



SUSTAINABILITY



Human rights policy

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Version 1.0

LECTRA

Spark your transformation

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Lectra is committed to respecting internationally recognized fundamental human rights throughout its operations.

This policy is fully aligned with the Group's sustainability approach and contributes to the momentum driven by its commitments in this area.



Scope

This policy sets out the Group's commitments to employees, partners and suppliers, regardless of their status or location. Its aim is to ensure respect for human rights in everyone's practices throughout the value chain, wherever the Group operates.

Reference framework

The Group bases its approach on recognized international standards:

- the Universal Declaration of Human Rights (United Nations, 1948) ;
- the United Nations Convention on the Rights of the Child (UNCRC, 1989);
- the United Nations Guiding Principles on Business and Human Rights (UNGPs, 2011) ;
- the fundamental conventions of the International Labour Organization (ILO) ;
- the OECD Guidelines ;
- the OECD Due Diligence Guidance for minerals from conflict-affected areas ;
- EU Regulation 2017/821 on conflict minerals ;
- local administrative, social and tax obligations.

Alignment with internal policies and procedures

This policy forms part of the Group's overall policy framework and should be read in conjunction with:

- the HR Policy, which sets out the commitments to employees regarding working conditions ;
- the Responsible Purchasing Charter, which establishes the social, ethical and environmental requirements applicable to suppliers and partners ;
- the Code of Ethics, which defines the principles of conduct and integrity for all Group employees and stakeholders ;
- the ethics reporting system, which is available to employees and external stakeholders.

Commitments

The commitments set out in this policy apply to Lectra's own operations and are promoted across its value chain, to the extent of its influence over suppliers, partners and other stakeholders.

Commitments to employees

In line with its values, Lectra is committed to:

- prohibiting all forms of forced, compulsory or child labor ;
- respecting freedom of association and the right to collective bargaining ;
- ensuring equal treatment and combating all forms of discrimination ;
- providing working conditions that protect health, safety and dignity ;
- ensuring the right to fair remuneration and adequate rest periods ;
- preventing psychological and sexual harassment and any violation of personal integrity ;
- implementing a structured human rights due diligence process to identify, prevent and mitigate the risk of human rights violations within its operations ;
- protecting personal data and privacy.

Commitments across the value chain

As stated in the Responsible Purchasing Charter, Lectra expects its suppliers and partners to uphold equivalent human rights standards. Social and ethical criteria guide partner selection and assessment. Where a breach is substantiated, proportionate corrective measures may be taken, up to and including suspension or termination of the business relationship.

Ethics reporting system

Lectra provides an ethics reporting system that enables any employee or stakeholder to report, confidentially and without fear of retaliation, any breach of the principles set out in this policy. Reports are appropriately reviewed and, where necessary, corrective measures proportionate to the seriousness of the matter may be taken.

Responsibilities

The table below sets out the main responsibilities associated with this policy:

Role	Primary responsibility
The Board of Directors' Sustainability Committee	Reviews strategic sustainability priorities and makes recommendations to the Board of Directors.
The Chairman and Chief Executive Officer	Defines and approves the policy.
The General Secretary	Oversees the overall implementation of the policy.
The Sustainability Director	Ensures that the policy is consistent with the Group's sustainability commitments and approach, and oversees and manages the monitoring of objectives, indicators and related reporting.
The Sustainability Steering Committee	Oversees the sustainability governance framework and ensures the policy is implemented consistently.
The Human Resources Director	Is responsible for implementing the commitments to employees.
The Industrial Purchasing and Indirect Purchasing Managers	Are responsible for implementing the requirements throughout the supply chain.
The Compliance Manager	Is responsible for applying the principles of the Code of Ethics.

Monitoring and review

A sustainability roadmap supports this policy and is regularly updated in line with the Group's evolving strategy. Where appropriate, it sets measurable objectives and associated action plans.

This policy is monitored and reviewed to reflect changes in stakeholder expectations and regulatory requirements. The actions taken and related indicators are published annually in the Group's Sustainability Report.

Lectra's Executive Committee and management team are committed to supporting the implementation of this approach, to which everyone is expected to contribute.

