



Valeo Foods Group - Career Management & Training Policy

Introduction

Valeo Foods (and its subsidiaries) is committed to fostering a culture of continuous learning and career development for all our employees. We believe that by investing in our employees' growth, we can achieve both individual and organisational success. This policy outlines the framework for providing resources and opportunities to help our employees progress in their careers while maintaining a transparent recruitment process.

Valeo Foods will ensure that career goals are defined for all employees and is facilitated through training programs which are accessible to everyone.

Purpose

Career development helps employees grow professionally by outlining a framework for providing training and development opportunities. This empowers them to acquire new skills, enhance existing ones, and advance their careers within the organisation.

Scope & Governance

In accordance with this commitment, Valeo Foods Group has adopted this Policy which is applicable to all Valeo Foods Group Personnel, agents, representatives and other associated persons such as contract/ subcontract and third-party employees of Valeo Foods Group including all subsidiaries, associates, joint ventures and affiliated companies (collectively, the "Valeo Foods Group" or the "Group").

The key objectives of this policy are:

- To provide employees with the resources and opportunities they need to develop their skills and knowledge.
- To empower employees to take ownership of their career development.
- To ensure a readily available pool of qualified talent to meet future business needs.
- To maintain a transparent and merit-based internal recruitment process.

Valeo Foods offers a variety of resources and opportunities for career development, including:

- Training and development programs: We provide access to a variety of training programs, both internal and external, to help employees develop the skills and knowledge needed for their current and future roles.

- Performance management: Regular performance reviews will include discussions about career goals and development plans. Managers will guide and support employees in achieving their career aspirations.
- Mentorship/ apprenticeship programs: We may offer mentorship programs that connect employees with experienced colleagues who can provide guidance and support.
- Tuition reimbursement programs: We may offer financial assistance to employees who pursue further education relevant to their career goals.

As a company we plan to ensure that all above initiatives are available are being implemented consistently and available to all employees in the Group by 2030.

This policy has been approved by Valeo Foods Group’s executive management and approved by the Board of Directors.

The Group Chief People Officer (GCPO) is responsible for the implementation of this policy, overseeing training programs, and providing resources for career development.

This policy applies to all employees in Valeo Foods Group. It will be reviewed and updated every bi-annually to ensure it remains relevant and effective.

Our Commitment

This policy applies to all regular employees of Valeo Foods Group, across all departments and subsidiaries.

Valeo Foods Group is committed to a transparent and merit-based recruitment process. We will consider all qualified internal candidates for open positions before seeking external candidates. Internal job postings will be readily available to all employees, and we will provide clear criteria for selection.

Policy Conclusion

Valeo Foods Group believes that career development is a continuous process. This policy provides a framework to support and empower our employees on their career journeys. By investing in our employees' growth, we are investing in the future success of our company.

Any questions regarding this Policy can be addressed to the local divisional HR Lead or the Group Chief People Officer.

Last Updated: June 2024

Ronald Kers
Group CEO

Eveline Paternotte
Group CPO