

HR POLICY ALIANCYS

1. WORKING ENVIRONMENT

Aliancys places the highest priority on the health and safety of our employees and the environment in which we operate (SHE). Our expectation is that all our employees perform work in the safest manner for themselves and watching out for all others.

We also strive to create a working environment that is stimulating, transparent and performance driven, with recognition for success both for individual and for team contributions.

2. COMPANY CULTURE

Aliancys operates with a culture where we treat others with dignity and respect, communicate openly and promptly, and take care of safety and the environment, all within an agile, action oriented organization. We stand for teamwork and collaboration, bringing out the best in our people across all functions and regions.

Aliancys truly understands its customers' markets and business drivers. Committed to mutual commercial success, we work together in creating value and materializing composites innovations. We provide excellent service, running our operations in a smooth and flawless way.

3. REMUNERATION

Aliancys ensures a fair and competitive remuneration package based on pay for performance that motivates employees.

4. DEVELOPMENT

Our employees are the key to success of Aliancys. We commit to encourage our employees to take responsibility for their own performance and to plan for future development. We further commit to guide and coach employees in this journey.

5. LAWS & REGULATIONS

Aliancys will comply with local laws and regulations in the regions where we operate.

6. HR ORGANIZATION

Human Resources is a strategic partner to the business. We serve and we will structure ourselves and our organization to best support the business. We will also develop and monitor the key strategic indicators regarding strategy and performance of those businesses.