

intelcia

Our commitment to Human Rights

ACTING ACCORDING TO OUR VALUES

April 2021

Our commitment to human rights

In each of the countries where we operate, Intelcia Group is committed to promoting respect for individual and collective rights and freedoms, for social standards applicable worldwide, as well as for international legislation and conventions, such as the directives and standards of the International Labor Organization (ILO), the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations (UDHR) or the United Nations Global Compact.

Our internal documents, in particular our Code of Ethics, distributed to all our stakeholders and whose strict application we ensure, takes into account the principles of these key texts.

Intelcia makes a commitment to respect and guarantee the principles hereafter, and to be neither guilty nor accomplice of any infringement to their subject:

- Intelcia commits itself to prohibit all forms of forced labor, slavery and human trafficking, as well as to refuse child labor and all forms of child exploitation by requiring the respect of the minimum age of admission to employment, in accordance with national and international provisions ;
- Our Group does not tolerate any form of discrimination, harassment, favoritism or penalization based on sex, age, origin, ethnicity, language, skin color or appearance, nationality, religious or political beliefs, opinions, affiliation to organizations or unions, sexual orientation or handicap, state of health, social or marital status, family ties, pregnancy, level of education, etc. On the contrary, Intelcia is firmly committed to promoting equal opportunities, opposes any form of coercion, physical punishment or inadmissible intimidation, and requires that all its employees be treated with respect ;
- Intelcia is committed to the right for employees to receive an appropriate compensation, based on the legal regulations in vigor and on the national

labor market, and strives to ensure compliance with the relevant national regulations regarding working hours and regular paid vacations, as well as to provide arrangements for flexible working hours within the working place ;

- Career management is at the heart of our group's efforts. Recognition of each employee's contribution, promotion through meritocracy, skills and development through training and other measures are part of our contribution to enriching the talent pool in which we operate ;
- Through its health and safety policy, Intelcia has set up different preventions and hazard management systems in each of its sites, in compliance with the specific standards and norms. The company also ensures that working conditions contribute to a healthy and pleasant working environment for its teams, whether be it in the layout of the offices or in the resting spaces.
- Intelcia respects the law in terms of freedom of association in each of its countries of presence and ensures that it maintains a constantly open, constructive and peaceful social dialogue with the trade unions and any labor partners. It guarantees the free exercise of their functions to the staff representatives, without reprisals, pressures or discriminations of any kind, and also leaves free the affiliation to the representation organizations of its employees ;
- Diversity, in all its shades, enriches our palette of colors. Whether it is cultural, social or of any other nature, we have made a promise not only to respect it but also to promote it in all the countries where we operate and to make it a strength. This commitment is notably materialized by our adherence to the Diversity Charter ;
- Globally, Intelcia supports the right to freedom of thought, expression and the rights linked to private life, in the respect of the principles of ethics, notably included in our Code of Ethics;

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- Finally, by assuming its eco-responsibility, Intelcia contribute to limit its impacts on the environment and to preserve it for the generations to come.

"We Dream. We Care. We Do" are the values that define us and express our attachment to fundamental notions such as audacity, optimism, benevolence or respect. Our values are fully aligned with the principles of the Declaration of Human Rights, as well as the rest of the international documents and conventions to which we subscribe.



Better together.



Karim Bernoussi
Chief Executive Officer



Youssef El Aoufir
Chief Operating Officer



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