



## NYCO group social policy

Date: September 2022

NYCO is a company showing expertise in the development and manufacture of high-performance lubricants and synthetic ester base fluids for Aeronautics, Defense, Industry and Automotive applications.

As part of its Corporate Social Responsibility (CSR) commitments, the principles of its code of ethics and its QHSE policy, NYCO is committed to continuously improving its social impact.

The main components of its approach comply with legal and regulatory requirements in which NYCO operates:

### Respect of human rights

- **Respect of the individual, their dignity and their fundamental rights** by being cautious about harassment, illegal work, human rights violation, and raising collaborators' awareness about business ethics
- **Prevent all forms of discrimination and promote equal opportunities** through diversity and inclusion policies, and professional equality (Gender Equality Index)
- **Protect the proprietary and confidential data of our shareholders**

### Developing responsible relationships and working conditions

- **Contributing to the creation of sustainable jobs and fighting precarious work**
- **Promoting the quality of work life by favoring comfort and wellbeing at work** for all employees, thanks to responsible management, promotion of work/ personal life balance, provision of all necessary material conditions, and the observance of a remote working charter
- **Creating conditions for a social dialogue** by allowing exchanges through internal communications and respecting all social laws of the jurisdiction in which we operate
- **Protect health and safety of all workers** thanks to a general mobilization on the physical and psychological risks, constant vigilance to hazardous situations and necessary investments to improve health and safety
- **Developing employees' competences** with an ambitious training program and career & personal development schemes
- **Ensuring a fair and transparent remuneration system aligned with the branch agreements and the chemical collective convention, to guarantee internal equity**

NYCO is committed to supporting this policy by providing the necessary resources to achieve our goals.

Céline Lafage  
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