



# SGS Group **Diversity, Equity and Inclusion** Policy



## 1. PURPOSE AND SCOPE

At SGS, we strive to create a workplace that values diversity, promotes equity and ensures that every employee feels respected, supported and empowered. Diversity, equity and inclusion (DE&I) are not just ethical imperatives but are also critical to driving innovation, enhancing employee engagement and achieving business success. DE&I is a fundamental part of SGS's commitment to fostering a resilient, innovative and sustainable organization. This Policy outlines the principles and expectations for DE&I within SGS, aligning with our Business Principles and Code of Integrity. It applies to all employees, officers and directors of SGS and its affiliated companies.

## 2. COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

SGS believes that a diverse, equitable, and inclusive workplace is fundamental to achieving our strategic objectives and maintaining our leadership in the Testing, Inspection and Certification industry. Our DE&I efforts are guided by our commitment to human rights, as outlined in the SGS Human Rights Policy, which adheres to the principles of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. DE&I is central to building a high-performance culture and promoting innovation, accountability and growth throughout our organization.

As a signatory of the United Nations Women's Empowerment Principles, SGS is committed to gender equality and women's empowerment in the workplace. In support of this, we mandate female representation in leadership recruitment processes to ensure we access the full spectrum of potential talent and ultimately select the most qualified individual for each role. Likewise, SGS is committed to promoting equal pay for equal work, regardless of gender, and continually works toward ensuring fairness in compensation practices.

In line with our commitment to DE&I, we are dedicated to removing barriers to equal opportunity and actively promoting diversity at all levels of our workforce. We strive to cultivate an environment where employees from all backgrounds can thrive and share their unique perspectives through continuous learning and open dialogue.

We also ensure that our workplace remains free from discrimination, harassment and retaliation, as reinforced in our Anti-Discrimination and Dignity at Work Policy. These commitments reflect our belief that fostering an inclusive culture is essential for delivering value to all stakeholders and enhancing customer satisfaction, while making a positive impact on society.

## 3. PRINCIPLES

To bring our commitment to DE&I to life, SGS is guided by the following core principles:

- **Equal opportunity:** All employment-related decisions, such as hiring, training and development, compensation, benefits, recognition, promotion, disciplinary action and termination will be made solely on the basis of an individual's qualifications, performance and behavior or other legitimate business considerations. SGS is dedicated to removing barriers that prevent equal opportunity and to achieving fair representation across all levels of the organization. SGS uses standardized recruitment processes, including interview scorecards and AI tools, to minimize bias in hiring and ensure fair evaluation of candidates.
- **Inclusive culture:** SGS is dedicated to creating a culture of inclusion, where every employee feels a sense of belonging and is empowered to contribute their unique perspectives. We value the diverse backgrounds, experiences and viewpoints of all employees and foster a workplace environment that promotes collaboration and mutual respect. To achieve this, we promote awareness, understanding and appreciation of diversity through education, training and open dialogue.
- **Accountability and transparency:** Our senior management is accountable for fostering a diverse and inclusive workplace. We establish clear goals and metrics to measure progress. Regular reporting and transparent communication with stakeholders, including employees, customers and investors, are integral to our DE&I efforts. All management levels are expected to demonstrate their commitment to DE&I through their actions and behaviors. Creating a diverse and inclusive culture remains a key factor in evaluating our managers, with a focus on their ability to access and strengthen the breadth of the talent pool. We are committed to

providing opportunities and developing all talents as part of our long-term strategy to ensure sustainable growth and inclusivity.

- **Continuous improvement:** We recognize that building a truly diverse, equitable and inclusive organization is an ongoing journey. We regularly review our DE&I policy and practices, adapting to changes in our workforce and society, and remaining proactive in identifying new opportunities for improvement.

## 4. ROLES AND RESPONSIBILITIES

The success of the DE&I policy at SGS relies on the dedication and active participation of everyone within the organization.

- **Senior management**, including the Board of Directors and Executive Committee, is responsible for setting the overall direction for DE&I, embedding it into strategic goals and ensuring resources are allocated for effective implementation. They are responsible for regularly reviewing progress to ensure DE&I aligns with the company's values and objectives.
- **Managers** play a key role in promoting an inclusive environment within their teams. They are expected to integrate DE&I principles into daily operations, model inclusive behaviors, encourage open dialogue and address any instances of discrimination or exclusion. By encouraging diverse perspectives and fair practices, they help build a sense of belonging across the organization.
- **All employees** at SGS share the responsibility of contributing to a respectful and inclusive work environment. This involves treating colleagues with dignity and respect, challenging biases and speaking up against any form of discrimination, harassment or behavior that contradicts our DE&I principles. By actively participating in DE&I-related training and initiatives, every employee plays a crucial role in advancing a culture of inclusion and mutual respect, and creating a positive workplace for all.

By clearly defining these roles and expectations, SGS ensures that every member of the organization understands their part in advancing diversity, equity and inclusion and is empowered to contribute to a more inclusive workplace.

## 5. MONITORING AND REPORTING

SGS is committed to transparency and accountability in our DE&I efforts. We will regularly monitor key DE&I metrics, such as workforce demographics, representation, employee engagement and participation in DE&I initiatives, to evaluate our progress and identify areas for improvement. Feedback will be gathered through our Employee Voice & Engagement survey to help refine our strategies and address concerns.

We will provide regular updates on DE&I progress to senior management and all employees, incorporating findings into our annual reports and other communications. This policy will be reviewed periodically to ensure it remains effective and aligned with evolving best practices and organizational needs.

By consistently monitoring and reporting on our DE&I initiatives, SGS ensures that our commitment remains strong, transparent and aligned with our organizational goals.

## 6. GRIEVANCE AND REMEDIATION

SGS is committed to providing a safe and inclusive workplace, where all employees can voice their concerns without fear of retaliation. Any employee who experiences or witnesses discrimination, harassment or any behavior that contradicts our DE&I principles is encouraged to report the issue promptly.

Employees can raise concerns through multiple channels, including direct communication with their manager or team leader, contacting Human Resources or using established reporting

mechanisms, such as the SGS Integrity Helpline. All reports will be handled with confidentiality and sensitivity, and in accordance with applicable laws and policies.

SGS will take all reports of discrimination and harassment seriously and will investigate them promptly and thoroughly. Potential remedial actions may include corrective measures, disciplinary action, mediation, policy adjustments or additional training to prevent future incidents.

We are committed to protecting those who report concerns in good faith from any form of retaliation. By fostering a culture of openness and accountability, SGS ensures that our DE&I values are upheld and that all employees feel safe and supported in their workplace.

**When you need to be sure**

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