

HUMAN RIGHTS

GYS is committed to working with respect for human rights.

◆ Fighting discrimination :

▶ Gender, age, nationality, ethnicity, race, colour, creed, language, disability, membership of an organisation, opinion, state of health, marital status or sexual orientation have no impact on the decisions taken by GYS in hiring, remunerating or assigning its employees. Decisions are based on objective criteria such as professional profile, experience, interpersonal skills and competencies.

◆ Child labour and young workers :

▶ GYS strongly condemns child labour and strictly controls the employment of young workers. The company ensures that the minimum legal age of all its employees is respected by checking their official identity documents.

▶ Apprenticeship contracts should not represent the majority of a department's workforce, they are undertaken as part of an educational programme and are limited in time.

◆ Condemning forced labour and modern slavery :

▶ The job specifications, working times and hours, duration of contract and salary are specified to the applicants before they are hired.

▶ Threatening or forcing employees to work overtime is forbidden.

▶ The company will remunerate the employee each month.

▶ Employees are free to leave the company's premises when the working day ends.

▶ Employees are free to leave their job at any time subject to compliance with the notice period.

◆ Fair employment conditions :

- ▶ The company provides paid holidays, sick leave and parental leave.
- ▶ There are breaks in the morning and afternoon.
- ▶ The company condemns all forms of violence at work (assault, threats, physical, moral or sexual harassment and intimidation). Any employee who feels they are a victim of such forms of violence at work can contact their line manager and the HR department to find a solution that will allow them to live their daily work life in safety.

◆ Freedom of association and negotiation :

- ▶ Freedom of association is a fundamental right guaranteed by the 1948 Universal Declaration of Human Rights. The legitimacy of the representatives elected by the employees is officially recognised by the management. The company also ensures that all employees have the opportunity to exercise their right to freedom of association, in accordance with local legislation.
- ▶ The company recognises that everyone has the right to assert their demands through negotiation, in accordance with local legislation.
- ▶ Where they exist, employee representatives are regularly consulted on working conditions, conflict resolution or remuneration.
- ▶ The company undertakes to condemn any situation of discrimination or harassment against its employees, including employee representatives.