

SGS EMPLOYMENT POLICY

SGS is the world's leading inspection, verification, testing and certification company and is recognised as the global benchmark for quality and integrity. In all our Businesses we are committed to do not only what is required by law, but what is expected of a leader. Wherever we do business we are guided by this policy and expect our business partners to live by them as well.

FREE CHOICE OF EMPLOYMENT

We are not using, and will not use under any circumstance, any forced, bonded or prison labour.

NO DISCRIMINATION IN EMPLOYMENT

We base all aspects of the employment relationship with SGS on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, sexual orientation, social origin, deficiencies, age, or handicaps.

NO EXPLOITATION OF CHILD LABOUR

We are not employing and will not under any circumstance employ children under the age of completion of compulsory schooling or, in any case, under 15 years. We will not engage into any form of slavery, sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. Children in the 15 to 18 age range shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

We recognise the right of all employees to form and join trade unions and bargain collectively. In those situations in which the right to freedom of association and collective bargaining are restricted under law, we will facilitate parallel means of independent and free association and bargaining for all employees. Employees' representatives shall not be the subject of discrimination and shall have access to all work places necessary to carry out their representation functions.

HEALTH AND SAFETY WORKING CONDITIONS

We provide a safe and hygienic working environment and promote state-of-the-art occupational health and safety practice, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible. Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation are strictly prohibited.

COMPLIANCE WITH LAWS

SGS is committed to comply with the laws of the countries where it does business, including those relating to wages and benefits, working hours and legal requirements for employment contracts.

These principles are complementary to the SGS Code of Integrity and Professional Conduct and apply to all SGS companies. SGS undertakes to use its best endeavors to ensure that its business partners also abide by them.



Chris Kirk
Chief Executive Officer
2nd June 2008

WHEN YOU NEED TO BE SURE

SGS