



SGS Leadership Policy Statement

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.

JAMES ROBERTS

Chief People Officer

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.

When you need to be sure