



Employees and social commitments

TOPIC AREA II

- Fair working conditions
- Occupational health and safety
- Employee training and development
- Social commitments



RELEVANCE AND GOALS

Employees not only drive the implementation of the business strategy, but also represent the Group externally. Employee satisfaction and motivation are equally important and shape loyalty to the company. The modern working world is in a state of constant flux, which requires flexibility and adaptability from Laliq Group and its employees. The acquisition of new knowledge and skills and attainment of additional qualifications have a positive effect on performance, motivation and employability.

Laliq Group is conscious of its responsibility—both towards its own employees and wider society. The Group places exacting requirements on the manufacture of top-quality products, be they beauty products or luxury goods. As part of this process, employees who take responsibility and make corresponding decisions are the key to success and the Group wants to offer its employees attractive prospects. The Group focuses on the following issues:

- Acting responsibly as an employer and increasing its appeal by offering attractive working conditions and gender equality.
- Targeted personal development and continuing education as well as individual further training and internal succession planning. The retention of qualified personnel is relevant to the company's success as a manufacturer, particularly with regard to crystal glass products.

- Safeguarding employees' health, along with reduction of absences and downtime due to occupational accidents.
- Improving occupational safety and health protection: some employees at the production sites are performing physically demanding tasks.

MEASURES

Conditions of employment

The Group is committed to offering attractive conditions of employment, competitive pay and remuneration systems as well as welfare benefits, particularly at its two production sites in France (Laliq crystal glass factory in Wingen-sur-Moder and Laliq Beauty Services in Ury), as well as at its single malt whisky distillery in Scotland. The long-term retention of employees is important to Laliq Group. Staff turnover is monitored at all sites. If striking fluctuations are noted, structured interviews are conducted with departing employees and relevant measures considered. The various employee representative organizations are important stakeholders.

Occupational health and safety

Measures are focused on occupational safety and safeguarding health at all Group production sites. To ensure that employees remain healthy and motivated over the long term, Laliq Group promotes occupational safety measures and attaches great importance to prevention and early recognition.

All employees at the production sites—and particularly those newly recruited—are introduced to all relevant safety measures and regularly receive further on-the-job training in safety matters. During this further training, they are informed about the sorting and handling of waste products at all the production sites.

Employees at all production sites are provided with the necessary safety gear, work and safety clothing, ear protectors and ergonomic equipment. All employees and managerial staff in production and administration receive training and awareness-raising coaching in health protection, ergonomics, occupational safety and hygiene. Company units have their own occupational safety manuals which are regularly updated to reflect changes in occupational health and safety regulations.

To protect employees in the production units from muscle strain and back pain, further ergonomic workplaces and implements are being installed on a continuous basis to make physically demanding tasks easier and less onerous. Employees also receive awareness-raising training and instruction on an ongoing basis to prevent muscle strains and back problems. Trained personnel make up part of the medical service at the production sites and are on hand with the necessary specialist knowledge.

All investments in new working equipment by the production units are in compliance with the latest CE regulations.

Nurturing young talent and training opportunities

Structured Group-wide staff performance reviews are held once a year. These are used to plan individual training programmes. This measure is designed by the Group to reduce the turnover of local specialist staff and boost employee motivation.

Highly specific know-how and skills are required for the manufacture of crystal objects at the Laliq factory. To this end, the Group began over a decade ago to develop a dedicated internal training course (known as "École Laliq") in collaboration with the French government agency "Pôle Emploi", other public training and employment agencies located in the Alsace region, and professional


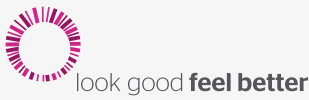

schools. The aim of this training course is to teach and pass on the highly specialized know-how required for handcrafting crystalware. École Lalique is currently employing more than twenty trainees in various types of glassmaking crafts, and some of them usually apply for a permanent job after their training period. This specialist

training is very successful and has already borne fruit: one of the trainees was awarded the title of “Meilleur Ouvrier de France”—Best Craftsman of France. Altogether seven Lalique Group artisans bear this title for their exceptional skills in glass manufacture. For some years, the relevance of training young people has been

growing in importance because some of the highly specialized glass artisans at the crystal glass factory in Wingen-sur-Moder are nearing retirement age.

Social commitments

Lalique Group is also committed to supporting non-profit and charitable organizations, such as:

PARTNERSHIP	DESCRIPTION AND PURPOSE	RELEVANCE
<p>International Centre for Missing & Exploited Children</p> 	<p>The International Centre for Missing & Exploited Children (ICMEC) is a private non-governmental, non-profit global organization. It combats child sexual exploitation, child pornography and child abduction.</p>	<p>Lalique Group has been supporting the International Centre for Missing & Exploited Children foundation since 2022.</p>
<p>Look Good Feel Better foundation</p> 	<p>Look Good Feel Better is a foundation dedicated to improving the quality of life and self-esteem of people undergoing cancer treatment. The programme offers complimentary group and virtual sessions that teach beauty techniques to help people with cancer to face their diagnosis with greater confidence.</p>	<p>Lalique Group has been supporting the Look Good Feel Better foundation in Switzerland since 2021. This charity operates throughout Switzerland to organize free workshops for cancer patients. In a relaxed atmosphere, participants can learn ways of coping with the visible effects of their therapy.</p>
<p>Advantage Africa</p> 	<p>Advantage Africa supports people affected by poverty, disability and HIV to improve their education, health and incomes. Their work helps some of East Africa’s most vulnerable people to overcome stigma, help themselves and build a better future for their families and communities.</p>	<p>Ultrasun has been supporting Advantage Africa since 2016 by donating sun protection products and investing £20 000 yearly, sponsoring the organization’s skin clinics, including staff and equipment.</p>

ASSESSMENT AND OUTLOOK

Training and development activities will be further reinforced, and additional training needs will be determined in the coming year.

Performance indicators and information about headcount, sickness levels and occupational absences are recorded. Company units also conduct employee surveys to assess expectations and identify potential improvements. The Group is further working on applying and

standardizing these performance indicators across all Group segments and divisions.

Occupational safety and measures to protect health are organized decentrally for the most part and accordingly no measurable targets have so far been defined on a Group-wide basis. Target attainment can be monitored and checked indirectly by means of performance indicators in the individual company units. This includes the number of

occupational accidents and absences due to accidents and sickness. These performance indicators are recorded, collated and evaluated in the systems of the individual corporate units.

The thrust of Lalique Group’s approach is to achieve continuous improvement of employee health and safety. The Group is striving by means of systematic accident prevention to further reduce the number of occupational accidents and rate of absences.