

Workplace harassment prevention policy

At Verallia, harassment prevention is a shared responsibility. Every individual, regardless of role or level, is accountable for their own conduct and contributes to a respectful environment for all. This commitment is not delegated - it is lived, enforced, and improved by everyone, every day.

This policy applies to all employees, managers, contractors and business partners in all locations and situations related to professional activity, including remote work and business travel. The measures implemented may vary according to local context but are grounded in a common commitment: zero tolerance for harassment of any kind.

KEY DEFINITIONS

Moral / psychological harassment: Repeated actions, words or behaviours that degrade working conditions - undermining rights, dignity, mental or physical health, or professional future. A single isolated act does not constitute moral harassment; repeated conduct is required.

Sexual harassment: (1) Serious pressure, even if not repeated, to obtain a sexual act, including sexual blackmail linked to employment or pay. (2) Repeated words or behaviours of a sexual or sexist nature that create an intimidating, hostile or offensive environment.

Sexist behaviour: Any conduct linked to a person's gender that undermines their dignity or creates a hostile, humiliating or offensive environment, including everyday sexism and remarks based on gender stereotypes.

Discriminatory harassment: Behaviour targeting a protected characteristic - including origin, gender, age, disability, religion, sexual orientation, health status, or union affiliation — that undermines dignity or creates a hostile environment.

RESPONSIBILITIES AND SAFE PRACTICES

Being clear about roles is a cornerstone of our prevention approach. It allows us to act swiftly, ensure accountability, and foster a culture of mutual respect.

- All employees: behave respectfully, report any inappropriate behaviour witnessed or experienced, and cooperate with investigations.
- Managers: act promptly, direct employees to appropriate resources, and never dismiss a report, even if made informally.
- HR / Harassment Officer: acknowledge all reports within 48 hours, conduct impartial and confidential investigations, and keep parties informed.
- Senior Management: ensure the policy is applied and resourced, and lead by example.

REPORTING PROCEDURE

Any employee who experiences or witnesses harassment is encouraged to report through one of the available channels: direct manager, HR department, Harassment Officer, or the whistleblowing platform.



A professional **whistleblowing platform** (consisting of a **hotline** and a **report form**) is accessible in all countries, in the local language, via the intranet and the external Verallia website. The whistleblowing platform is also accessible to any third party directly on the internet at the following address: <https://ethics.verallia.com> and **from November 12, 2025**, <https://verallia.integrityline.com>.

The whistleblowing platform can be used to report any breach of ethics observed, including corruption or anti-competitive behaviour, fraud, discrimination or harassment in the workplace (see the definition in the "whistleblowing system" policy). Unless a case is particularly complex, reports will be handled within the statutory period of 3 months.

Employees may report an incident anonymously (when this is legally possible).

All reports are handled in the strictest confidence. The Group will ensure that there is no retaliation against any whistleblower acting in accordance with the regulations in force.

For more information on this matter, see the "whistleblowing system" policy and/or the whistleblowing system user guide.

CONFIDENTIALITY AND PROTECTION AGAINST RETALIATION

All information relating to a report is strictly confidential. Only those directly involved in handling the case have access. Investigators commit to confidentiality before any investigation begins.

Any retaliatory measure against a person who has reported in good faith is strictly prohibited and constitutes a serious disciplinary offence. Good-faith reports are protected even if the facts are not subsequently substantiated.

CONTACTS

- Harassment Officer of your legal entity
- Human Resources Department
- Internal whistleblowing platform

By endorsing this workplace harassment prevention policy, Verallia reaffirms its commitment to placing dignity and respect at the heart of its culture, and to empowering every employee to be an actor in building a safe and inclusive workplace.

Handwritten signature of Patrice Lucas in black ink.

Patrice Lucas (Apr 20, 2026 10:58:48 GMT+2)

Patrice Lucas

Chief Executive Officer

Handwritten signature of Katia de Saint Germain in black ink.

Katia DE SAINT GERMAIN (Apr 20, 2026 10:39:23 GMT+2)

Katia de Saint Germain

Chief Human Resources Officer

Handwritten signature of Wendy Kool Foulon in black ink.

Wendy KOOL FOULON (Apr 20, 2026 10:52:30 GMT+2)

Wendy Kool Foulon

CSR Director and General Counsel

This policy is reviewed annually and communicated to all employees upon joining and after each update. Regular awareness and training sessions are organised for all levels of the organisation.