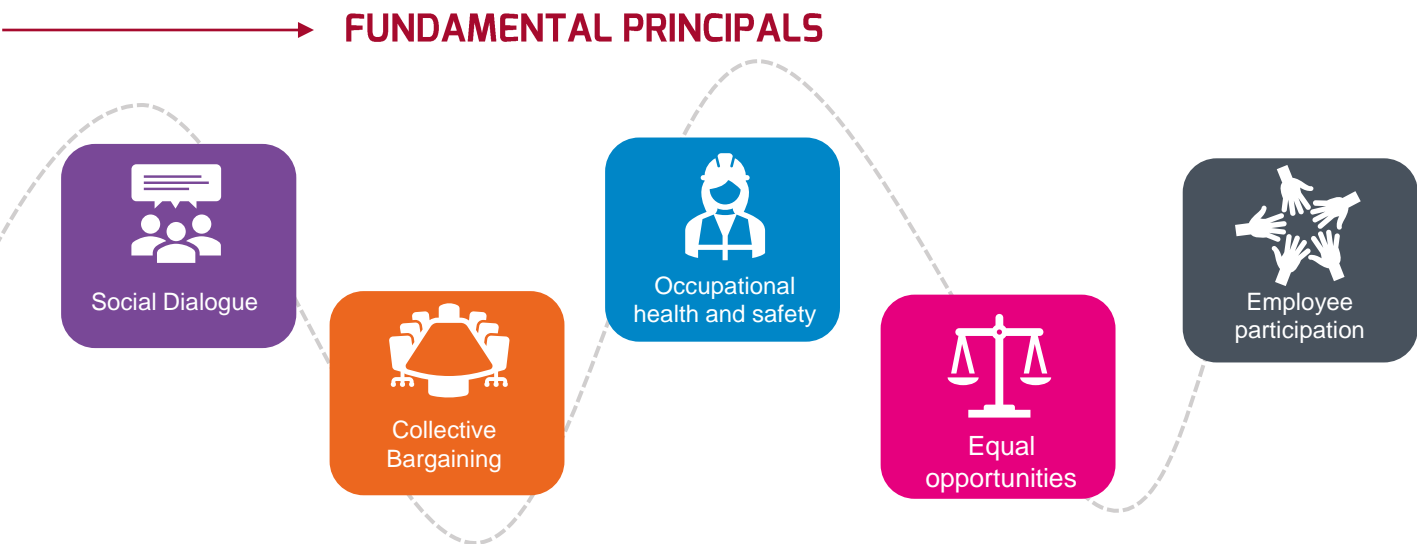
ADISSEO SOCIAL POLICY



Adisseo has a long and strong tradition of including and involving employees and their unions in its decision-making processes and establishing a constructive dialogue with them.

As a consequence, Adisseo of course complies with local statutory requirements regarding freedom of association in all countries where we are present.

Our relationships with our Unions and employees are based on our fundamental principles:



Social dialogue: Establish an open and transparent dialogue between management and employee representatives, such as employee representation committees or trade unions, to discuss issues related to working conditions, wages, benefits and other employee concerns.

Collective bargaining: Recognising the right of employees to bargain collectively and reach collective agreements on working conditions, in compliance with local laws and regulations in each country where the company operates.

Occupational health and safety: Ensuring a safe and healthy working environment by complying with occupational health and safety standards, providing appropriate safety training and encouraging employee participation in promoting safety at work.

Equal opportunities: Promoting equal employment opportunities and combating discrimination in all its forms, by putting in place policies and programs to ensure fair treatment for all employees, regardless of their gender, ethnic origin, religion, sexual orientation or other personal characteristics.

Employee participation: Thanks, Adisseo & I which is a participation mechanism in countries where there is no employee representation.