



ZERO TOLERANCE

Respect is one of the key value of Altrad. We are committed to a culture of inclusion. That means we adopt a ZERO TOLERANCE approach to any acts of discrimination, violence and discrimination.

This applies to all the employees regardless of their contractual status or any other person working for Altrad or at an Altrad site, and/or in contact with an Altrad employee and/or in a business relationship with Altrad.

DISCRIMINATION

We do not tolerate discrimination in the workplace.

Discrimination is the act of making unacceptable distinctions between individuals based on race, ethnicity, gender, sexual orientation, health, long-term physical, mental/intellectual or sensory impairments, language, age, religion, political opinion, national or social origin, as protected by applicable laws and regulations.

VIOLENCE & HARASSMENT

We do not tolerate violence and harassment in all its forms in the workplace.

Violence or Harassment can be a single event or a pattern of abusive and degrading conduct. It includes all conducts performed in physical, verbal, written/visual, sexual or psychological forms; or all threats of any such conduct that is meant to cause, causes or is likely to result in physical, psychological or economical harm.

All reported cases of discrimination and violence or harassment will be investigated.

We will not tolerate any act of threat or retaliation against an employee or partner who has used the internal whistleblowing process in good faith.

