



## Group Respectful Workplace Code

*Nurturing a respectful and inclusive culture in the workplace is a high priority*

At Lhoist Group, our core values of respect, courage, and integrity guide our actions. As such, we are committed to nurturing a positive and respectful work environment that upholds diversity and inclusion principles.

Adhering to this Respectful Workplace Code is essential for creating a safe and comfortable environment, where individuals can truly thrive and feel at ease, while maintaining our reputation, fostering trust, and achieving our business objectives. If employees have any concerns or questions, they should promptly consult their supervisor, the HR department or the designated local point of contact for this policy.

This Code serves as a guide to help colleagues understand their responsibilities and contribute to a positive and respectful work environment. It applies to all colleagues and contractors of the Lhoist Group, reflecting the following key set of rules and principles:

- In alignment with our Lhoist values, we assure a positive work environment where discrimination, harassment or threats of any kind will not be tolerated.
- To foster a culture of respect and prevent misconduct, it is crucial to prioritize ongoing awareness and training. These initiatives should provide colleagues at all levels with the knowledge and tools necessary to prevent, discern and address inappropriate behaviour, while also promoting the principles and values underlying the Respectful Workplace Code.
- Multiple reporting channels exist to ensure confidentiality while providing each and every one a possibility to report incidents and to speak up. Designated individuals and HR representatives are available to receive these confidential reports.
- An internal process ensures thorough investigations based on the gravity of the reported incidents, all in strict compliance with local law.
- While everyone is bound to this Respectful Workplace Code, Senior Leadership and management are accountable for its implementation, ensuring awareness and support across all Lhoist business units.

Every member of the Lhoist Group is expected to serve as an ambassador, fostering a respectful and inclusive culture, and contributing to a positive and respectful working environment.

A collection of handwritten signatures in blue ink, arranged in a loose, overlapping pattern. The signatures vary in style and legibility, representing different individuals associated with the document.