

SOLINA Human Rights Policy

Solina's History is - first and foremost - a story of Entrepreneurs who succeeded in sharing their passion.

Our Business model is founded on internal and external growth, which implies being able to - continuously - welcome and integrate new comers from a wide variety of backgrounds and cultures. We know that our success depends, for a large part, on our capacity to mobilise all staff members and create the conditions that will enable them to make the most of their skills and talent.

We believe Solina's respect for Human Rights is fundamental to our sustainability and the one of the communities in which we operate, therefore it's part of our Solina Strategy.

Solina Human Rights Policy is guided by the United Nations Guiding Principles on Business and Human Rights, the regulations, good professional practices and our Corporate Social Responsibility approach. We strengthen our actions towards the work ethics on a daily basis.

It applies to Solina Group, the entities that it owns and the facilities that it manages.

We are committed to working with and encouraging our partners to uphold the principles in this Policy and to adopt similar policies within their businesses

Respect for Human Rights

We respect human rights and we are committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

Community & Stakeholder Engagement

We recognise our impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives

Valuing diversity

We value the diversity of our people, people we work with and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to being an equal opportunities employer and to maintaining workplace that is free from discrimination or harassment on the basis of race, gender, colour, national or social origin, sexual orientation, marital status, religion, age, disability, union membership or political opinion or any other protected characteristics. The basis for recruitment, hiring, placement, training, compensation and progression are qualifications, performance, skills and experience.

Regardless of personal characteristics or status, we do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to our employees but also to the business partners with whom we work.

Freedom of association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where team member is represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with representatives in compliance with applicable laws.

Safe and Healthy Workplace

We are dedicated to providing a safe and healthy workplace and to comply with applicable Health & Safety Solina Group policy ("Team up to Health & Safety") laws, regulations and internal requirements in order to maintain a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our teams to continually improve health and safety in our workplace, including the identification of hazards and remediation of H&S issues.

Forced Labour and Human Trafficking

The use of all forms of forced labour, involuntary labour, including prison labour, indentured labour, and any form of inhumane treatment or of human trafficking is prohibited. human trafficking is prohibited.

Child Labour

The hiring of individuals that are below minimum legal age for working, provisions of applicable local laws, is not allowed

Work Hours, Wages and Benefits

We operate in full compliance with local and European Legislation in term of applicable of minimum wages, deductions from wages/salaries, working time, overtime and benefits laws.

Guidance and Reporting for Employees

We create workplace in which open and honest communications among all team members are valued and respected. We are committed to following all applicable employment laws wherever we operate.

If you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes to Human Resources members team which make every effort to maintain confidentiality.

You may also ask questions or report potential violations to Human Resources members team, it will available for you.

We are committed to investigating, addressing and responding to the concerns and to taking appropriate corrective action in response to any violation.

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