

HUMAN RIGHTS POLICY



2022

GETLINK SE





CHAIRMAN'S MESSAGE



As a vital link that brings people, businesses, and cultures together, Getlink has fully integrated social, environmental, and societal issues into its strategy since its inception.

As a responsible company, Getlink believes that ethical behaviour should be at the heart of all its activities. The Group aims to provide its employees with a working environment that respects their individual freedoms and privacy, and to provide its partners and stakeholders with working conditions that respect internationally recognised human rights

This human rights policy, which is consistent with our Group's values and an integral part of its doctrine, reinforces our body of documentation and enables each employee, in his or her position, to understand and apply the principles in the policy to their day-to-day activities.

As a signatory of the United Nations Global Compact since 2013, Getlink reaffirms and consolidates its commitment to human rights both within the Group and throughout its value chain.

It is up to each of us, in our daily activities, to implement and ensure compliance with these fundamental principles.



Jacques Gounon
Chairman of Getlink

23 February 2022

The Human Rights Policy formalises Getlink's commitment and reaffirms its fundamental place in the Group's managerial and operational approach and in its relations with stakeholders. It complements the Group's other policies and charters in the field of ethics. This commitment is fully in line with the Group's strategic vision.

1 - OUR POLICY



Group commitment

Getlink complies with internationally recognised human rights standards in all its activities and the places where it operates. The Group believes that all people should be treated with respect and dignity in their business and working relationships, that inclusion and diversity are key to success and that all forms of discrimination, harassment and violence should be prohibited. The Group promotes human rights throughout its value chain.

Human rights

The implementation of Human Rights is carried out in accordance with international standards, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights and the International Bill of Human Rights, the UN Declaration on the Rights of the Child, the ILO Declaration on Fundamental Principles and Rights at Work and the ILO Core Conventions, which deal with child labour, forced labour, non-discrimination, the right to freedom of association and collective bargaining.

International human rights law deals with fundamental civil, political, economic, social, and cultural rights. It also pays particular attention to so-called «vulnerable» groups such as women, children, indigenous peoples, people with disabilities and migrant workers.

Getlink recognises these different components of human rights and ensures that they are respected throughout the Group.

Getlink is also a signatory to the Global Compact, since 2013, and publishes its progress annually (GC-Communication on Progress).

Activities and areas of operation

The Group was created in 1986, following the coming into force of the Treaty of Canterbury and the signing of a Concession Agreement granting the **Franco-British** consortium, "France Manche SA / The Channel Tunnel Group Limited" the right to build, finance and operate the Channel Tunnel Fixed Link ("Tunnel").

The Group is the operator of a very long-term concession (until 2086) built around an integrated sub-marine rail system.

Getlink provides the following services:

■ *Cross-Channel services operated by Eurotunnel:*

- » Vehicle transport service between Calais (France) and Folkestone (United Kingdom) on board rail Shuttles (Truck Shuttles and Passenger Shuttles).
- » Eurotunnel makes its infrastructure available to enable rail operators to operate rail links between **continental Europe and the UK**. Eurostar operates seamless, end-to-end high-speed services between London, Paris, Brussels, and Amsterdam.

■ *Other categories of services*

- » Europorte, which is involved in the entire rail freight logistics chain, particularly in France,
- » ElecLink, the 1 GW electricity interconnection between the UK and France.

2- COMMITMENTS TO STAKEHOLDERS



The Group's priority commitment

Due to the nature of its business, Getlink has made safety a central concern. The Group is committed to protecting the health, safety, and welfare of all employees in all its subsidiaries and to providing a safe and healthy working environment for all of them. This priority applies to employees, our suppliers, and subcontractors, to goods transported and to our infrastructure.

Commitment to employees

Getlink and its subsidiaries ensure that the fundamental rights of employees are respected in accordance with international standards, including the prohibition of child labour, forced or compulsory labour, all forms of harassment, discrimination or violence, respect for freedom of association and the right to collective bargaining, and respect for individual freedoms and privacy. The Group and its companies are also committed to working towards fair and open social dialogue.

Commitment to suppliers and subcontractors

Getlink and its subsidiaries require their suppliers and subcontractors to commit to respecting human rights. The Group promotes human rights in its value chain by requiring its suppliers and their subcontractors to adhere fully to these fundamental rights and principles and to demand compliance from their own suppliers.

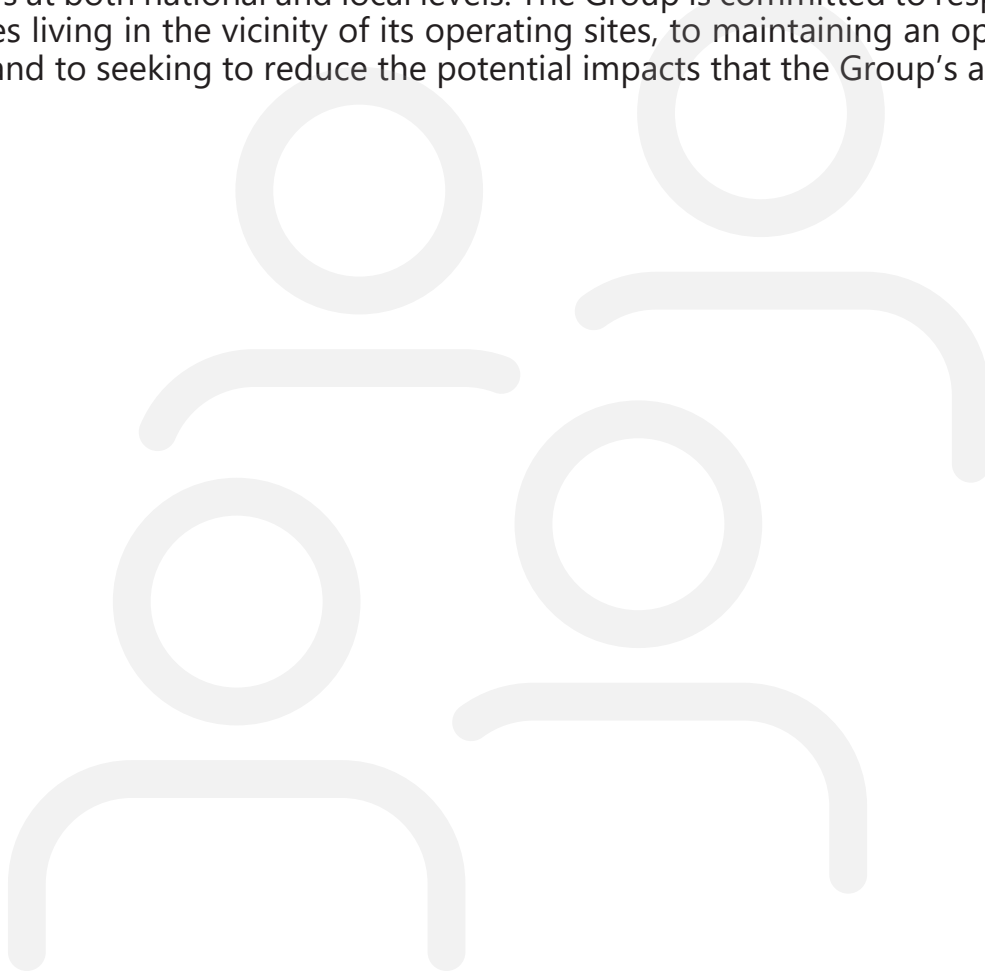
Getlink applies due diligence mechanisms to its suppliers and their subcontractors to identify potential human rights abuses. Where necessary, appropriate preventive and/or mitigating measures are defined and implemented.

Commitment to customers

The Group's companies make the experience and satisfaction of all their customers a priority by implementing a high level of quality of service. The Group's commitments in terms of human rights, respect for people and dignity, and the strict rejection of any form of discrimination, harassment or violence are directly duplicated in all its activities in relation to customers

Commitment to communities

Getlink is committed to contributing to the economic development of the places where it operates. The Group maintains a constant and constructive dialogue with all its stakeholders at both national and local levels. The Group is committed to respecting local communities living in the vicinity of its operating sites, to maintaining an open dialogue with them and to seeking to reduce the potential impacts that the Group's activities may generate.



3- OPERATIONAL IMPLEMENTATION OF THE POLICY



The Human Rights policy is approved by the CEO, after being presented to the Ethics and CSR Committee and the Board of Directors. It is placed under the responsibility of the director in charge of ethics and is communicated to all staff. It is part of the welcome kit for all new employees.

Each entity is responsible for its operational implementation. The functions most directly concerned by this policy are subject to regular training plans.

Any person or stakeholder who considers that the Group's activities violate their fundamental human rights can address its questions or complaints via the whistleblowing system set up under the Group's code of conduct:

- contact.ethic@getlinkgroup.com

This policy will be updated regularly to reflect the evolution of international standards, as well as the Group's experience regarding this fundamental issue.