

HUMAN RESOURCES POLICY

At SENICA International Holding B.V., we recognize that our most valuable asset is our EMPLOYEES, who have driven our success since the company's foundation through their dedication, competence, and performance. We view each team member not only as a part of our workforce but also as a vital contributor to our multicultural organization. Human resource management is seen as a key strategic element for our company's sustainable growth and long-term success.

In this context, we adopt a Human Resources approach that is aligned with the principles of equality, diversity, inclusion, and transparency, and we implement policies that support employee well-being, professional development, and work-life balance.

We believe that employee satisfaction is essential not only for corporate success but also for sustainability and our engagement with the broader community.

Our Human Resources Policy:

- We adhere to the principle of "*the right talent for the right position*", conducting recruitment processes that are transparent, fair, and inclusive.
- We value diversity, welcoming and encouraging contributions from people of different cultures, experiences, and perspectives.
- We foster an environment of open communication and participatory management, where employees feel safe and encouraged to share their ideas.
- Our performance evaluation systems are objective and constructive, grounded in continuous feedback and development-focused practices.
- We offer career planning and talent development opportunities that aim to unlock the strengths and potential of every individual.
- In line with Dutch work culture, we promote a working model based on flexibility, work-life balance, and personal responsibility.
- Committed to lifelong learning, we provide professional and personal development programs, empowering our people to become the best in their fields.

Together, we are stronger.

At SENICA International Holding B.V., we are proud to be part of the solution—as one unified team.

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