

# Social Policy



## A word from our CEO :

*“ At Plastisud we want to maintain, strengthen, mobilize and enhance our most important asset, the women and men who make up our company. Their well-being is a priority.*

*For several years now, we have embarked on a modern shift in terms of human resources. Diversity, equality, modernisation of safety measures...working to build a working climate that meets the standards of a contemporary French company.*

*In this document, we set out the precise social framework in which our activities are carried out and what we wish to aim for in the future. It complements our Internal Code of Conduct and is intended to demonstrate Plastisud's commitment to its employees and in particular their protection.*

*The serenity of our employees is an essential requirement. We want to ensure that the women and men who contribute to the success of Plastisud carry out their work in conditions appropriate to their position and that they benefit from everything necessary to do so.*

*Therefore, this policy concerns all employees.*

*”*

**Laurent Buzzo,**  
Plastisud CEO

# Our Commitments

## → Respect of Human Rights

Respect for people is a fundamental value at Plastisud. We believe that everyone has the right to respect and dignity of their physical and moral person. The Universal Declaration of Human Rights lists the fundamental human rights. It is internationally recognised and we are committed to conducting all our activities in accordance with its principles.

We undertake to always act fairly towards our employees but also towards any other person outside Plastisud.

We guarantee a working environment that ensures the dignity of everyone.

## → Health and Safety

The health and safety of employees is a priority for Plastisud. No activity can prevail over it.

We intend to offer a safe working environment by putting in place the necessary means to protect employees.

In order to avoid accidents at work, we undertake to implement all the necessary means at our disposal. This is our responsibility and duty. We undertake to observe and accept any right of withdrawal of the worker in the event of doubt about his or her health and safety prior to the performance of a task.

We undertake to identify all the health risks that the activities carried out by the employees may have.

We are committed to ensuring that the health risks associated with our activities for employees and visitors are reduced.

Plastisud is committed to always seeking the best means of protection for its employees at their workstations.

We undertake to ensure that our employees are trained in the safety rules to be observed at their workstations as soon as they arrive.

We undertake to ensure that employees working in our workshop receive regular medical check-ups adapted to the workstation.

## → Working conditions

Plastisud undertakes to employ any employee under an employment contract mutually and freely agreed by the worker and the company. This contract explains the terms and conditions of the work, the hours worked as well as a guaranteed remuneration.

We undertake that all hours worked in addition to those provided for by contract will be remunerated.

In accordance with French law, we do not use forced labour or child labour. All employees work voluntarily and can terminate their contract within the contractually established deadlines.

We pay particular attention to young workers on training contracts. Their managers closely monitor their safety and health.

## → Social Dialogue

We strive to create a working atmosphere that is conducive to the professional development of all.

We are convinced that the dialogue between the Management Team and the employees must always remain open and that is why the members of the Management Team are always approachable and available.

We are committed to receiving and considering all requests and comments from employees. The suggestion box makes this possible. People can post their requests there and we undertake to provide answers as soon as possible.

## → Career management and training

We know that it is thanks to the know-how of the men and women who work in our workshop and in our engineering department that Plastisud is today recognised as a reference in the world of moulds.

Our ambition is to acquire and retain talent in our specialised industry, which requires specific technical skills. It is therefore in our own interest to commit ourselves to a skills development process and a career plan.

To enable everyone to achieve and maintain a level of operational excellence, to increase their skills, we are committed to providing the training deemed necessary by each manager.

Our hiring policy is the permanent contract, which is a guarantee of security for the employee.

For equivalent positions, we are committed to ensuring that each employee has the same career opportunities without discrimination.

As internal positions are open to all, the selection is based on merit.

During the professional interviews that take place every two years, we commit ourselves to allowing employees to express their wishes concerning their career path and professional development.

Our know-how has been passed on since 1964. It is a company value and everyone can hope to acquire expert know-how in our workshops and our engineering department.

### → Diversity, discrimination et harassment

Plastisud condemns all forms of discrimination based on age, gender, disability, skin colour, ethnic origin, sexual orientation, political or religious opinions. All candidates are treated fairly and impartially, without regard to the discrimination criteria listed above.

The professional development of each candidate will not be affected by these criteria.

With equal skills and experience, we are committed to ensuring that remuneration is homogenous.

In accordance with our Internal Code of Conduct, any employee who has engaged in moral, physical or sexual harassment will be liable to disciplinary action.

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#### Approval of the Social Policy :

**Name :** BUZZO Laurent

**Title :** CEO

**Date :** April 20<sup>th</sup>, 2022

**Signature :**



**Name :** VIRCONDELET Xavier

**Title :** Managing Director

**Date :** April 20<sup>th</sup>, 2022

**Signature :**

