



# SGS Human Rights Policy



# Our human rights commitments

At SGS, we are led by our purpose to bring value to society, by enabling a better, safer and more interconnected world. As a fundamental part of this we commit to respecting human rights, both as an ethical obligation and as an important part of our role in society. Respecting human rights enables us to live up to our purpose and to build trust.

Our absolute commitment to human rights is grounded in our SGS Code of Integrity and our SGS Business Principles.

To bring our commitment to life, we embrace and follow the principles of the United Nations Global Compact and United Nations Guiding Principles on Business and Human Rights (UNGPs).

The UNGPs incorporate by reference the rights and principles expressed in the International Bill of Human Rights and in the International Labour Organization Declaration on Fundamental Principles and Rights at Work with its eight core conventions, all of which we respect.

As guided by the UNGPs, we respect human rights by actively seeking to avoid causing or contributing to adverse human rights impacts and to address any adverse impacts that may result from our activities.

We seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, our services, and our business relationships and facilitate effective remediation when adverse human rights impacts occur.

SGS will comply with local laws and regulations and cooperate with relevant authorities in respecting and promoting human rights in all the countries in which we operate.

Where local legislation and international human rights standards differ, SGS will strive to meet the higher standard. Where local legislation and international human rights standards conflict, SGS will comply with local legislation, and seek ways to respect and influence positive change of international human rights standards within our sphere of influence.

This policy applies to all employees, officers and directors of SGS and its affiliated companies.

We expect our business partners and other relevant parties to do the same, and to recognize and respect human rights.

# Our human rights focus areas

In line with the UNGPs, our SGS Human Rights Policy focuses on addressing those human rights risks that could have the most significant impact on people through our business activities or business relationships. The prioritization of human rights risks helps us know where to focus our efforts first. The level of impact is based on the prioritization criteria, as defined in the UNGPs, weighing the scope, scale and irremediability of the risks and impacts.

We recognize that the nature of human rights risks associated with our operations and services will change over time, as our operating contexts, activities and business relationships also change. We therefore commit to reviewing these focus areas on a periodic basis and making updates when necessary.

## **ANTI-BRIBERY AND CORRUPTION**

As set out in our SGS Code of Integrity and Business Principles on Integrity, we are committed to upholding the independence and impartiality of SGS, resisting undue influences and fulfilling our role of an independent and professional third party which can be relied on by traders, producers, consumers and governments alike. SGS does not knowingly engage in bribery or corruption of any form, in any of the countries in which we operate.

To complement our existing anti-corruption efforts, SGS aims to promote the human rights-based approach to anti-corruption, which puts the rights-holder in the center of anti-corruption efforts.

SGS's core business activity is the provision of independent third-party conformity assessment services in fields such as public health, safety and welfare, environmental protection, consumer protection, agriculture and food safety, data privacy and cyber security. We carry out testing and inspection on products, systems, processes and services against national and international standards and regulations. We also provide certification for clients, consumers, governments, and other stakeholders to confirm that a given standard or regulation has been met. In all industry sectors, including SGS', any engagement in bribery or corruption can potentially have a negative impact on the enjoyment of human rights.

## **ANTI-DISCRIMINATION, DIVERSITY AND INCLUSION**

At SGS, we value the skills, knowledge and cultural diversity that people bring to our organization and we strive to create a diverse, equitable and inclusive environment that fosters a sense of belonging and empowers all our employees to thrive.

SGS is committed to promoting a workplace that provides equal opportunities for all employees. We also aim to provide an environment in which all members of the workplace treat all individuals both in the workplace and in other work-related settings with dignity, consideration and respect.

SGS does not tolerate any discriminatory practices, harassment or bullying and maintains a strict zero-tolerance policy with respect to inappropriate conduct. Our SGS Supplier Code of Conduct requires our suppliers to do the same.

Our commitment to diversity, inclusion and equal opportunities is expressed in our Business Principles, Code of Integrity and Anti-Discrimination and Dignity at Work Policy.

## **DATA PRIVACY**

SGS recognizes that personal data must be treated with caution. We are committed to conducting our business in accordance with all relevant data protection and privacy laws of the countries in which we operate and in line with the highest standards of ethical conduct.

As set out in our Global Data Privacy Policy, SGS is committed to collecting and processing personal data fairly and lawfully, respecting individual rights and choices and managing personal data responsibly.

We require that our external service providers do the same and fully comply with SGS Data Privacy Policies, and with any applicable data protection and privacy legislation. They must also maintain adequate technical and organizational security arrangements to protect personal data.

## **HEALTH, SAFETY AND ENVIRONMENT**

As outlined in our Business Principles on Health Safety and Environment, SGS ensures the health and safety of our employees, contractors, customers and third parties. Our accident prevention philosophy identifies and eliminates hazards and reduces occupational health and safety risks.

We are committed to providing all our employees with safe working environments, conditions and equipment with appropriate steps in place to prevent injuries and occupational illnesses.

As set out in our Business Principles on Sustainability, at SGS, we use our scale and global reach to enable a more sustainable future. We endeavor to reduce the impact of our activities on the environment by promoting the efficient use of natural resources, reducing and preventing pollution and minimizing emissions of harmful substances and greenhouse gas emissions.

SGS is committed to investing in the communities in which we operate and considering all the positive and negative environmental, social and economic impacts we have on society.

We enable a safer world by ensuring that the environment where people work and live is secure and clean, and that the products people use or consume are safe.

## **LABOR**

As a professional services company, our employees are at the heart of our business. In line with our Business Principle on Respect, SGS is committed to following fair employment practices around the world. Our policies and practices reflect this conviction.

We are committed to respecting international labor rights throughout our operations.

In line with our Group Policy on Anti-Discrimination and Dignity at Work, all employment related decisions, such as hiring, training and development, compensation, benefits, recognition, promotion, disciplinary action and

termination will be made solely on an individual's qualification, performance and behavior or other legitimate business considerations.

To ensure fair and competitive remuneration, SGS benchmarks its remuneration packages against prevalent local market practices through salary surveys from reputable professional services providers.

SGS respects the minimum wage defined by local regulations and complies with all mandatory requirements defined by local legislation or binding collective bargaining agreements with regards to wages and their evolution.

We work to ensure that working hours are reasonable and comply with local laws.

SGS recognizes the right of our employees to form and join trade unions, employee associations and to bargain collectively. In situations in which this right is restricted under law, SGS facilitates parallel means of independent and free association and bargaining. Employees' representatives have access to the necessary time and facilities to carry out their representative functions.

SGS does not engage in bonded labor, child labor or forced labor.

SGS does not use suppliers or sub-contractors who use bonded labor, forced labor or child labor, and uses reasonable due diligence and monitoring to ensure that suppliers and sub-contractors comply with this requirement.

We promote the right to education by offering continuous learning opportunities to all our employees. Our employee online learning portal offers a large portfolio of learning opportunities ranging from technical knowledge to interpersonal and management skills. It enables our employees to fully customize their individual learning path to their needs. We believe that helping our employees embrace a lifelong learning mindset, will empower them to increase their employability and help them be more resilient to life challenges.



# Human rights **management**

## **DUE DILIGENCE**

To drive positive practices, SGS is committed to performing human rights due diligence to identify, prevent and mitigate any human rights-related risks from our activities and business relationships. We strive to conduct due diligence within our operations and throughout our value chain.

The importance we attach to the development of our human rights due diligence program is demonstrated in our SGS Sustainability Ambitions 2030.

## **COMMUNICATION AND TRAINING**

We are committed to building awareness and knowledge of human rights across our business and supply chain and work to increase the capacity of our management and suppliers to effectively identify and respond to human rights concerns. Following our SGS Sustainability Ambitions 2030, our goal is to train 100% of our employees on our human rights principles annually. Furthermore, all managers and employees receive mandatory training on the SGS Code of Integrity, which includes human rights aspects. We also provide specific training to relevant business functions.

We recognize the importance of dialogue with our stakeholders and pay particular attention to individuals and groups at greater risk of adverse human rights impacts due to their vulnerability or marginalization.

## **GRIEVANCE AND REMEDIATION**

We recognize that even with the best policies and practices, SGS may cause or contribute to an adverse human rights impact that we have not foreseen or been able to prevent.

We strongly encourage all affected rights-holders to bring any violations or risks of human rights violations to our attention and to report any concern through appropriate channels such as the SGS Integrity Helpline. Our helpline provides a confidential channel to ask questions or confidentially and anonymously report concerns. It is run by an independent external service provider, and available 24/7 in multiple languages online or by phone.

SGS has policies in place to ensure that none of its employees or other stakeholders face any form of retaliation or adverse consequences for seeking advice or reporting any violations or risks of human rights violations. Retaliation against anyone who has reported a violation in good faith will result in disciplinary action.

We strongly believe that accountability is the foundation for effective human rights management. SGS is therefore fully committed to continuously improving our grievance mechanisms, actively listening to concerns, providing meaningful remedy and learning from our mistakes.

## **PERFORMANCE MONITORING AND DISCLOSURE**

Our performance on human rights is monitored by the Human Rights Executive Committee, chaired by the Chief Executive Officer. We are committed to transparent reporting on our human rights commitments and performance through our human rights report, corporate sustainability report and integrated annual report.

## **GOVERNANCE**

It is the responsibility of the Sustainability Committee of the Board of Directors to review and approve the Human Rights Policy. The Human Rights Executive Committee is ultimately responsible for the implementation of our human rights policy across the Group. Senior managers are expected to demonstrate visible and explicit support for human rights as defined in this policy.



**GÉRALDINE PICAUD**

Chief Executive Officer

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**When you need to be sure**

SGS Headquarters  
1 Place des Alpes  
P.O. Box 2152  
1211 Geneva 1  
Switzerland

**sgs.com**



**SGS**