



HUMAN AND LABOUR RIGHTS POLICY

DeliGroup Professional Services respects and upholds the dignity, well-being, and rights of its employees, the communities in which it operates, and all those involved in its business activities.

Our human rights and labor principles guide our business practices and shape our relationships with clients, suppliers, and partners.

DeliGroup Professional Services is committed to upholding human rights and labor standards, treating everyone with dignity, respect, and fairness. We proactively identify and assess risks to human rights and labor relations in our operations. We take action to prevent, address, or mitigate negative impacts, supporting responsible and sustainable business practices.

Guiding principles:

No forced labor, modern slavery, or human trafficking.

DeliGroup Professional Services does NOT tolerate:

- any form of forced or involuntary labor;
- any form of (modern) slavery or human trafficking, and is committed to preventing these practices in its operations;
- the company strictly prohibits child labor and enforces strict measures to comply with national laws and relevant regulations on minimum employment age. The company is fully committed to preventing child labor from all its operations across the country.

Deli Group Professional Services upholds the freedom of association, the right to collective bargaining, and employee representation at all times.

Work culture:

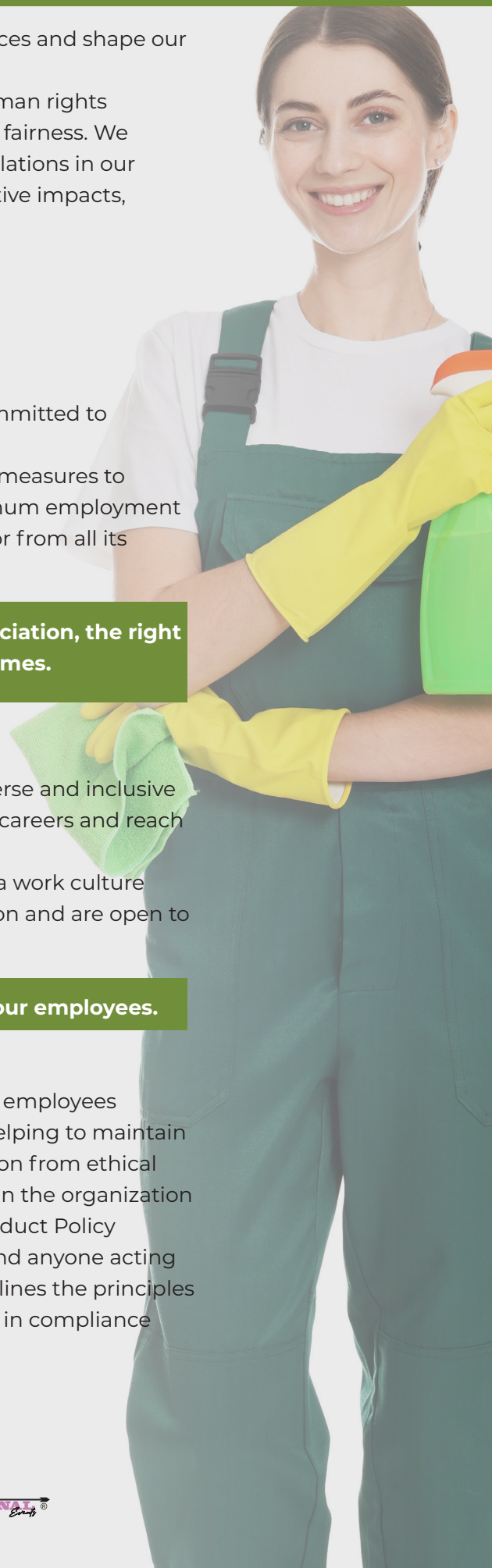
DeliGroup Professional Services is committed to creating a diverse and inclusive workplace that challenges and inspires employees to build their careers and reach their full potential within the company.

It is **DeliGroup Professional Services'** responsibility to establish a work culture based on trust and recognition. We promote clear communication and are open to suggestions, ideas, and feedback.

We respect and uphold the dignity, well-being, and rights of our employees.

Code of Conduct:

DeliGroup Professional Services fosters a work culture in which employees uphold the Code of Conduct. Each individual is responsible for helping to maintain and strengthen the Group's integrity and reputation. Any deviation from ethical principles, regardless of perceived severity, can undermine trust in the organization and have negative effects on the entire Group. Our Business Conduct Policy outlines the legal and ethical standards that all our employees and anyone acting on behalf of the Group must adhere to. The Code of Conduct outlines the principles and resources for conducting business in an ethical manner and in compliance with the laws of every country in which the Group operates.



Occupational Health & Safety:

DeliGroup Professional Services promotes and maintains a healthy and safe work environment and implements measures to prevent accidents. Safety and health are our top priority in everything we do. The company promotes a culture of responsibility and transparency, emphasizing through its occupational health and safety and emergency management policies and procedures the need for immediate reporting of workplace accidents, incidents, hazardous events, and all situations requiring reporting in accordance with applicable legal requirements. The company is committed to the continuous improvement of occupational health and safety processes to ensure safe and healthy work environments, utilizing communication programs such as “Toolbox Talk,” promoting preventive behaviors such as NINA (No Injuries, No Incidents), and complying with the requirements of the ISO 45001 standard.

Human rights and labour principles:

DeliGroup Professional Services ensures full respect for human rights and labor standards by conducting thorough assessments and due diligence procedures when necessary, and by defining corrective actions based on the findings of investigations.

Management,

DeliGroup Professional Service

