



TGCC GROUP HUMAN RIGHTS CHARTER

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I- FRAMEWORK, GOVERNANCE AND IMPLEMENTATION

1. Preamble

TGCC Group is committed to respecting and promoting fundamental human rights across all its activities, in line with its values, corporate culture, corporate social responsibility approach, and ethical commitments.

This Charter builds upon the TGCC Group Code of Ethics & Conduct, which sets out the principles of conduct applicable to all employees and stakeholders, and of which this Charter constitutes a specific reference framework for human rights.

The Group relies in particular on the main international standards, including :

- the Universal Declaration of Human Rights ;
- the United Nations Guiding Principles on Business and Human Rights ;
- the fundamental conventions of the International Labour Organization (ILO).

Through this Charter, TGCC also aligns its actions with the United Nations Sustainable Development Goals (SDGs), particularly those relating to decent work, equality, protection of people, and respect for communities.

This Charter reflects the Group's commitment to preventing human rights violations, strengthening responsible practices, and pursuing a continuous improvement approach.

2. Scope of application

This charter is a **Group Charter**.

It applies to all TGCC Group entities, including subsidiaries, in Morocco and in all countries where the Group operates.

Internal application

The Charter applies to all employees, managers, and executives of the TGCC Group, regardless of their status, role, or place of assignment. Each employee and manager is required to comply with the principles set out in this Charter and to contribute, within their scope of responsibility, to their effective implementation in the Group's activities.

External application - Value chain

The Charter also applies, within the framework of their relationships with TGCC, to **partners, suppliers, subcontractors**, and service providers involved in the Group's value chain.

Without prejudice to the specific provisions of this Charter, TGCC expects its partners to comply with these principles, or equivalent principles. The Group also encourages its partners, **where relevant, to promote and disseminate comparable standards within their own value chains**, in accordance with applicable contractual frameworks and their scope of operations.

Compliance with local regulations

The TGCC Group ensures **compliance with applicable local laws and regulations** in each country where it operates. Where international standards or the Group's commitments offer a higher level of protection, TGCC strives to refer to them.

3. Implementation of the charter

The TGCC Group Human Rights Charter is **rolled out progressively and in an adapted manner**, taking into account the diversity of the Group's activities, professions, entities, and geographical contexts.

The rollout of the Charter is based in particular on :

- its **dissemination** within TGCC Group entities and among relevant stakeholders ;
- **awareness-raising, communication and training** actions for all relevant managers and employees ;
- its gradual integration into existing internal procedures and practices, particularly in human resources, health and safety, purchasing, and relations with partners.

The Group also bases the implementation of the Charter on **the identification and prevention of human rights risks**, in line with the nature of its activities and the contexts in which it operates.

This approach ultimately involves **developing a risk mapping framework** to identify, assess and prioritize situations that may present significant human rights issues. Based on this analysis, appropriate measures will be defined to prevent, mitigate, or, where necessary, address identified negative impacts.

With regard to value chain stakeholders, the deployment of these measures takes into account the Group entities' **actual capacity for influence**, the nature of the services concerned, the level of risk identified, and the maturity of partners.

The implementation of the Charter is part of **a continuous improvement approach** aimed at gradually strengthening the Group's human rights practices and mechanisms.

4. Alert and reporting mechanism

The TGCC Group's alert and reporting mechanism is part of **the framework defined by the Group's Code of Ethics & Conduct** and the internal whistleblowing procedure.

This mechanism aims to promote **the prevention, detection and handling** of situations likely to infringe human rights, ethical principles, or applicable rules of conduct within the Group.

It is accessible to all Group employees and external stakeholders, including partners, suppliers, subcontractors and service providers.

It is made available through the **Group's communication channels**, including its website, and relayed through various **internal and external channels** to ensure visibility and use.

Reports may also be submitted via the dedicated email address : **ethique.alerte@tgcc.ma**

The handling of reports is based on the following principles :

- Confidentiality of the information collected ;
- Confidentiality of the identity of the whistleblower and the person(s) concerned ;
- Impartial and diligent review of reported situations ;
- Prohibition of any form of retaliation against whistleblowers acting in good faith.

The alert mechanism contributes to identifying risk situations and to the continuous improvement of the Group's human rights and ethics practices.

TGCC Alert & Reporting Platform available at :

Url :

II- OUR HUMAN RIGHTS COMMITMENTS

COMMITMENT 1 – Prohibition of forced labor and child labor - Protection of workers

The TGCC Group does not tolerate any form of forced or compulsory labor, nor any form of child labor, across all its activities and throughout its value chain.

The Group specifically prohibits :

- the use of **child labor**, in accordance with ILO1 fundamental conventions ;
- any form of **labor imposed under threat**, coercion or constraint ;
- **confiscation of identity documents** or any abusive restriction of freedom of movement ;
- any **abusive recruitment practices**, including requiring workers to pay recruitment fees.

The TGCC Group ensures that every worker performs their work on the basis of **freely given consent**, under transparent conditions and in compliance with applicable rules.

Workers retain full control over their identity documents, work documents and personal belongings, as well as their **freedom of movement**.

Contractual documents and essential documents related to the employment relationship are provided to workers in **a language they understand**, or are appropriately explained so that they can understand their terms and implications.

Workers are **free to end their employment relationship**, in compliance with contractual provisions and notice periods, without coercion, abusive penalties or retaliation.

The Group pays particular attention to the **protection of vulnerable workers**, especially migrant workers, and seeks to prevent any situation of exploitation or abuse.

COMMITMENT 2 – Diversity, inclusion and non-discrimination

The TGCC Group is committed to promoting a working environment based on respect for people, diversity, inclusion and equal treatment, and to combating all forms of discrimination.

The Group does not tolerate any direct or indirect discrimination, in particular based on :

- Gender, age, origin, nationality or social background ;
- Religion, beliefs, opinions or trade union membership ;
- Health status, disability or any other personal characteristic.

TGCC ensures equal opportunities throughout the employment relationship, particularly in recruitment, working conditions, training, career development and remuneration.

The Group strives to create a respectful and inclusive work environment, free from any form of harassment, violence, intimidation or abusive behavior, whether physical, verbal or psychological.

The Group's management practices are based on respect, fairness and the recognition of skills, within a framework that promotes diversity of profiles and career paths.

COMMITMENT 3 - Fair, safe and responsible working conditions

The TGCC Group is committed to ensuring fair, safe and responsible working conditions that promote the protection of people, respect for social rights and skills development.

Employment conditions and social protection

- formalized employment relationships in compliance with applicable legal and regulatory requirements;
- affiliation of employees with applicable social protection schemes, particularly health coverage and protection against occupational risks;
- contribution to the prevention of undeclared work and the protection of workers' fundamental rights.

Remuneration and benefits

- payment of remuneration in accordance with applicable legal and regulatory requirements ;
- transparency of rules relating to pay and benefits ;
- **respect for paid leave**, rest periods and absences in accordance with applicable laws.

Working time and rest

- compliance with applicable laws on working hours and rest periods ;
- prevention of work overload and excessive working hours.

Health, safety and working conditions

- prevention of occupational risks and continuous improvement of working conditions;
- implementation of measures to protect workers' health, safety and physical integrity;
- right to raise alerts in dangerous situations.

Dialogue, expression and labor relations

- respect for freedom of expression in the professional context ;
- promotion of social dialogue and respectful labor relations ;
- access to a mechanism for reporting inappropriate situations.

Skills development

- access to training and skills development;
- recognition and enhancement of career paths and individual skills.

Confidentiality and personal data protection

- respect for the confidentiality of professional and personal information ;
- protection of personal data in accordance with applicable regulations.

COMMITMENT 4 - Decent accommodation conditions

When the **TGCC** Group provides accommodation as part of its activities, it undertakes to ensure decent housing conditions that respect health, safety and human dignity.

Accommodation provided by the Group must, at a minimum, **meet safety and sanitation** requirements that satisfy the basic needs of occupants, in accordance with local contexts and the nature of activities.

The Group seeks to prevent any situation that could harm the health, safety or dignity of accommodated persons.

COMMITMENT 5 - Responsible human rights practices in the value chain

The TGCC Group places particular importance on respecting human rights throughout its value chain, including suppliers, subcontractors and service providers.

The Group formalizes its expectations toward partners in the CSR Commitment Charter for suppliers and subcontractors, which specifies principles relating to respect for human rights.

TGCC commits to progressively and proportionately integrating these issues into its business relationships, taking into account:

- the nature of the services or activities involved ;
- the size and scope of partners' operations ;
- their level of maturity in corporate social responsibility ;
- the Group entities' actual capacity to influence.

The Group favors an approach based on **dialogue, support and continuous improvement**, to encourage the gradual adoption of these commitments by its partners.

COMMITMENT 6 - Relations with local communities

The TGCC Group seeks to maintain **responsible and respectful** relationships with local communities in the areas where it operates.

The Group works **to prevent and limit the impacts** of its activities, taking into account local contexts and the expectations of relevant stakeholders.

TGCC promotes **dialogue** and takes into account the issues, particularly social issues, related to its projects, in a spirit of responsibility and positive contribution to the territories where it operates.