

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.

JAMES ROBERTS

Chief People Officer

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.

