



## **Human Rights Policy**

Corialis' Human Rights Policy formalises our long-standing commitment to uphold and respect human rights for all people. We believe this policy reflects fundamental standards for business conduct and human rights, provides a cornerstone for Corialis to identify and manage its human rights impacts, mitigate risks and maximize opportunities for human rights to flourish, and fosters collaborative and transparent engagement with our stakeholders and investors.

Human rights are the fundamental rights, freedoms and standards of treatment recognised by a majority of governments, businesses and individuals around the world as belonging to all human being by virtue of being human.

Our policy is aligned with the following international standards:

- The Universal Declaration of Human Rights.
- The Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).
- The Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development (OECD).
- The United Nations (UN) Guiding Principles on Business and Human Rights.

The scope of Corialis' Human Rights Policy applies to all employees, partners, suppliers, and contractors, and supports the human rights of all stakeholders. The Corialis Human Rights Policy is a minimum standard. Where local legislation is stricter than this policy, our Hubs will adhere to the applicable stricter standards. We further communicate our commitment to human rights to our employees via our Code of Conduct, which is available in local languages, as well as our Supplier Code of Conduct, our Health & Safety Charter, and our Global Employee Handbook.

We promote an open feedback culture. Employees who observe or suspect a possible violation of these standards in our own operations or in the value chain are encouraged to report their concerns to their manager, to a colleague in the HR department or to the Group Compliance Manager via [compliance@corialis-group.com](mailto:compliance@corialis-group.com). Reporting to the latter contact can be done confidentially and anonymously or not.

Our performance will be communicated and reported transparently in our sustainability report. Corialis engages to develop training and raise awareness on prioritised human rights.



## **Health and safety**

At Corialis, people are at the heart of our Group. This means that we always put health and safety first. Nothing matters more than the safety of our people. The Group undertakes to provide a safe and healthy working environment. We provide protective equipment and training and set rules and procedures to prevent accidents.

## **Non-discrimination**

We respect cultural and individual diversity and promote inclusiveness. We treat people equally and fairly, based on the principle of non-discrimination, without distinction according but not limited to: race, colour, gender, sexual orientation, religion, national or social origin, age and disability. We make employment decisions – including hiring, placement, promotion, development, training and compensation – based on factors such as qualifications, experience, performance, skills and potential.

## **No harassment and violence**

A key aspect of safeguarding the personal dignity and equality of each employee is to ensure that harassment and violence, in whatever form, do not occur or are addressed adequately. We do not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse or threats. We do not tolerate such acts in the workplace, nor in any work-related circumstance outside the workplace, such as work-related events.

## **Child protection**

We respect the rights of the child as stated in the United Nations (UN) Convention on the Rights of the Child, including the right to education, the right to rest and play and the right to have basic needs met. We will not engage in, or allow, child labour within our facilities or in those of our suppliers. We are also committed to supporting the elimination of child labour in our value chain. We follow the ILO definition of the minimum age for admission to employment or work. The age of employees with a permanent contract shall not be lower than the age of completion of compulsory schooling and in any case not be under 15 years of age (or older depending on local laws).

## **Freedom of association and the right to collective bargaining**

We respect our employees' freedom of choice to be legally represented by a labour union without fear of retaliation. Where employees are represented by a legally recognised labour union, we will establish a constructive dialogue with this labour union. Where local laws and practices restrict the right to freedom of association and collective bargaining, we endeavour to develop other ways to have a meaningful dialogue with employee representatives, without breaking local law.



## **No forced labour**

We do not tolerate situations in which persons are forced to work through the use of violence or intimidation, or by more subtle means such as retention of identity papers. This means that none of our employees should pay for their job. Fees and costs associated with recruitment and employment have to be paid by Corialis. All our employees should work freely and be aware of the terms and conditions of their work and be paid regularly and timely as agreed.

## **Rest and leisure**

We recognise the right to rest and leisure and will therefore always comply with local laws, regulations and local customs with regard to working hours, overtime and rest. We support a healthy balance between the working and private lives of our employees.

## **Fair wages and income**

All of our employees should be paid sufficiently for a decent standard of living, enough to satisfy basic needs for the employee and his/her family. Where the local statutory minimum wage is non-existent or not sufficient to ensure a decent standard of living, we will pay our employees enough to meet this standard.

## **Respect for human rights in high risk contexts**

We recognise that we may face human rights dilemmas in countries that are politically less stable or where human rights are compromised. In such circumstances we critically review whether we can continue to operate in such countries, and if so, how. Our Hubs should never knowingly contribute to human rights violations by others. We will always protect the security of our employees, their relatives and of our facilities.

## **Consumer health**

We believe that everyone needs to have access to safe housing. We strive to develop the most environmentally friendly products to safeguard the health and safety of persons using our products in their house. We continuously enhance the design of our products to improve the recyclability thereof.

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Johan Verstrepen  
CEO Corialis