

HUMAN RESOURCES POLICY

Our Human Resources strategy aims to combine our social projects to the economics, while respecting local laws and practices globally.

According to the principles of our business conduct, DRT commits to:

- Support and fully respect the international laws on worker's rights and on the prevention of child labor as well as ensuring that vendors and suppliers comply with this process.
- Prevent workplace discrimination and harassment of any type.
- Promote diversity and ensure equal opportunities for all employees.

Our Human Resources policy is in line with our company strategy and relies on company values: innovation, commitment, responsibility, dialog, respect.

The policy is based on five principles:

- Creating conditions allowing teams to embrace and adhere to company values.
- Providing a safe, secure and healthy working environment in compliance with the standards and laws.
- Anticipating the Human Resources needs to ensure our growth on a constant basis.
- Foster professional development by creating appropriate training and internal mobility programs.
- Facilitate direct and regular communication with employees and promote dialogue to support the development of the company as well as employees.

In partnership with all internal stakeholders, the board of directors is fully committed to proactively ensuring a highest standards of Human Resources Management by creating policies and ensuring they are applied with equity and consistency.

The Executive Committee