machinerie



SOCIAL POLICY

Our employees are at the heart of our success and sustainable growth. We are committed to providing a safe, fair, respectful, and inclusive workplace where everyone has the opportunity to contribute, learn, and grow.

OUR COMMITMENTS

- **Health and Safety**
  The health and safety of our employees are a top priority. We are committed to maintaining safe workplaces that comply with applicable requirements, providing the necessary personal protective equipment (PPE), and identifying, assessing, and mitigating risks associated with our operations. We promote a culture built on prevention, accountability, and continuous improvement.
- **Fair and Equitable Working Conditions**
  We foster workplace relationships based on fairness, transparency, and respect. We are committed to complying with applicable labor laws while promoting a people-centered, ethical, and responsible management approach.
- **Professional Development and Training**
  We consider skills development an essential driver of personal growth and long-term organizational performance. We support training, knowledge sharing, continuous learning, and succession planning, taking into account individual roles, organizational needs, and the company's evolution.
- **Respect, Inclusion, and Work-Life Balance**
  We strive to maintain a workplace where everyone is treated with dignity and respect. We do not tolerate any form of discrimination, harassment, or inappropriate behavior. We value diversity in people, backgrounds, experiences, and perspectives.

  We also recognize the importance of maintaining a healthy work-life balance. In line with our operational realities, we encourage management practices that support employee well-being, engagement, and a culture of trust.

Hugues Beaudry
General Manager - OSI Machinerie
Adopted on September 20, 2026