



BUREAU VERITAS POLICY ON EMPLOYEE REPRESENTATION

Group HR 008-PO – Employee Representation
July 2020



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Policy on Employee Representation

Introduction and Scope

Bureau Veritas encourages open and honest communication in all its workplaces. The group seeks to create an environment where employees are motivated to speak with managers about their ideas, concerns or issues, and to work collaboratively to deal with them. The Group also recognizes that employees may wish to be represented when dealing with such ideas, concerns or issues and respects such choices.

This policy covers all employees of Bureau Veritas in all locations around the world.

Commitments

- Bureau Veritas respects freedom of association and the right to collective bargaining, the right of all employees to form or join trade unions and to bargain collectively, in accordance with local laws. The Group thereby guarantees the effective exercise of trade union rights in the workplace.
- Bureau Veritas endeavors to comply with and promote the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and its fundamental conventions, in all the countries in which Bureau Veritas operates. The ILO's fundamental conventions cover various topics, including:
 - "Freedom of Association and Protection of the Right to Organise Convention, (ILO C87)" and
 - the "Right to Organise and Collective Bargaining Convention (ILO C98)".
- The Group applies a non-discriminatory policy in respect to union membership and activity in areas such as employment, promotion, transfer and dismissal. This also applies to workers' representatives through the Group's compliance with the ILO's convention: "Respect and protection of workers' representative (ILO C135)".
- Bureau Veritas aims to inform employees and/or their representatives as early as possible of any reorganizations. In addition, agreements are signed in some situations with employee representatives in order to support the development of competencies. For example, in France an annual negotiation of the *Gestion des Emplois et Parcours professionnel* is planned for 2020 in order to reach an agreement with employee representatives on competency development. This proactive approach to employee development is reinforced by assessing employees each year through MyPerformance@BV and MyDevelopment@BV. It involves understanding the skills needed for current and future business requirements and putting in place plans to develop them, while aligning with the personal career aspirations of employees.