

At Korali S.A., we are dedicated to continuing our long tradition of excellence in the hospitality industry. Our commitment to providing high quality services goes hand in hand with our dedication to maintaining exemplary working practices and upholding human rights. This policy describes the standards and practices that ensure that Korali SA remains a responsible and inclusive employer.

1. Labour practices and human rights

Korali SA is committed to promoting a workplace that respects and promotes human rights and dignity. We adhere to the highest standards of working practices, ensuring that all employees are treated with respect and provided with a safe and healthy working environment.

- ❖ **Health and safety:** Emphasizing the safety of our bakery environment, we apply strict safety standards to prevent accidents and health problems. This includes regular safety training and emergency protocols tailored to the physical requirements of our industry.
- ❖ **Working conditions:** We support our employees with fair wages, benefits and policies that promote a healthy work-life balance, reflecting our family values.
- ❖ **Social dialogue:** Open and honest communication is encouraged at all levels of the company, with structured dialogue processes between management and staff to facilitate effective collective bargaining.
- ❖ **Career management and training:** We provide comprehensive training programs focused on enhancing skills, helping our employees advance in their careers in line with the growth of our business.
- ❖ **Child, forced and compulsory labor:** In line with our ethical principles, we strictly prohibit all forms of forced and child labor in our activities.
- ❖ **Diversity and inclusion:** Our diversity initiatives reflect our commitment to creating a welcoming and inclusive environment.
- ❖ **Whistleblower protection:** Korali S.A. is committed to providing a safe and confidential mechanism for employees to report any unethical, illegal or inappropriate behavior within the organization. We encourage employees to speak out without fear of retaliation if they witness or suspect any wrongdoing. All reports of misconduct will be thoroughly investigated and appropriate action taken based on the findings. Confidentiality will be maintained. Korali S.A. prohibits any form of retaliation against whistleblowers and will take disciplinary action against individuals found to have engaged in such conduct. We will provide support and protection to whistleblowers to ensure their well-being and continued employment with the organization.

2. Support actions

- ❖ **Health and safety actions :** Regular audits and updates of our safety protocols ensure continuous improvement and compliance with national safety standards.
- ❖ **Working conditions actions :** Our policies ensure that all employees are provided with the necessary resources to perform their role effectively, with fair pay and social benefits.
- ❖ **Social dialogue actions :** We maintain an active engagement with employees to promote a collaborative and harmonious working environment.

3. Education and career management

Consistent with our commitment to excellence, we invest in our employees through:

- ❖ Development opportunities that support both professional and personal development, enhancing the competencies and satisfaction of our team.

4. Diversity, equity and inclusion

As a family-owned company with a global presence, we embrace diversity as our key strength:

- ❖ Our recruitment strategy includes initiatives designed to attract a diverse workforce that brings a wide range of perspectives and skills.
- ❖ We implement strict anti-discrimination policies and provide a supportive work environment for all employees, promoting equality and respect throughout the organization.

5. Performance indicators and reporting

We measure our success not only in product quality, but also in the well-being of our workforce:

- ❖ Health and safety reports: Monitoring workplace safety is an integral part of our operational protocols.
- ❖ Career and Training Reports: We monitor the effectiveness of our training programs to ensure they meet the needs of our employees and our high standards of excellence.

Korali SA's human resources policy is a living document that evolves as we grow and as new challenges and opportunities arise. It is designed not only to comply with regulatory requirements but also to exceed them, ensuring that we continue to be an employer of choice in the hospitality industry, known for our commitment to quality, integrity and respect for our people.

The Management

April 15, 2024

A handwritten signature in blue ink, appearing to be 'G. S. A.', is written below the date.