

# HUMAN RIGHTS POLICY



## Introduction

For **EDILIANS Group**, it is fundamental to conduct its business in an ethical manner and with integrity. It is by cultivating a culture of transparency, honesty and respect for others that we can trust each other to work in the best interest of all, for the long term.

**EDILIANS Group** is also a signatory to the United Nations Global Compact, which provides a framework for a universal, voluntary commitment, based around ten principles relating to human rights, international labour standards, the environment and anti-corruption.

As a participant, the **EDILIANS Group** is committed to promoting and respecting human rights and is therefore demonstrating vigilance in identifying and correcting any potential direct or indirect negative impacts of the organisation.

**EDILIANS Group** is committed to respecting and promoting the fundamental principles of human rights in all its operations and business relationships. This policy reflects the Group's commitment to acting ethically and contributing to economic development while also improving the quality of life of its employees and stakeholders.

It is therefore essential that all of the **EDILIANS Group's** employees, shareholders, directors, officers, trainees and casual or temporary workers, as well as all of its stakeholders, apply and comply with this Policy.

**This Policy forms part of the terms and conditions of employment of each Worker and is effective as of the date of its issuance. Violations of this Policy may result in disciplinary proceedings and possible prosecution actions.**

## Definitions

**Worker:** means all officers, employees and casual or temporary workers of the **EDILIANS Group**, as well as i) any person over whom the **EDILIANS Group** may reasonably be expected to exercise control over the manner in which the person performs his or her duties and ii) **EDILIANS** directors.

**EDILIANS Group:** refers to **EDILIANS SAS**, its shareholders and its Subsidiaries (any company, French or located outside France, which, directly or indirectly, is controlled by or is under common control with **Edilians S.A.S.**).

## Scope

This Policy applies to all of the **EDILIANS Group's** activity. It is aimed at all workers, whether permanent or casual, as well as all of the Group's stakeholders.

## Human rights and working conditions

**Non-discrimination:** **EDILIANS Group** ensures an inclusive working environment, free from all forms of discrimination.

**Diversity:** **EDILIANS Group** encourages diversity on its teams and endeavours to create a culture of integration where every employee is valued based on their varied knowledge, skills, and experience.

**Freedom of association:** **EDILIANS Group** respects the right of its workers to form and join trade unions and to bargain collectively, in compliance with applicable regulations.

**Health & Safety:** **EDILIANS Group** is committed to doing everything in its power to provide a safe and healthy working environment in order to prevent, to the greatest extent possible, accidents in the workplace.

## Forced labour

**EDILIANS Group is firmly opposed to all forms of forced labour** within the Group, its suppliers and subcontractors and, more generally, all stakeholders and their supply chains, and undertakes:

- Not to use slavery or any form of forced or compulsory labour.

- To offer complaint procedures accessible to all EDILIANS Group workers and stakeholders that enable cases of forced labour to be reported anonymously

## Child labour

In accordance with international conventions, **EDILIANS Group**:

- **Prohibits the employment of persons under the legal minimum working age** as defined by local laws, except in the context of work experience programmes or other exceptions authorised by applicable regulations.

- **Undertakes to identify and prevent** negative effects on children in all its activity and its supply chain.

## Implementation and monitoring

**Responsibility:** EDILIANS Group's management is responsible for disseminating and implementing this policy, specifically the EDILIANS Group Executive Committee, the France and Iberia Management Committees and the management of the Purchasing, Legal and Human Resources departments.

**Audits and compliance:** regular audits will be carried out to ensure compliance with this policy. An alert procedure is in place to facilitate reporting of any non-compliance.

**Reporting and transparency:** **EDILIANS Group** is committed to transparency and will publish regular reports on its progress and the challenges encountered in implementing this policy.

## Continuous improvement

**EDILIANS Group** recognises that human rights compliance is an ongoing process, and therefore undertakes to regularly review this policy and update it in line with changes in international standards, applicable regulations and best practices.

This policy is the basis for the EDILIANS Group's **commitment to human rights** and establishes a clear framework for its implementation. It is essential that this policy be backed up by concrete action, rigorous monitoring and a commitment to constant adaptation and improvement.

Pascal Casanova  
**EDILIANS GROUP CEO**