

# TGS People Policy



We are committed to provide a safe, positive, inclusive and sustainable working environment to support our employees in developing their competence and potential.

## Attract & Recruit

Our ambition is to attract, engage, develop and retain a highly skilled and diverse workforce.

We shall:

- Recruit individuals based on their qualifications, value, personal suitability and potential
- Ensure diversity is considered an important parameter in recruitment
- Provide attractive, fair compensation and benefit packages that support our overall employee value proposition

## Develop & Retain

We commit to providing learning and development opportunities for all our employees.

We shall:

- Ensure employees understand their role
- Ensure that performance and development goals are defined and followed-up through dialog and feedback
- Promote and encourage continuous learning and development

## Employee Relations & Treatment

Our ambition is to treat all individuals fairly. We commit to adhering to the International Labor Organization's (ILO) Core Conventions on Labor Standards, the United Nation's (UN) Universal Declaration of Human Rights and applicable labor standards.

We shall:

- Not tolerate any breaches of these principles, whether in TGS or our supply chain
- Encourage employees to report any incidents or concerns about workplace harassment or other inappropriate behavior to their line manager or a manager in their chain of command; HR Department; TGS Compliance Hotline which will be followed by our Investigation Procedure.
- Ensure employees feel confident in raising concerns to management without fear of retribution

We shall comply with ISM, ISO45001, ISO14001, and ISO9001 Standards, commit to eliminating hazards and reducing QHSSE risks, meet applicable legal requirements and other obligations, and continuously improve our management system and performance.