



SOCIAL AND HUMAN RIGHTS POLICY

We believe that economic performance and commitment to human rights and social well-being are inseparable. STOPPIL's social and human rights policy reflects our commitment to building a fairer and more sustainable company for our employees, partners, and local communities.

STOPPIL respects and strives to ensure respect for fundamental human rights throughout its entire value chain. These rights are based on the reference texts that are the Universal Declaration of Human Rights, the UN International Bill of Human Rights and the fundamental conventions of the International Labour Organization.

This policy applies to all STOPPIL employees, as well as to our partners.

Our commitments

Towards our employees

- Ensure the health, safety and well-being of each employee
- Offer salaries that are always higher than the legal minimum, regardless of the job
- Respect gender equality
- Respect work-life balance
- Provide ongoing training for our employees

In favor of human rights

- Prohibit the use of forced labor and child labor
- Refuse any discrimination or harassment based on sex, race, religion, age, disability.

Our goals for 2025

- No accidents at work
- Train 5 new employees in first aid (SST)
- Maintain the total number of training hours compared to 2024
- Welcome interns in initial training or retraining

Management is responsible for developing social and human rights policy. It implements the tools that will enable the goals to be achieved.

This policy is updated regularly by the Directors and is communicated to stakeholders.

Chanteloup-en-Brie, September 2, 2025



Jean Domingues
co-director



Stéphane Chiry
co-director