

HR Policy

InVivo Group

Our Human Resources (HR) policy aims to promote a safe and healthy work environment that is inclusive, respectful, and stimulating, where each employee can grow and contribute fully to the company's goals. To achieve this objective, the InVivo Group's Human Resources policy, which is developed and implemented by all its subsidiaries in France and internationally and applies to all employees, is structured around eight commitments:

01

Ensure professional ethics and compliance with the Code of Conduct

Through its **Code of Conduct**, InVivo is committed to complying with current industry regulations and standards, including labor law, personal and product safety, health and environmental protection, and anti-corruption measures. The HR teams ensure employees are trained on the Code of Conduct and its proper implementation. The Code of Conduct also defines the behavioral values that govern professional relationships with stakeholders, both internal (employees) and external (suppliers, customers, service providers).

If an employee believes that a law or a principle outlined in the Code of Conduct has been violated, or if he or she becomes aware of any anomaly, irregularity, or practice contrary to its principles, he or she is encouraged to report it orally or by writing to his or her designated Compliance Officer, the Group Compliance Officer and/or the Human Resources

Department. They can also use a secure digital platform by visiting

This platform allows for anonymity and protects the identity of the whistleblower. Management will address all reports received through this system.

02

Respect for human rights

Group companies are committed to respecting and ensuring compliance with social legislation in each country where InVivo and its subsidiaries operate.

They are also committed to upholding the fundamental principles set out in key international documents, including the Universal Declaration of Human Rights, the International Labor Organization's Core Conventions, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the Voluntary Principles on Security and Human Rights and the OECD Guidelines for Multinational Enterprises. Accordingly, InVivo and its

subsidiaries strongly condemn human trafficking, forced or compulsory labor, and child labor.

03

Ensure health, safety, and good working conditions for all

InVivo and its subsidiaries are committed to providing all employees with a safe and healthy working environment. HR teams actively contribute to the «All Safe Together» health and safety policy to prevent workplace accidents and ensure effective implementation. They monitor employees' physical and mental health and safety at all Group sites worldwide.

In this context, InVivo and its subsidiaries combat moral and sexual harassment, address psychosocial risks, promote gender equality, and improve working conditions at their sites. They also promote well-being and work-life balance in the workplace by implementing measures such as a charter on the **“right to disconnect”**.



HR Policy

InVivo Group

04

Uphold freedom of association, the right to collective bargaining, and social dialogue

InVivo and its subsidiaries recognize social dialogue as an essential tool for sustainable growth. They recognize the right of workers to bargain collectively and to form or join trade unions without discrimination.

Social dialogue encompasses various stakeholders' daily and collective interactions, including elected representatives, trade union officials, management, managers, and employees.

The Group and its subsidiaries implement agreements signed with trade unions and strive to establish and maintain close, high-quality social relations at all levels of their organizations.

InVivo and its subsidiaries encourage personal engagement, quality, and constructive social dialogue tailored to the local context to promote effective labor relations and ensure continuous improvement of working conditions.

05

Support managers and ensure the highest standards of relationship quality

InVivo and its subsidiaries aim to maintain a professional culture based on transparency and trust. Tools for dialogue, problem-solving, and feedback are implemented at all company levels to foster a positive social atmosphere and improve the quality of life in the workplace.

In addition to operational skills, the Group emphasizes the relational quality of its managers. InVivo and its subsidiaries are committed to training their managers to become responsible leaders who contribute to the success of the strategic project by :

1. Communicating the management's operational guidelines to all employees within the Group
2. Creating an environment where interpersonal relationships are based on listening, empathy, and mutual respect is essential for strengthening team cohesion and promoting individual and collective commitment.



HR Policy

InVivo Group

06

Promote diversity, inclusion, and equal opportunities

The InVivo Group and its subsidiaries are committed to eliminating discrimination. Every employee must be treated with **respect and fairness at every stage of their career**. The Group actively promotes diversity and inclusion at all levels of the business, through awareness campaigns. InVivo and its subsidiaries also encourage gender equality and support employees based on personal and professional situations (e.g., parenthood, end-of-career planning, and job retention).

The HR teams ensure that recruitment is based solely on qualifications and prohibits discrimination covered by EU regulations and national laws.

07

Promote employee engagement

InVivo and its subsidiaries recognize **employees as key drivers of progress and development**. They work continuously to improve employee engagement and encourage individual and collective initiatives.

InVivo and its subsidiaries implement tools and initiatives within the HR function to engage employees, individually or collectively, in the company's Corporate Social Responsibility (CSR) challenges. The HR team ensures these tools are **well understood** and properly applied, particularly in remuneration policy, training, and social relations

In addition, InVivo and its subsidiaries strive to help employees **find meaning in collective initiatives** such as skills-based sponsorships, races, and similar activities.

08

Ensure talent and skills development

Employability is at the heart of InVivo's people strategy. The Group focuses on updating and developing technical and behavioral skills at all levels of the organization.

InVivo and its subsidiaries encourage employees to take charge of their professional development by providing the appropriate tools and resources.



This policy was signed on January 16, 2025,
by all members of the executive committee of the InVivo group.