



GROUP SOCIAL POLICY SAINT JEAN INDUSTRIES

INTRODUCTION

The story of *Saint Jean Industries* spans several decades, closely tied to its founding family. The dedicated men and women who have helped shape the company continue to drive sustainable growth. Together, they have molded and forged the group's core values:

Dedication, humility, teamwork, creativity, and passion

Saint Jean Industries Group's Mission Statement :

“Working for a cleaner world by using fewer natural resources, less capital, less energy, and less time.”

CHAPTER 1 – Prioritizing the Safety of Our Employees and Partners

Across all of our subsidiaries, value is created through developing human capital. As a result, safeguarding our people is a core principle of our group's policy. All staff are clearly instructed that the order of priorities in everything we do is as follows:

- 1. The safety of our employees and partners**
2. Commitment to product quality
3. On-time delivery
4. Reducing the use of natural resources and protecting the environment



Each manager in our organization is responsible for making sure this policy is truly put into practice every day. For example:

- Establishing a Safety Committee (to monitor and remove safety risks)
- Providing safety training for our employees
- Tracking workplace accidents and committing to the associated PDCA process
- Involving other partners: Occupational health physician, external organizations (CARSAT), employee representative bodies

CHAPTER 2 – Social Policy & Working Conditions

All subsidiaries within the group are required to strictly comply with all legal regulations regarding labor laws and working conditions. Depending on the country's laws, each subsidiary can also implement additional measures to further enhance working conditions beyond legal requirements, such as salary policy, work pace, work environment, or social dialogue. Equal opportunity, skill development, and employability are core principles of our social policies.

CHAPTER 3 – Respect for Individuals

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

- Child labor is strictly prohibited within the group and among its partners.
- Recruitment and management of our workforce must be conducted without discrimination of any kind.
- Respect and kindness toward individuals are fundamental values applied throughout the entire employment process, from hiring to the possible end of the employment contract.

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