



# SOCIAL POLICY

## SAINT JEAN INDUSTRIES

### GROUP

#### **INTRODUCTION**

The *Saint Jean Industries* Group is built on several decades, closely linked to the family owner who manages it. Women and men who are involved in these activities, are contributing to a sustainable growth. They have shaped the human values of the group:

Involvement, Humility, Team spirit, Creativity and Passion

#### **Mission of *Saint Jean Industries* Group:**

**“Working for a cleaner world and reducing the use of natural resources to save capital, energy and time.”**

#### **CHAPTER 1 – Respect the safety of our workforce and partners**

In all entities within the group, the value creation is generated by the development of the Human Capital. As a result, taking care of our talents is a basic of the corporate policy. The strict instruction is given to all the staff of the group that the hierarchy of priorities to be followed in all our activities is as follows:

- 1. Safety of our workforce and partners**
2. Respect of the quality of our products
3. Respect of the deliveries time schedule



Each manager within our organization, has the obligation to check that this policy is continuously, for example:

- Set up of a safety committee (follow up and reduction of the safety risks)
- Safety training for our employees
- Follow up of the working accidents and set up of a related PDCA
- Involvement of other partners: Working doctor, Unions if any, ....

## **CHAPTER 2 - Social Policy and Working Conditions**

All the group's subsidiaries must scrupulously comply with all legal obligations regarding the regulation of work and working conditions. Depending on the legal conditions, each subsidiary will be able to put in place additional mechanisms to improve working conditions outside the legal framework: wage policy, work rhythm, work environment, social dialogue.

## **CHAPTER 3 – Human right**

In addition to the regulatory measures, the general policy of the SAINT JEAN INDUSTRIES Group states that:

1. Child labor within the group and its partners is strictly prohibited
2. The recruitment and management of our living forces must respect non-discrimination for a few reasons.

*Olivier BETOU*  
*Group Human Resources Director*

A handwritten signature in blue ink, appearing to be 'Olivier BETOU', with a long horizontal stroke extending to the right.