Document No: GPL HR 104

Policy Name: Human Rights Policy

Responsible Function/Business Segment: Human Resources

Effective: 01.04.2022

Coverage: Global - All employees

Policy Overview & Objective

Respect for human rights is fundamental to the sustainability of FPS and the communities and countries in which we operate. Our policy is built upon our commitment to ensure others are treated with dignity and respect. FPS's **Human Rights Policy (HR 104- Global)**, guided by International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact, is globally applicable.

The purpose of this **Human Rights policy (HR 104 – Global)** is to ensure that FPS's respect of human rights is understood and applicable to our customers, employees, suppliers and other stakeholders.

FPS is committed to conducting its business in a manner that is consistent with the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. At FPS, we respect the fundamental rights of our employees and are committed to fair, respectful, and inclusive employment practices across all our operations.

FPS does not tolerate discrimination on the basis of pregnancy, HIV status, or any other protected characteristic. We do not require HIV or pregnancy testing during recruitment or employment, except where required by applicable law, and no employment decision will be based on an individual's pregnancy or HIV status.

To the extent this policy does not comply with country law or an applicable labor agreement, the requirements of such law or agreement shall be followed. Questions regarding this policy should be directed to your manager/supervisor, your Regional Human Resources Department or the Responsible Corporate Function or Business Segment.

The Policy

Support and respect of internationally proclaimed human rights

FPS recognizes that respect for human rights is fundamental to the sustainability of the company and the communities and countries in which we operate.

Commitment to a Human Rights Grievance process

FPS is committed to identify, prevent and mitigate adverse human rights impacts resulting from or caused by our business activities. Our stakeholders, including our customers, employees and suppliers are encouraged to bring suspected adverse human rights concerns to FPS Legal Counsel or Human Resources.

Community and Stakeholder Engagement

FPS recognizes all its various impacts on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learn from and considering their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunities and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Freedom of association and right to collective bargaining

FPS respects our employees' rights to join, form, or not to join a labor union without reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, FPS is committed to establishing a constructive relationship with such union and committed to bargaining in good faith.

Elimination of forced and compulsory labor

FPS prohibits the use of all forms of forced labor and compulsory labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, and any form of human trafficking.

Abolition of child labor

FPS prohibits the hiring of individuals that are under the age of 16 of age; furthermore, FPS prohibits the hiring of individuals under the age of 18 for positions in which hazardous work is required.

Diversity, Anti-harassment, and Anti-discrimination

FPS values the diversity of the people with whom we work and the contributions they make. We encourage and embrace our diversity of culture, language, location and thought. We have a commitment to equal opportunity and intolerance of harassment and discrimination in the workforce.
FPS is dedicated to maintaining workplaces, which are free from harassment or discrimination based on race, sex, color, national or social origin, religion, age, disability, sexual orientation, gender identity, or any other status protected by applicable law. FPS maintains an **Anti-Harassment and Anti-Discrimination Policy (HR 100 – Global)** related to any forms of harassment or discrimination that applies to employees, customers and vendors/suppliers work hours, wage and benefits.

Work hours, wages and benefits
FPS compensates employees competitively compared to the industry and local labor markets. FPS commits to operate in full compliance with applicable wage, work hours, overtime and benefit laws.

Safe and healthy workplace
FPS is committed to providing a safe and healthy workplace and complying with applicable safety and health laws, regulations and internal requirements. FPS is also committed to maintaining a safe work environment and engaging our employees to continually improve health and safety in our workplaces.

Workplace security
FPS is committed to maintaining a workplace that is free from violence, harassment, intimidation, retaliation, or other unsafe or disruptive conditions and protecting the privacy and dignity of our employees.
In line with the ***Voluntary Principles on Security and Human Rights ("VPSHR")***, FPS has established and maintains a comprehensive **Workplace Security Risk Mitigation Plan ("WSRMP") (HR 104-01– Global)** and **Rules of Engagement ("RoE") (HR 104-02– Global)** covering all security operations. Our security personnel – whether directly employed or contracted through third parties – are strictly prohibited from using excessive force under any circumstances. This commitment is fully integrated into our RoE, which sets clear behavioral standards, and into our RMP, which defines the monitoring, training, and accountability mechanisms in place. The implications of this prohibition, including preventive measures, training programs, internal audits, and grievance mechanisms, are addressed within these documents to ensure that workplace security is managed in a manner that protects the dignity, safety, and rights of all employees and stakeholders.

Working against corruption, including extortion and bribery.
FPS prohibits extortion and bribery, and annual training is conducted and required by FPS colleagues on the topic of extortion and bribery, among various other ethical considerations.

Guidance and Reporting for Employees
FPS creates workplaces in which open and honest communications among all employees are valued and respected. FPS is committed to following all applicable labor and employment laws wherever we operate. If you believe that a conflict arises between the language of the policy and the laws, customs and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes. Every effort will be made to maintain confidentiality. You may ask questions or report potential violations to local Management, Human Resources, Legal Department or FPS Ethics Hotline. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. FPS is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

References

Please see the related **Anti-Harassment and Anti-Discrimination Policy (HR 100 – Global).**

Please see the related **Workplace Security Risk Mitigation Plan ("WSRMP") (HR 104-01 – Global)**

Please see the related **Rules of Engagement ("RoE") (HR 104-02 – Global)**

FPS Ethics Hotline – An option for reporting concerns confidentially and anonymously where permitted by law.
This service is available 24 hours a day, 7 days a week in all FPS Countries.
Web: https://app.mycompliancereport.com/MCR (Company access ID is FPSI)
Call:

Belgium: 0800-73-785 **Chile: 800-914-417** **China: 400-120-1832** **France**: 805-0805-985-609 **Germany**: 0800-1844970 **Mexico:** 800 681 6918	**Hungary**: 06-80-088-016 **Romania**: 0800-360-890 **Spain**: 900-876-223 **Turkey**: 0800-621-2435 **UK**: 0800-102-6413 **India:** 000 800 050 3445	**Ukraine**: 0800-801-415 **US**: 888-644-5762 **Vietnam**: 84 24 4458 2093 **Netherlands:** 0800 0226957 **Ireland:** 1800 851 763 **Poland:** 800 005 189

Addendum

Adopted: 01.04.2022

Revised: 18.11.2025