



## **SOCIAL COMMITMENT POLICY**

At SNF, we recognize the importance of being a socially responsible organization and positively impacting the communities in which we operate. We are committed to conducting our business ethically and sustainably while actively supporting social causes and initiatives that align with our values and purpose. Our Social Commitment Policy outlines our approach to social responsibility and the key areas our efforts are focused on.

### **Ethical Business Practices**

- Adhering to the highest integrity, transparency, and fairness standards in all our business dealings.
- Comply with applicable laws and regulations, and promote ethical behavior throughout our organization.
- Fostering a culture of diversity, inclusion, and equal opportunity, ensuring a respectful and supportive work environment for all employees.

### **Diversity and Inclusion**

We believe in creating a diverse and inclusive workplace where all employees are treated with respect and dignity.

SNF is committed to promoting diversity in our workforce and providing equal opportunities for all, regardless of race, gender, age, religion, disability, sensitive medical conditions, trade union membership, ethnicity, nationality, social background, sexual orientation, family responsibilities, political opinion, or any other protected characteristic.


### **Community Engagement**

- Actively engaging with the communities in which we operate, understanding their unique needs, and contributing to their development.
- Supporting local initiatives and organizations focused on education, healthcare, poverty alleviation, and other social causes aligned with our values.
- Encourage employees to volunteer for community projects, fostering civic responsibility and engagement.

### **Employee Well-being**

We value the well-being of our employees and strive to create a healthy and safe work environment.





SNF will provide resources and support programs to promote physical and mental well-being, including access to healthcare, wellness initiatives, flexible work arrangements, and work-life balance.

## **Talents**

The performance of a company depends on its employees. Our human resources policy is based on valorization, performance recognition, professional development, skills development, and training.

## **Attraction**

The contractual conditions offered throughout the SNF Group ensure that our employees receive remuneration above the market average, minimum social security coverage regardless of country practices, a safe working environment, and respectful management.

## **Loyalty & training**

Our Human Resource teams have implemented a sustainable talent management policy to secure our human resources needs in the long term. Ensuring the transfer of our know-how and knowledge is a priority issue for the development of our employees, and we offer a comprehensive set of training sessions for employees.

## **Social Dialogue**

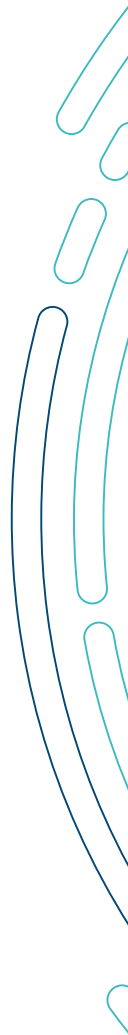
SNF recognizes the importance of maintaining regular and constructive social dialogue within the company. This dialogue is conducted with the elected members of the Social and Economic Committee, local representatives, and union delegates to ensure a collaborative and transparent work environment that respects the rights and interests of all employees.

## **Stakeholder Engagement**

- Actively engaging with customers, employees, shareholders, and local communities to understand their expectations and concerns.
- Communicating transparently about our social commitment initiatives, progress, and challenges.
- Seeking stakeholder feedback to continuously improve our social responsibility efforts and adapt to evolving needs.

## **Continuous Improvement**

SNF will regularly review and assess our social commitment efforts to ensure their effectiveness and identify areas for improvement. We will set measurable goals, track progress, and report our social and environmental performance to stakeholders.





## Implementation

To ensure the successful implementation of this Social Commitment Policy, SNF will:

- Communicate this policy to all employees and stakeholders.
- Provide training and education on social responsibility and its importance.
- Establish clear responsibilities and accountability for social commitment initiatives.
- Regularly engage with employees, suppliers, and other stakeholders to gather feedback and ideas for improvement.
- Conduct regular audits and assessments to monitor compliance with this policy.

By adopting this Social Commitment Policy, SNF affirms its dedication to positively impacting society and fostering a sustainable future.