GROUP HUMAN RIGHTS POLICY

Revision	Author	Job Title	Last Update	Due Date
01	Julien GRANGE	Group CEO	30/09/2024	31/12/2026
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1. PREMISE

PURFLUX GROUP is committed to work responsibly, through a business model that identifies sustainability and respect for fundamental human rights as a key element in every decision and along all its business practices.

PURFLUX GROUP conducts its business in compliance with all applicable laws and regulations, and in accordance with the highest standards of integrity and ethical behavior, as reflected in the PURFLUX GROUP Code of Ethics and other Group internal policies, then respecting the legitimate interests of its stakeholders and of the community in which it operates. Moreover, PURFLUX GROUP believes that respect for Human Rights is the foundation for liberty, justice and peace and for this reason, PURFLUX GROUP welcomes the Guiding Principles on Business and Human Rights of United Nations (2011).

This Policy outlines the basic principles to be followed at our plants and other sites worldwide by all the Group's employees and other individuals, by promoting and disseminating the respect for Human Rights as an essential requirement for the Group.

2. PURFLUX GROUP 'S COMMITMENT TO RESPECTING HUMAN RIGHTS

The respect of internationally recognized human and labor rights is an essential requirement in the Group's operations and forms the basis of all its business relations. At this regard, PURFLUX GROUP endorses the respect of fundamental human rights, as stated in the Universal Declaration of Human Rights of United Nations (1948), in the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (1998), in the principles of the Unites Nations Global Compact, as well as in other national and international laws and standards, to which this Policy is consistent.

Furthermore, PURFLUX GROUP responsibilities to respect the international human rights standards, which means not to violate people's rights and to address adverse human rights impacts that they cause or contribute to. This universal responsibility is articulated in the Protect, Respect and Remedy framework, welcomed by the United Nations Human Rights Council in 2008[1].

[1] *United Nations, Protect, Respect and Remedy: a Framework for Business and Human Rights, 2008*

3. RECIPIENTS

This Policy has a worldwide validity and applies to PURFLUX GROUP, all Businesses and Legal Entities of the Group, as well as to all PURFLUX GROUP 's business partners - also remarked in the Group Code of Business Conduct to which refer.
This Policy is effective from the date of approval with permanent validity, except if it is necessary to review or substitute that policy, to ensure its compliance with the applicable regulations and standards.

4. PRINCIPLES

With the purpose of acknowledging, promoting and ensuring the respect of fundamental human rights by all the recipients, PURFLUX GROUP undertakes to comply with the principles below reported.

4.1 Elimination of all forms of forced, compulsory and child labor

PURFLUX GROUP does not tolerate any form of forced or compulsory labor, as defined by ILO Convention n. 29[2], including threatening workers with severe deprivations, such as withholding food or land or wages, physical violence or sexual abuse, or bonding workers through debts, prison labor, indentured labor, military labor, modern forms of slavery, servitude and any form of human trafficking.
The Group rejects the use of child labor, where the age of employment is not in accordance with local labor law or less than the minimum established by the ILO Convention n. 138[3].

4.2 Elimination of discrimination and harassment

PURFLUX GROUP does not tolerate any form of discrimination, as stated by ILO Conventions n. 100[4] and n. 111[5], including any distinction, exclusion or preference based on sex, ethnicity, skin color, national extraction or social origin, religion or political opinions.
PURFLUX GROUP is committed to valorize diversity and ensure equal opportunities within the workplace and in relation to its pursuing and sourcing activities, including access to training and education and avoiding

[2] *International Labor Organization, C29 Forced Labor Convention, 1930*
[3] *International Labor Organization, C138 Minimum Age Convention, 1973*
[4] *International Labor Organization, C100 Equal Remuneration Convention, 1951*
[5] *International Labor Organization, C111 Discrimination (Employment and Occupation) Convention, 1958*

any form of harassment - such as threads, intimidations or physical, verbal, sexual or psychological abuses.

4.3 Respect of fair employment and occupation conditions

PURFLUX GROUP promotes a fair employment and occupation conditions, by guarantying competitive compensation and benefits and assuring that working hours, including overtime, are compliant with local laws and regulations and collective labor contracts.

PURFLUX GROUP adopts objective criteria to set non-discriminatory payment of wages, in order to provide to its employees' wages that are not lower than the minimum set in the collective labor contracts and local laws, in accordance with the provisions of the ILO Conventions.

All employees shall have written labor contracts, defining wages and benefits payment.

4.4 Freedom of association and collective bargaining

PURFLUX GROUP recognizes to all workers the right to freely form and join groups for the support and advancement of their occupational interests, and to independently affiliate with international organization in pursuing their mutual interests, as defined by ILO Conventions n. 87[6] and n. 98[7].

PURFLUX GROUP respects the process of collective bargaining used as instrument for determining the contractual conditions of work, as well as for regulating the implementation of collective agreement.

At this regard, the Group endorses not discriminate against members of employee organizations or trade unions, but, on the contrary, support and foster direct communication between workers and management. Furthermore, in countries where this right is restricted by local laws, the Group is committed to support alternative legitimate options for employee participation.

4.5 Attention to occupational health and safety

As stated in the Group Health and Safety Policy to which refer, PURFLUX GROUP believes that ensuring a healthy and safe working environment is an essential responsibility towards its employees, and thus it is fully committed to preventing accidents and injuries as well as improving working

[6] *International Labor Organization, C87 Freedom of Association and Protection of the Right to Organize Convention, 1948*

[7] *International Labor Organization, C98 Right to Organize and Collective Bargaining Convention, 1949*

environment and workplace conditions, through the provision of adequate training and information within the organizations and the whole supply chain.

5. PROMOTION OF HUMAN RIGHTS IN THE SUPPLY CHAIN

PURFLUX GROUP is committed to actively promoting and disseminating the respect of the above principles regarding the fundamental human rights along its supply chain.
The Group expects all its business partners will be compliant with values and principles guiding PURFLUX GROUP activities and with all applicable local laws in the countries in which they operate.

6. ATTENTION TOWARDS COMMUNITIES

The Group is also aware of its impact on communities in which it operates, and it is committed to respect local cultures and values, as well as to engage with local stakeholders and to discuss on human rights issues related to the Group's business.

7. IMPLEMENTATION AND MONITORING

This document represents the commitment to fundamental human rights that PURFLUX GROUP has made publicly to the community and to its stakeholders.
Whenever external stakeholders, employees, or others PURFLUX GROUP 's partners believe that a violation of the principles contained in this Policy has occurred, they can report it following the instructions reported in the Whistleblowing Procedure. Any needed investigation and action will be properly evaluated.

Guyancourt, 24th February, 2026

Julien GRANGE

CEO PURFLUX GROUP