Integrity is at the heart of SGS. The trust that we inspire in our customers and stakeholders is the key to our success. As leaders in our industry we hold ourselves to the highest standard of professional behavior as embedded in our Code of Integrity.

**IT IS OUR AIM TO**
- Earn the trust of our customers
- Be accountable for our actions
- Be honest and transparent in everything we do
- Create a culture of integrity within SGS

**IT IS THEREFORE OUR COMMITMENT TO**
- Uphold the independence and impartiality of SGS and resist undue influences
- Conduct our business honestly and transparently
- Never partake in bribery, insider trading or any form of corruption
- Comply with international, national and local laws and regulations
- Let principles guide our decision making, not personal choice or preference
- Be willing to speak up: we are confident enough to raise concerns and smart enough to consider any that are brought to us

Acting with integrity is an individual responsibility for all of us, at every level within our organization. These commitments apply to all SGS employees and contractors. Management is responsible for ensuring full compliance with SGS policies.

**O. Merkt**
Head of Group Legal and Compliance

**Géraldine Picaud**
Chief Executive Officer

This version cancels and replaces all previous Integrity policy statements. The English version of this document constitutes the binding version.
This version cancels and replaces all previous Health and Safety policy statements.
The English version of this document constitutes the binding version.
IT IS OUR AIM TO
• Deliver world-class services that meet our customers’ needs
• Build strong customer relationships based on trust, mutual respect and the prioritization of the needs of the customer
• Be known and recognized for our superior knowledge, reliability, accuracy and consistency
• Nurture and encourage a culture of quality within SGS with the full support of management and engagement of all employees

IT IS THEREFORE OUR COMMITMENT TO
• Place customers at the heart of everything we do, engaging proactively with their needs
• Maintain flexibility, listening to industry and customer needs and expectations and actively evolving our quality statement to meet them
• Continuously challenge ourselves to improve our quality management system by setting and reviewing our objectives, risks, KPIs, results and customer satisfaction levels
• Develop and maintain the processes we need to deliver high quality, optimized and coherent services
• Continuously measure, maintain and increase SGS’s knowledge base through a sustainable processes of talent recruitment and training
• Respect client confidentiality and individual privacy while remaining transparent in all other aspects of our work
• Protect SGS’s intellectual property and know-how
• Embody the SGS brand and its independence in all that we do

Delivering quality and professionalism is an individual responsibility for all of us, at every level within our organization. These commitments apply to all SGS employees and contractors. Management is responsible for ensuring full compliance with SGS policies.

This version cancels and replaces all previous Quality policy statements.
The English version of this document constitutes the binding version.
We provide an environment where our employees can thrive. As a fundamental part of this we ensure that we treat all people with dignity, consideration and respect.

**IT IS OUR AIM TO**
- Respect Human Rights.
- Promote a workplace that provides equal opportunity and an environment in which all members of the workplace treat all individuals at all times with dignity, consideration and respect.
- Create a diverse and inclusive work environment, with zero tolerance for discrimination of any kind.

**IT IS THEREFORE OUR COMMITMENT TO**
- Ensure that all employment related decisions, such as hiring, training and development, compensation, benefits, recognition, promotion, disciplinary action and termination will be solely made on the basis of an individual’s qualification, performance and behavior or other legitimate business considerations.
- Prohibit any discriminatory practices, harassment or bullying, in particular based on age, civil partnership, disability, ethnicity, family status, gender, gender identity, ideological views, marital status, nationality, political affiliation, pregnancy, religion, sexual orientation, social origin or any other status that is protected by law.
- Never to engage in bonded labor, child labor or forced labor.
- Respect the right of our employees to join trade unions or employee associations and to engage in collective bargaining.
- Ensure compliance with all employment related laws and regulations of the countries in which we operate.

Respecting the rights and dignity of all people is an individual responsibility for all of us, at every level within our organization. These commitments apply to all SGS employees and stakeholders. Management is responsible for ensuring full compliance with SGS policies.

Jessica Sun
Head of Group Human Resources

Géraldine Picaud
Chief Executive Officer

This version cancels and replaces all previous Respect policy statements. The English version of this document constitutes the binding version.
We are committed to enabling a better, safer and more interconnected world. We are a purpose-driven company and use our scale and global reach to enable a more sustainable future. All dimensions of sustainability (environmental, social and governance) guide our activity within our organization, how we interact with our customers, with other stakeholders and with the communities where we operate across our global network.

**IT IS OUR AIM TO**

Deliver value to society across our value chain:

- Supporting our customers in adopting and developing more sustainable and trustworthy business practices which, in turn, allows them to create products, technologies and services that deliver added value to society
- Performing our operations with the highest standards of efficiency, excellence and sustainability
- Engaging with our suppliers to ensure high standards of quality, integrity and sustainability, and building partnerships to drive innovation

**IT IS THEREFORE OUR COMMITMENT TO**

- Maintain the highest integrity and excellence standards in our operations
- Ensure the health, safety and development of our people, while promoting wellbeing, diversity and equal opportunities
- Support the transition to a low carbon and climate resilient world through innovation, energy efficiency, carbon offsetting, and the promotion of renewable energy
- Use natural resources responsibly and effectively manage our waste
- Procure products and services in a responsible way
- Evaluate and only acquire companies that align with our sustainability values
- Invest in the communities in which we live and work
- Deliver sustainable value through secure, fair, transparent and responsible business practices
- Manage a long-term profitable business by delivering measurable value to society
- Integrate financial and non-financial risks and opportunities in our business and consider all the positive and negative environmental, social and economic impacts we have on society

Championing sustainability is an individual responsibility for all of us, at every level within our organization.

This policy statement applies to all SGS employees, contractors, suppliers and other key business partners. Management is responsible for ensuring full compliance with SGS policies.

**SGS Sustainability Policy Statement**

We are committed to enabling a better, safer and more interconnected world. We are a purpose-driven company and use our scale and global reach to enable a more sustainable future. All dimensions of sustainability (environmental, social and governance) guide our activity within our organization, how we interact with our customers, with other stakeholders and with the communities where we operate across our global network.

**IT IS OUR AIM TO**

Deliver value to society across our value chain:

- Supporting our customers in adopting and developing more sustainable and trustworthy business practices which, in turn, allows them to create products, technologies and services that deliver added value to society
- Performing our operations with the highest standards of efficiency, excellence and sustainability
- Engaging with our suppliers to ensure high standards of quality, integrity and sustainability, and building partnerships to drive innovation

**IT IS THEREFORE OUR COMMITMENT TO**

- Maintain the highest integrity and excellence standards in our operations
- Ensure the health, safety and development of our people, while promoting wellbeing, diversity and equal opportunities
- Support the transition to a low carbon and climate resilient world through innovation, energy efficiency, carbon offsetting, and the promotion of renewable energy
- Use natural resources responsibly and effectively manage our waste
- Procure products and services in a responsible way
- Evaluate and only acquire companies that align with our sustainability values
- Invest in the communities in which we live and work
- Deliver sustainable value through secure, fair, transparent and responsible business practices
- Manage a long-term profitable business by delivering measurable value to society
- Integrate financial and non-financial risks and opportunities in our business and consider all the positive and negative environmental, social and economic impacts we have on society

Championing sustainability is an individual responsibility for all of us, at every level within our organization.

This policy statement applies to all SGS employees, contractors, suppliers and other key business partners. Management is responsible for ensuring full compliance with SGS policies.

**ARIEL BAUER**

Group Vice-President Investor Relations, Communications & Sustainability

**GÉRALDINE PICAUD**

Chief Executive Officer

This version cancels and replaces all previous Sustainability policy statements.

The English version of this document constitutes the binding version.


When you need to be sure
We are passionate and innovative people with a relentless desire for continual improvement.

**IT IS OUR AIM TO**
- Create an open culture, where smart work is recognized and rewarded, and which fosters teamwork and commitment
- Offer cutting-edge value-added solutions that support our customers
- Develop and demonstrate positive and innovative leadership
- Drive forward innovation in the TIC sector

**IT IS THEREFORE OUR COMMITMENT TO**
- Inspire employees to achieve their career goals within SGS by providing learning and development opportunities, including job shadowing, networking, formal education and training
- Instill the core values and behaviors of SGS in our people
- Create an innovative culture by challenging, developing and supporting our employees’ ideas
- Encourage an honest and transparent two-way relationship with our people to promote sharing, collaboration and engagement
- Recognize the value and contribution of every employee
- Reinforce a culture of accountability where agile decision-making enables innovation and speed to market
- Base our approach to employee compensation, benefits and recognition on our global principles and guidelines

Demonstrating leadership is an individual responsibility for all of us, at every level within our organization. These commitments apply to all SGS employees. Management is responsible for ensuring full compliance with SGS policies.

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**JESSICA SUN**
Head of Group Human Resources

**GÉRALDINE PICAUD**
Chief Executive Officer

This version cancels and replaces all previous Leadership policy statements.
The English version of this document constitutes the binding version.