



WORK CONDITIONS, SAFETY, SOCIAL DIALOGUE POLICY

Groupe GM puts work conditions and employee's safety at the heart of its management process.

Therefore, each Groupe GM entity must provide a safe and secure workplace for each employee of Groupe GM or external people working on site meaning that all the risks inherent to the activity must be listed and communicated to all employees.

The following guidelines apply to every Groupe GM entity:

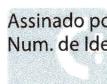
1. Be compliant with the local laws and rules applicable, ensuring they are always compliant and up to date with the evolution of the law and the risks. A yearly review must be in place.
2. Put in place a management of safety meaning - at minimum - to analyse and declare each incident, put in place all the necessary actions to improve safety on the different working places. The action plan must be reviewed on a regularly basis.
3. Design and implement a training plan that provides all employees the knowledge and skills, as well as provide all necessary materials to avoid any risks.
4. An employee's representative should be designated to report on safety subjects to the top management.

Social dialogue

Social dialogue helps create common ground and exchange for all economic and social policy stakeholders. Each representative is an essential cog in this system for common decision-making, serving the interests of the greatest number.

Each Groupe GM entity must, according to the law in force in its country, put in place the necessary conditions favourable to social dialogue. This must be open, transparent and regular. Staff representatives or any stakeholder must feel free to discuss any subject concerning the life of the company. The representatives are also implicated or consult when necessary, in the strategy of the entity.

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