

Global Labor & Human Rights Policy

Policy Sponsor: Jeanette Hron (CPO)

Policy Owner: Tijani Djaziri (Global Vice President, HR Digitization and Organization & Rewards)

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1. Purpose & Statement

gategroup Holding AG and its affiliates (“**gategroup**”) believe that respect for human and labor rights is a fundamental component of gategroup’s values and business principles. This Policy provides a framework for guiding the organization’s ongoing labor and human rights improvement efforts. gategroup also supports all international norms and codes regarding human rights, including but not limited to:

- [The Universal Declaration of Human Rights](#)
- [The International Covenant on Civil and Political Rights](#)
- [The International Covenant on Economic, Social and Cultural Rights](#)
- [The International Labour Organization’s \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)
- [U.N Convention on the Rights of the Child](#)

It is gategroup’s priority to create a healthy and safe working environment that embodies fair employment practices.

2. Scope of this policy

This policy applies to all employees of gategroup (“**employees**”).

gategroup is committed to onboard all employees via the gategroup’s systems including a risk-based assessment of their background, policies, and practices. Any potential violation of this policy which may be discovered will be fully investigated and where possible remediated. Such violations may lead to termination of the partnership with any stakeholders if the breach can’t be satisfactory remedied.

gategroup is committed to continually monitoring its status as an equal, ethical, and diverse employer and has set a continuous plan to maintain this philosophy. As an organization, gategroup will listen to its employees and stakeholders to ensure that all concerns raised by any means are thoroughly investigated and expects its external partners (contractors, sub-contractors, and suppliers) and customers to operate in the same manner.

gategroup operates several group policies and guidelines helping to describe its approach to the identification and prevention of unethical practices, as referred in gategroup’s Code of Conduct and policy framework:

- [Code of conduct](#)
- [Supplier Code of Conduct](#)
- **Anti-harassment & discrimination:** [Anti-Harassment Policy](#) ref N° GV.US00.060.0036.003

- **Anti-bribery** : [Anti-Corruption Policy](#) ref N° XV.0000.030.00005.002
- **Whistleblowing**: <https://www.gategroup.com/integrity-line/>

3. Diversity & inclusion

gategroup delights in its diversity. gategroup’s global community includes people of all origins, ethnicities, ages, genders, nationalities, marital status, sexual orientation, gender identity or expression, political opinions, religions, beliefs, disabilities, and any other status protected by applicable law (“Diversity Parameters”). gategroup’s diversity sparks new ideas, thoughts, and creative solutions. It reflects the global community in which gategroup operates.

gategroup’s inclusion and diversity strategy is focused on driving an improved people experience (and in turn, better business outcomes) by removing barriers to inclusion and creating greater opportunities for participation. gategroup does this by mitigating unconscious bias and improving access to flexibility, talent programs and dedicated leadership development.

The specific objectives of this policy are:

- To promote the equality of opportunity and employment in the workplace, regardless of any individual difference, which can be defined as “Diversity Parameters” & promote a culture of performance, skills, and experience.
- Support the principles and practices of equal opportunity in employment and career progression.

gategroup expresses its support for the ideals and practices of equal opportunity in the workplace and will not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

4. Freedom of association and collective bargaining

gategroup is committed to respect freedom of association and the effective right to collective bargaining, open social dialogue and more specifically that

- employees can decide for themselves which workers' organizations they join or which workers' organizations they found;
- gategroup respects the full freedom of workers' organizations to formulate their rules and regulations;

- gategroup respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing so, and will not discriminate or penalize workers for exercising these rights;
- gategroup shall negotiate with legally constituted employees' organizations and/or duly elected representatives in good faith and with a constructive approach to reach a collective agreement.

5. Safe and healthy workplace

By integrating health, safety and environmental considerations into all aspects of its business, gategroup passionately protects its employees, contractors, its communities and the environment. gategroup strives to achieve sustainable growth and accelerated efficiencies, drive compliance with a systematic approach to applicable standards and expand sustainable services for people on the move. gategroup's health, safety and environmental commitments reflect its values and help us meet its business objectives as per the following gategroup policies:

- [Global Health, Safety and Environmental Policy](#) ref. XV.0000.050.00001.004
- [Global Security Standards](#) ref. XP.0000.110.0015.

6. Forced labor & human trafficking

As a corporation with operations and suppliers around the world, gategroup recognizes the importance of ensuring that respect for human rights and dignity is embedded at all levels of gategroup's business. Strict adherence to these values, as well as to applicable laws, are expected everywhere gategroup operates. gategroup does not tolerate human trafficking, child labor or forced labor anywhere within gategroup's businesses or supply chains.

7. Child labor

gategroup endeavors to provide a conducive working environment that is characterized by equality and mutual respect. gategroup will not tolerate the use of child labour, nor exploitation of children in any of its global operations and facilities.

The International Labour Organization (ILO) and the U.N Convention on the Rights of the Child guide gategroup's policy on child labor. When it comes to legal aspects, gategroup always:

- follows the stricter law if more than one laws apply (e.g. state and federal, local and international).

requires suppliers, partners and vendors to follow the stricter applicable laws and recognize children’s rights. They must also require their own suppliers, subcontractors, and stakeholders to do the same.

8. Guidance & Reporting for Employees

Considering its employees play an important role in supporting gategroup’s policies, gategroup encourages its staff to speak up about concerns and to report any unethical or inappropriate behavior, and violations of its policies

gategroup staff can amongst others do so by using any of the following ways:

- Speak with their immediate supervisor or HR representative
- Contact a member of gategroup’s Legal team
- Contact the gategroup Integrity Line (gategroup’s confidential independent whistleblower service) (where available) via <https://www.gategroup.com/integrity-line/>, gategroup’s Intranet, or telephone (posted locally)

gategroup takes every report seriously. gategroup investigates thoroughly, fairly and confidentially, and takes action as necessary and appropriate.

gategroup commits to protect those who communicate honest concerns from discrimination or retaliation.

Annexes

1. Revision History

| Version | Date | Author | Change Description |
|---------|------------|------------------|---|
| 1.0 | 01.12.2022 | Tijani Djaziri | New policy release |
| 2.0 | 01.06.2023 | Tijani Djaziri | Integrated Human Rights and Labor Law Policy |
| 2.1. | 13.05.2024 | Legal Compliance | Updated references to the new Policies & Integrity Line |