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Plymovent's

Labour & Human Rights Policy



PLYMOVENT®
clean air at work

Our people – the driving force behind our success

At the heart of our operations, our people stand as the driving force behind innovation and the key to our success.

As a people-centric company, we place a strong emphasis on our employees, recognizing the significance of everyone's unique talents, which deserve protection, nurturing, and celebration.

To formalize our commitment to this belief, we've crafted our Labour & Human Rights Policy. Or, as we like to call it: Our People Manifesto.



Why do we need a people manifesto?

This policy (or manifesto) is our commitment to creating a workplace where everyone can thrive in great conditions, safe environments, and fulfilling careers. It's not just about following rules; it's our promise to be clear, and accountable, and build a workplace where everyone's unique contributions are valued and respected. In this policy, you will learn more about



Your role in the policy: Read more about how you contribute to Plymovent's environmental commitment.



Plymovent's targets: Our policy encompasses critical areas such as employee health and safety, working conditions, social dialogue, career management and training, diversity and inclusion, human rights, and fair compensation.



Plymovent's actions: See here what we do to achieve our targets.

Good to know: With this policy, we've got the legal side covered, following all national and international laws wherever we operate.



Everyone counts!

To guarantee that this policy is not just words on paper but something we live and breathe, we've assigned specific roles and responsibilities. Learn here about your responsibility:

I'm an employee

- Take your time to read the policy carefully and familiarize with it. Bravo! you already made it to page 2.
- Notice any off-policy behaviour or actions? Let your manager or senior contact know.
- Join mandatory sustainability training or workshops. It's a team effort!

I'm in Group Management

- Enable your team to follow the policy by providing relevant documents, guidelines, trainings, or procedures.
- Monitor whether the policy is doing its job and adjust when necessary.
- Ensure a shared understanding among all stakeholders and commitment to Plymovent's sustainable procurement.

I'm the policy owner

- Guide your team in understanding and implementing the policy. Be the go-to for any questions.
- Monitor the progress on the objectives and report to management and relevant stakeholders.
- Keep the policy up to date.



Targets

Plymovent's labour and human rights practice

Plymovent is a people company.
It is in our DNA that we promote
our people's well-being in every
area of work.



Plymovent's labour and human rights practice

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From targets to action

- 1 Employee safety and health
- 2 Working Conditions and Social Dialogue
- 3 Career Management and Training
- 4 Diversity and Inclusion
- 5 Human rights
- 6 Fair Compensation



From target-setting to action (1/4)

1 Employee safety and health

Keeping Everyone Safe and Healthy! Ensuring the well-being of our team is a top priority. We invest in proper training and continuously enhance our machinery to maintain our zero-incident record, especially in our production facilities. Beyond that, we conduct regular environmental inspections, addressing concerns like dust and heat in our production facilities.

But it doesn't stop there – we prioritize the mental well-being of our people.

We work to reduce any work-related stress by discouraging overtime and offering personal days alongside vacation and paid sick leave. We're proud to have built a team based on trust and open communication. And we'll continue to foster an environment where work-related or personal stress matters can always be discussed, if and when needed.

2 Working Conditions and Social Dialogue

Since 2023, we've been monitoring and reporting on employee satisfaction through annual surveys. Our commitment to enhancing working conditions includes location-specific benefits tailored to each of our workplaces.



From target-setting to action (2/4)

3 Career Management and Training

Our approach to career management involves a unique onboarding process known as “Get Plymogized Days,” where new hires familiarize themselves with our culture and processes. Beyond that, we provide:

- Regular performance reviews, emphasizing learnings, goals, and business objectives, ensuring our team is on track for success.
- Tailored training opportunities: Whether through internal initiatives or collaborations with third-party experts, we invest in training programs that foster personal and career growth. Some locations allocate specific training budgets, while others assess the unique needs of employees on a case-by-case basis.

Our enthusiasm for continuous learning begins right from the hiring process. From the beginning, we highlight that self-growth should be a constant part of our collective journey.



From target-setting to action (3/4)

4 Diversity and inclusion

We always put the person first! Similarly, our hiring approach prioritizes the 'people match' over the educational background or previous experience. We welcome everyone who can contribute value and is motivated to join our mission for Clean air at work worldwide. We believe in inclusion, hiring based on functional alignment, and personal motivation to be part of Plymovent.

We encourage open dialogue, address issues promptly, and provide a platform for employees to speak up. But we believe training, especially for our People & Culture team, on topics like diversity and cultural sensitivity, allows us to foster a culture where we understand and learn from one another.



From target-setting to action (4/4)

5 Human rights

We implemented a whistleblower policy in our company. This policy ensures that employees have a clear and confidential channel to report any concerns related to child and forced labour or other human rights breaches.

6 Fair compensation

We pay and compensate fair, at all times! That's why we regularly evaluate all employees' compensations and adjust them to or above industry standards. Did you know? In every country where Plymovent operates, we ensure our workers are compensated above the minimum wage to provide opportunities and attract talent.



Always keeping our policy relevant

Every year, the policy owner will take a close look at the policy and update it if necessary.

Let's stick to our policy! If someone chooses to disregard our policy, we may need to take appropriate action against the individual involved.

Any questions? Please contact the policy owner.

Policy owner



Name Rene Bakker

Position Group Finance & IT

Date 01.01.2024

Location Alkmaar

Signature

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