

Bernardy SAS, Isaltis Group, Social Responsibility

Human Rights

Bernardy SAS expects its employees, suppliers and partners to treat one another with respect and dignity. Equal opportunity and fair treatment should be extended to all. Bernardy SAS will not tolerate discrimination on the basis of age, color, disability, ethnicity, marital or family status, national origin, race, religion, sex, sexual orientation, or any other characteristic protected by law.

Our values show our commitment to acting in a socially responsible way.

We provide clean and safe working environments and conditions, forbid child labor trafficking or slavery, promote freely chosen employment, and require that employees receive all compensation and benefits (including minimum wage and hours) mandated by applicable laws.

We forbid any sexual or mental harassment and raise awareness of this problem among each employee.

1) All Labor Must Be Voluntary

Suppliers shall certify that they have implemented procedures to manage the materials, including all labor-related processes, incorporated into their products to ensure they comply with laws on slavery and human trafficking. Workers must be allowed to maintain control over their identity documents such as: government issued identification, passports or work permits.

2) No Child Labor

Child labor is an issue that we take very seriously. No person shall be employed at an age younger than the french law of jurisdiction allows. Bernardy SAS will not use suppliers that use labor from persons of less than the legal minimum working age. For jobs that require greater maturity or with a safety risk, workers are to be a minimum of 18 years old.

3) No discrimination

Bernardy SAS requests that their suppliers do not engage in any form of discrimination. Some of the more common forms of discrimination include: sex, age, race and nationality discrimination. Employees should be hired based upon their knowledge, skills and abilities to conduct the job task. While employed, employees should work in an environment free of discrimination.

4) Working Hours

Work weeks are not to exceed the maximum allowable hours set by french law.

5) Wages and Benefits

Compensation paid to workers shall comply with all appropriate wage laws, including those relating to minimum wages, and legally mandated benefits. Workers shall be compensated for overtime at pay rates required by applicable local law. Workers are to be paid in a timely fashion and in a manner consistent with french law.

5) Freedom of Association

Bernardy SAS respects the rights of workers to associate freely, to join or not join labor unions, to seek representation, and to join workers' councils in accordance with local laws. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

L. JAUMOUILLE

Plant Manager

