



Human Rights, Labor Rights, Health, Safety and Well-being Policy

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I. Scope, purpose, and ambition

Lamifil nv conducts its activities with respect for human rights, labor rights, integrity and safety. This policy sets out the framework through which Lamifil manages risks, implements preventive measures, and reports transparently on the objectives defined across these areas.

Scope

This policy applies to all of Lamifil's employees, managers, directors, and board members, as well as to temporary staff and partners acting on behalf of Lamifil.

Purpose

Lamifil aims to be a reliable and trustworthy partner for all its stakeholders. The company therefore engages in regular dialogue with them to understand expectations and identify concerns to integrate into policy implementation and prioritization. This requires everyone to behave responsibly, within an established framework of agreements, and to act and communicate transparently and fairly with all stakeholders.

The purpose of this policy is to:

- + Protect human rights, labor rights, and integrity within all activities and relationships
- + Guarantee safe and healthy working conditions for every employee
- + Mitigate and continuously improve psychosocial and physical risks
- + Promote an inclusive, respectful, and supportive working environment

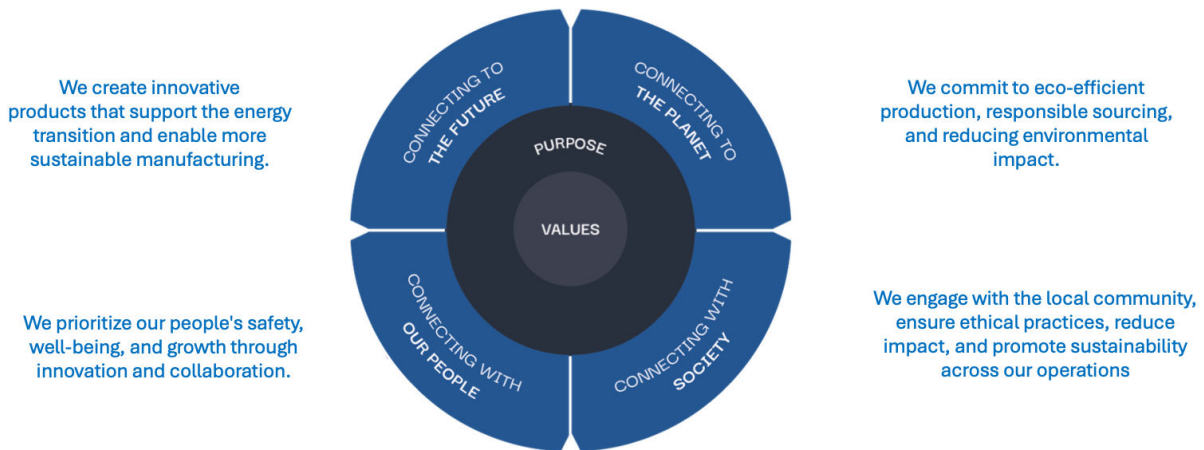
This policy supports the sustainability strategy, business continuity, and Lamifil's role as a responsible employer that places human dignity, well-being, and safety at the center of its operations.

Ambition

It is everyone's responsibility to safeguard the reputation and continuity of the business, and to act in accordance with the societal and legal obligations arising from applicable Flemish, Belgian, and European regulations – based on international guidelines.

Lamifil considers environmental, social, and governance (ESG) priorities not merely as an obligation, but as a strategic driver for innovation, resilience, and sustainable growth. By identifying risks and opportunities at an early stage, we can strengthen our operations, enhance our competitiveness, and help shape the sustainable transition of our sector.

Our ambition is built on four pillars:



Lamifil commits to:

- + Prioritize safety and well-being through a risk-driven, ISO 45001-certified policy that guarantees both physical and psychosocial safety for every employee
- + Provide fair and transparent employment conditions, including appropriate remuneration, respect for working hours, and equal treatment without discrimination
- + Actively engage in social dialogue so that employees and representatives are involved in decision-making processes; respect freedom of association and consultation channels
- + Promote training, performance evaluation, and career mobility to support professional development, build expertise, and create equal opportunities for career progression
- + Enforce a zero-tolerance approach to abuse and violations, including the strict prohibition of child labor, forced labor, harassment, and human trafficking – both within the company and across the supply chain.

II. Commitments

Health and safety

Lamifil implements a risk-driven well-being policy aligned with the principles of safe and healthy work. The company therefore:

- + Systematically evaluates the risk of accidents, injuries, and work-related conditions
- + Implements preventive measures in line with the principle of continuous improvement
- + Monitors health and safety indicators
- + Addresses both physical and psychosocial risks
- + Records and analyzes incidents and near misses
- + Ensures employees receive training tailored to their roles and associated risks
- + Actively maintains consultation and participation channels for employees

Lamifil confirms that safety and well-being are not merely a legal obligation, but an integral part of sound business operations. These are further supported by an ISO 45001 management system applicable to all employees.

Employment conditions

Lamifil provides fair and responsible employment conditions. The company therefore ensures:

- + Respect for working hours, rest periods, and work schedules
- + Fair and timely remuneration
- + Remuneration that enables a decent standard of living (living wage principle)
- + Clear and transparent application of leave and absence arrangements
- + Policies on illness, medical supervision, and return to work that do not disadvantage employees
- + Balance between business continuity and individual circumstances
- + Compliance with all relevant labor legislation and sectoral agreements

Lamifil ensures that these employment conditions are applied equally, consistently, and without discrimination.

Social dialogue

Social dialogue is an essential component of a stable and reliable business. The company therefore:

- + Maintains structured consultation channels with employee representatives
- + Involves employees in decisions that affect their work and working conditions
- + Promotes open dialogue on safety, well-being, organization, and change
- + Respects rights relating to freedom of association and representation

We respect the rights of our employees to organize freely and to engage in collective bargaining, in accordance with applicable legislation.

Career development and training

Lamifil supports employees in their professional development. The company therefore:

- + Provides a structured training framework for all roles
- + Conducts annual performance and development reviews in which competencies, performance, and ambitions are discussed
- + Monitors training needs through a formal planning and registration system
- + Offers opportunities for additional training, job expansion, and internal mobility
- + Strengthens critical skills that contribute to organizational continuity

The company makes targeted investments in maintaining and strengthening expertise in both the short and long terms.

Child labor, forced labor, and human trafficking

Lamifil respects internationally recognized human rights, including civil and political rights, economic, social and cultural rights, and fundamental labor rights as set out in the UN Guiding Principles on Business and Human Rights and in the OECD Guidelines for Multinational Enterprises.

Lamifil conducts appropriate due diligence to identify, prevent, limit and, where necessary, remedy potential negative impacts. To safeguard these rights, the company:

- + Maintains strict prohibition of child labor, forced labor, and all forms of human trafficking
- + Employs workers only based on voluntary and lawful agreements
- + Does not retain identity documents and does not apply any form of coercion or pressure
- + Expects suppliers and partners to adhere to these principles and, where necessary, demonstrate that risks are being managed effectively
- + Takes indications of risks seriously and investigates them accordingly

Discrimination, intimidation, and inappropriate behavior

Lamifil does not tolerate inappropriate behavior, intimidation, or any form of violence in the workplace. We ensure that all employees are treated with dignity and respect, and are protected from any form of harassment or harm. The company therefore:

- + Ensures equal treatment for all employees
- + Strictly prohibits of discrimination based on legally protected or personal characteristics
- + Promotes diversity and inclusion in all processes – recruitment, development, evaluation, promotion, and remuneration
- + Prevents and addresses harassment, bullying, and inappropriate behavior
- + Provides clearly accessible reporting channels and protection against retaliation
- + Handles reports carefully, objectively and discreetly

A respectful working culture forms the foundation for safe collaboration.

Privacy and responsible use of data

Lamifil complies with applicable international, European, and national regulations regarding the protection of privacy when processing personal data. The company therefore:

- + Protects personal data in accordance with the principles of lawfulness, proportionality, and confidentiality
- + Ensures appropriate management of data, access rights, and security measures
- + Expects employees to use IT and communication tools responsibly and professionally
- + Takes measures to prevent misuse, unauthorized access, or loss of data
- + Acts transparently with regard to data purposes, retention periods, and rights

Value chain and responsible business conduct

Lamifil upholds responsible procurement and supply chain management. The company therefore:

- + Clearly communicates expectations regarding human rights, safety, integrity, the environment, and ethical standards
- + Selects suppliers based on objective and responsible criteria
- + Applies a risk-based due diligence approach
- + Monitors and evaluates suppliers through data, audits, or supporting evidence
- + Requests corrective actions and terminates cooperation in cases of persistent non-compliance

These are further detailed in the Procurement Policy and are reinforced through signature of the Supplier Code of Conduct.

Local communities

Lamifil respects and supports its stakeholders and the local communities in which the company operates. Where possible, we make a positive contribution to communities' social and economic development, with respect for local rights, traditions, and cultures. We are committed to minimizing the negative environmental and social impacts of our activities. We maintain an open and constructive dialogue with local stakeholders to address concerns and build long-term, positive relationships. The company therefore:

- + Identifies and assesses the potential impact of business activities on local residents
- + Takes measures to limit issues relating to safety, health, the living environment, and mobility
- + Communicates in a timely and careful manner regarding activities with potential impact
- + Handles questions and complaints in a transparent, timely, and respectful manner

Reporting mechanism / whistleblower system

Lamifil aims to ensure a safe and respectful working environment. We therefore maintain a zero-tolerance approach to inappropriate behavior or violence. Any suspicion that employees are not being treated with dignity and respect, are exposed to inappropriate behavior, harassment or danger, or that our values are not being upheld, can be reported in accordance with our whistleblower policy.

Lamifil provides a confidential, accessible, and safe whistleblower system for reporting:

- + Integrity concerns
- + Breaches of this policy
- + Risks or violations relating to human rights, labor rights, safety, discrimination, integrity, or ethical standards

The company ensures protection against retaliation and the careful, objective handling of reports. Lamifil uses Phronesys as its whistleblower platform.

Product safety and customer information

Lamifil is committed to keeping its customers safe. The company therefore:

- + Ensures that products comply with all applicable safety and quality standards
- + Provides accurate technical information and manuals to customers
- + Takes complaints and product safety notifications seriously, and handles them carefully

III. Implementation, monitoring, and reporting

Lamifil ensures the implementation of this policy through close cooperation between the Board of Directors, management, Employee Steering Group (safety and growth), and EHSQ & Sustainability Manager. The Board of Directors provides strategic direction; management ensures implementation; and the EHSQ & Sustainability Manager oversees operational execution.

In practice:

Ultimate responsibility and mandate

Lamifil assigns ultimate responsibility for this policy to management, which adopts the policy, makes strategic choices, and evaluates policy effectiveness at least annually.

The Board of Directors oversees the implementation of this policy and evaluates strategic progress annually.

Operational management

Lamifil appoints the Employee Steering Group (safety and growth) under the leadership of the Production Director. The steering group:

- Oversees the implementation of action plans based on KPIs
- Reports periodically (at least quarterly) to management on progress, bottlenecks, and necessary policy adjustments
- Advises on priorities, objectives, and resources required

Monitoring of risks, opportunities, and impacts

Lamifil conducts systematic risk and impact assessments through its safety, health, and well-being management system (ISO 45001) and human rights/labor rights analyses. These assessments evaluate both the organization's impact on people, and the financial impact of human rights on the business (double materiality).

Lamifil continuously monitors relevant developments, including legislation, stakeholder expectations, and operational changes.

Monitoring and evaluation

Lamifil conducts periodic internal evaluations of the progress and effectiveness of this policy.

Lamifil applies a structured process whereby evaluation findings lead to:

- + Adjustment of action plans and priorities
- + Reassessment of risks and opportunities
- + Revision of the policy itself, where necessary

Action plans and responsibilities

Lamifil develops domain-specific action plans with concrete objectives, indicators, responsibilities, and timelines.

Lamifil updates these action plans regularly, based on progress and changing circumstances.

Reporting and transparency

Lamifil reports internally to management and relevant decision-making bodies on policy implementation.

Lamifil reports externally through its annual integrated report in accordance with CSRD (ESRS standards) and other relevant frameworks, such as EcoVadis.

External assurance is performed on Lamifil's integrated reporting in accordance with legal requirements.

IV. Review

This policy is reviewed at least every three years to maintain alignment with changing regulations, international standards, stakeholder expectations, and evolving business needs.