

# WORKING CONDITIONS POLICY

## 1. Purpose

At World of Talents, we believe sustainable growth starts with creating a safe, respectful and empowering work environment for all employees, consultants and temporary workers.

This Working Conditions Policy defines our commitments regarding fair employment practices, wellbeing, health & safety, equal treatment and responsible working conditions across all entities within the Group.

This policy supports our broader ESG ambitions and aligns with:

- applicable labour legislation in all countries where we operate;
- the principles of the International Labour Organization (ILO);
- the United Nations Global Compact;
- and relevant ESRS social standards.

## 2. Scope

This policy applies to:

- all permanent employees;
- all indirect workers, temporary employees and consultants;
- management and executive leadership;
- interns and trainees;
- and, where relevant, subcontractors and business partners working on behalf of the Group.

## 3. Our Commitments

This policy applies to:

- all permanent employees;
- all indirect workers, temporary employees and consultants;
- management and executive leadership;
- interns and trainees;
- and, where relevant, subcontractors and business partners working on behalf of the Group.

### **3.1 Safe and Healthy Working Environment**

We are committed to providing a work environment that protects the physical and mental wellbeing of our people. (Check also our Health & Safety Policy)

We therefore aim to:

- comply with all applicable health & safety legislation;
- prevent workplace accidents and occupational risks;
- support mental wellbeing and stress prevention;
- encourage healthy work-life balance;
- provide appropriate ergonomic and digital working conditions;
- and create psychologically safe workplaces where employees feel respected and heard.

### **3.2 Fair Employment Conditions**

World of Talents is committed to fair and transparent employment practices.

We commit to:

- offering employment contracts compliant with applicable local labour legislation, including statutory and sector-specific minimum wage requirements, respecting working time and rest periods;
- ensuring fair remuneration practices;
- applying equal pay principles for equivalent work;
- preventing all forms of forced labour or child labour;
- and promoting stable and sustainable employment relationships where possible.

### **3.3 Diversity, Equity & Inclusion**

We believe diversity strengthens our organization and improves decision-making, innovation and performance.

We do not tolerate discrimination based on:

- gender,
- age,
- ethnic background,
- nationality,
- disability,
- religion,
- sexual orientation,
- or any other legally protected characteristic.

Recruitment, promotion, compensation and development opportunities are based on competencies, performance and potential.

### **3.4 Learning & Development**

We encourage continuous learning and employability.

Employees are supported through:

- onboarding and training initiatives;
- leadership development;
- skills development programs;
- coaching and feedback;
- and opportunities for internal mobility and career growth.

### **3.5 Social Dialogue & Employee Voice**

We value open communication and constructive dialogue with employees and employee representatives.

Employees are encouraged to:

- raise concerns safely;
- provide feedback;
- participate in engagement initiatives;
- and contribute ideas to improve workplace culture and operations.

Retaliation against employees raising concerns in good faith is strictly prohibited.

### **3.6 Ethical Conduct & Respectful Behavior**

All employees are expected to contribute to a respectful workplace culture.

Harassment, bullying, intimidation, violence or inappropriate conduct will not be tolerated.

Concerns can be reported through:

- management,
- HR,
- confidential reporting channels,
- or the whistleblowing mechanism where applicable.

## 4. Governance & Responsibilities

Management is responsible for:

- implementing this policy;
- ensuring local compliance;
- monitoring workplace wellbeing and safety;
- and promoting a positive and inclusive work environment.

HR and leadership teams support implementation through:

- policies and procedures;
- awareness and training;
- employee support initiatives;
- and periodic review of workforce indicators.

## 5. Monitoring & Continuous Improvement

World of Talents aims to continuously improve working conditions through:

- employee feedback and engagement surveys;
- wellbeing initiatives;
- absenteeism and safety monitoring;
- training participation;
- and periodic ESG and HR reviews.

Relevant indicators will be integrated into ESG reporting frameworks and management reporting.

## 6. Policy Review

This policy is reviewed periodically to ensure alignment with:

- legal developments,
- organisational priorities,
- ESG expectations,
- and evolving workforce needs.

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If you have any questions or concerns regarding this Code, you may always contact your commercial representative at World of Talents or [esg@worldoftalents.group](mailto:esg@worldoftalents.group).

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