

Social Policy

At Gurit we work successfully together in an inclusive culture that is proud to respect difference where individuals are accepting of each other and take ownership of their responsibilities. We work hard to cultivate and incubate mutual respect, tolerance, and personal growth with an authentic approach because we believe and trust in each other.

This social policy is part of an overall Gurit policies and guidelines framework. It should be consulted in conjunction with our **Code of Conduct**, our **Sustainability Policy**, the **Supplier Code of Conduct** as well as Gurit's commitments as a signatory of the United Nations Global Compact (UNGC). Gurit supports the Ten Principles of the UNGC in areas for Human Rights, Labour, Environment and Anti-Corruption.

More information is available in our website <https://www.gurit.com/en/about/sustainability>

Objectives

The aim of this policy is to implement best practice of the social dimension of our commitment to Sustainability. Gurit strives to work ethically, considering human rights as well as the social impacts of how we conduct business. We believe that Gurit should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure we carry out best practices anyway.

Our commitments

Respecting our employees

It is our firm belief that to attract and retain likeminded people that have the will and the skill to contribute to economic, social, and environmental advances that such a commitment must be reciprocal.

We are focussed on advancing an environment that is physically and psychologically safe. Gurit respects local legislation and compliance to local laws and regulations and have policies and processes in place that enable the fair treatment of people in a dignified and respectful way. Free from verbal, physical, sexual, or mental abuse.

We believe that a diverse workforce that has equal opportunities for individuals who feel both invited to contribute and comfortable to do so is a prerequisite for business and innovation enabler. We uphold the principle of equal pay for equal work. Gurit has policies and procedures that require its employees to be treated fairly regardless of gender, sexual orientation, disability, age, ethnicity, religion, nationality, or social background.

We compensate and provide benefits and services that meet or exceed legal or industry minimal standards. Gurit has policies and processes in place that ensure that it provides all employees appropriate living standards upholding the principle of equal pay for equal work.

We observe all applicable labour laws, regulations and collective agreements concerning working hours, and encourage employees to take time to rest and recuperate throughout the year. We ensure that employees receive the appropriate paid annual vacation allowance dictated by local legal requirements.

Human Rights

We respect and support the Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises and do not tolerate any conduct in violation of these principles from our employees, supply chain or customers.

Right of association and collective bargaining

We recognize the right of employees to organize themselves legally and bargain collectively in accordance with local law.

Child and forced labour

We are opposed to any form of forced or compulsory labour and do not permit the use of Child Labour. Gurit defines these terms by adopting the either United Nations regulations, or locally applicable laws and regulations, whichever is stricter.

Local Community Engagement

We believe in supporting and engaging with the local communities that we operate in. This begins with employing local people from the community where possible, but we also are proud to support local initiatives.

Gurit foster development of local communities where we operate, adding long term social value and enhance stakeholders' engagement on Gurit journey towards sustainability. We actively contribute to minimize, mitigate or compensate for adverse social, environmental and economic impacts caused by our operations and/or identify opportunities or actions to enhance positive impacts of initiatives on local community.

Implementation and Measurement

This policy applies to all companies that are part of Gurit Group and is implemented by all Gurit sites under the responsibility of the respective Site Manager. The policy is reviewed annually by the Sustainability Coordination Team of Gurit. The implementation is facilitated by the Equality and Diversity workstream under the responsibility of the designated Executive Committee member sponsor.


Stakeholders are encouraged to share concerns, complaints or observations with the Global Sustainability Team (sustainability@gurit.com).

Where applicable Gurit will set up relevant performance indicators and review compliance with this social policy through monitoring and reporting in internal management systems and the Gurit Sustainability Report published annually.

On behalf of the Gurit Group Executive Committee



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CEO



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