

The purpose of this policy is to ensure a healthy working environment, make employees and stakeholders aware of the seriousness of harassment, and prevent it in all its forms. This applies to all the CIS Group employees, as well as to any person in contact with the CIS Group (supplier, partner, client, subcontractor, etc.). The CIS Group's top management is committed to the mental and physical health of its employees and to ensuring a harmonious working environment that is free from all forms of harassment.

Harassment in any form constitutes an attack on the dignity of the individual. It may consist of repeated verbal, physical, or psychological acts with the purpose or effect of degrading working conditions in a way that is likely to infringe on the rights and dignity of the person, alter his or her physical or mental health, or compromise his or her professional future. This may include comments, jokes, intimidation, caricatures, or any act that undermines the dignity of the person. Retaliation against a person who has reported harassment may also constitute harassment. Any unfair distinction based on gender, sexual orientation, religion, nationality, health status, or social origin also constitutes harassment.

The harasser does not need to have a hierarchical relationship or be in a position of authority in relation to the victim, whether male or female. However, abuse of authority, as well as attacking a particularly vulnerable person, are aggravating circumstances. Thus, managers are expected to act as role models on all occasions, enforcing the highest standards of conduct and promoting a working environment free from any form of discrimination, harassment or abuse of power.

The CIS Group does not tolerate any form of harassment and is committed to taking all necessary steps to protect the physical and psychological integrity of individuals and to safeguard their dignity. All employees and stakeholders must contribute to the creation of such an environment. The prevention of harassment is the responsibility of everyone at the Head Office's level and in all CIS Group Affiliates. Employees and stakeholders are encouraged to report and denounce any incident or suspicion of harassment in the workplace.

All allegations of harassment must be taken seriously. In the event of a complaint of harassment, the CIS Group's top management is committed to taking the necessary steps to identify the perpetrator and to put a stop to it, in full confidentiality with regard to the persons concerned.

Both the perpetrator and any person that has tolerated the harassment will be sanctioned. False allegations of harassment will also be sanctioned. Sanctions may be disciplinary, civil or commercial, depending on the case. Sanctions taken by the employer and those taken by the courts may be cumulative.

Régis Arnoux, Chairman & CEO