

LHOIST (unofficial translation)

Subcontracting charter

Subcontracting is a vital tool for all businesses which, like we do, care about performance, reactivity and excellence.

It should help us focus on our own jobs and incidentally achieve our priority objective, providing our clients with quality products and services.

To achieve this fundamental objective, our Group appeals to subcontracting notably in situations where the tasks at hand:

- do not come within our expertise, or
- require specialised skills, always evolving, which we do not always have internally, or
- require specific equipment we do not have and for which investment is not justified, or
- are highly variable and unpredictable, or
- have no added value allowing for the development of our staff, or
- in the event of occasional internal workforce shortages (sickness, holidays..), or
- require prompt reaction to meet our clients' needs and where subcontracting is the best and fastest way to do it.

In each of these cases, our Group watches over the quality and profitability of its activities.

In these conditions, the aim is not to decrease employment in our businesses.

1 – Appeal to subcontracting shall not lead to an evasion of the laws protecting workers.

2 – The choice of the subcontracting firms is based on the quality and fair price of their services. It takes account of the skills present within these businesses, allowing them to perform, with their employees, the tasks they are given.

3 – The contracts signed with subcontracting firms or, in the absence of a contract, our general purchase conditions explicitly provide that the firms have to comply with the applicable statutory, regulatory and conventional provisions. They notably reassess their obligations as regards hygiene, security and working conditions.

4 – Group undertakings ensure that subcontracting firms comply with the Group's practices on workplaces in the area of risk prevention and the protection of workers' health.

5 – Group undertakings ensure that the employees working for the subcontracting firms receive appropriate training for the prevention of risks specific to our activities which they are likely to face when performing the tasks we give them. They help provide such information.

6 – The subcontracting firm is responsible for organising the workers it employs.

7 – Group undertakings shall inform, in accordance with the applicable statutory provisions on the subject, the competent employee representatives of the nature of the undertakings and activities subject to subcontracting.

8 – Group undertakings want the industrial relations they have with their workers and the workers of the subcontracting firms to rely on mutual respect and trust.