

#1 PERSONAL PROTECTION

Our commitments

- The **ERAM Group** is committed to providing a safe and healthy working environments with the same requirement levels wherever they are established. The ERAM Group is committed to respecting the right of its employees to relax and therefore to promote the reconciliation of professional and private lives.
- The **ERAM Group** is committed to fighting all forms of violence, including bullying and/or sexual harassment. To this end, the Group commits itself to continue working on this with the staff representative bodies.
- These requirements are defined in the internal regulations in force within the group and also apply to subcontractors working at its sites or under its direction at its customers' or partners' sites.
- At all the group's sites, risks related to the health and safety of people are taken into account in conjunction with the competent authorities.

What we do not do

- Ignore the Group's rules on hygiene and health and safety at work.
- Ignore reports made by people who have found infringements.
- Tolerate inappropriate or disgraceful behaviour.
- Authorize employees to travel to countries presenting health and/or political risks without having implemented appropriate measure to ensure his or her safety.

#2

EMPLOYEE REPRESENTATION

Our commitments

- The **ERAM Group** respects the freedom of its employees to form or join unions or workers' organizations and to organize themselves to participate in collective negotiations.
- The **ERAM Group** respects its social partners and recognizes their responsibilities and missions. It undertakes to communicate and negotiate with these partners under the best possible conditions and in an open manner on matters relating to the interests of employees.
- In general, the **ERAM Group** respects the provisions of social legislation and undertakes to take all measures required to resolve any infringements discovered.

What we do not do

- Influence, in any way, the choices of our employees regarding their membership of trade union organizations.
- Refuse dialogue with social partners.
- Voluntarily hide from our social partners, information having a major impact on the collective interest of employees.

#3

DIVERSITY & EQUAL OPPORTUNITIES

Our commitments

- The **ERAM Group** is open to all forms of diversity and promotes equality of opportunity at all of its subsidiaries.
- The group and its employees may not discriminate based on age, race, sex, ethnic origin, nationality, religion, health, disability, marital status, sexual orientation, political or philosophical opinion, union membership or any other characteristic.
- These principles apply at the time of hiring and also in decisions concerning training, promotion, job retention and working conditions in general.
- The recruitment, training and personal development of employees from different backgrounds is important for the **ERAM Group**. The group therefore seeks to highlight these differences by constituting, as far as possible, teams that reflect the Company.

What we do not do

- Discriminate for reasons related to sex, disability, family situation, sexual preferences, age, political opinion, religious beliefs, origins...
- Take these criteria into account in the development of an employee's career.
- Fail to respect freedom of conscience, worship and union membership.

#4 CAREER MANAGEMENT

Our commitments

- As part of its training policy, the **ERAM Group** is committed to implementing plans to constantly adapt its employees to the challenges facing the company.
- The **ERAM Group** undertakes to comply with all regulations applying to professional interviews to allow its employees to express their wishes in terms of career development and to provide a forum for regular discussions with management.
- The **ERAM Group** is committed to promoting career development internally through interviews and specific development plans.

What we do not do

- Refuse employee requests for discussions regarding career development.

#5

PROTECTION OF INDIVIDUAL INFORMATION

Our commitments

- The **ERAM Group** is committed to respecting the privacy of its employees and the confidentiality of information concerning them.
- The **ERAM Group** undertakes not to communicate this information to third parties other than external service providers mandated for management tasks or when communication is mandatory under the regulations.

What we do not do

- Collect information about employees which is not needed to manage their work without their consent.
- Communicate this information to persons outside the company, except when legally obliged to or when an external provider handles payroll or other HR services, or make inappropriate use of it.