



AGL

AFRICA GLOBAL LOGISTICS

HUMAN RIGHTS

CHARTER

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PREAMBLE

Africa Global Logistics (AGL) reaffirms its commitment to respecting and promoting **human rights** throughout all its activities and across its entire value chain. This commitment is all the more essential given that our businesses (transport, logistics, rail and port concessions, and maritime solutions) are conducted in more than forty countries, at the heart of global supply chains.

Our operations involve a wide range of stakeholders and territories, and place a particular responsibility on us towards populations, workers and local communities. In order to uphold this responsibility, we rely on internationally recognised reference texts that define universal human rights and establish principles for responsible business conduct:

- > The **International Bill of Human Rights**, which sets out the fundamental rights and freedoms that must be respected for every individual;
- > The **United Nations** Guiding Principles on Business and Human Rights, which provide the global framework for preventing and addressing adverse human rights impacts linked to economic activities;
- > The **Organization of Economic Co-operations and Development (OECD)** Guidelines for Multinational Enterprises, which outline good practices in terms of corporate social responsibility;
- > The fundamental conventions of the **International Labor Organization (ILO)**, which guarantee fair and equitable working conditions.

By adhering to these frameworks, AGL affirms that its development is inseparable from respect for human dignity.

We further strengthen this commitment through our adherence to the **United Nations Global Compact** and to the **Charter of the French Council of Investors in Africa** (CIAN), which promote responsible, ethical and inclusive practices across the African continent.

This approach reflects our determination to ensure the long-term sustainability of our activities, to maintain the trust of all our stakeholders, and to make a positive contribution to the societies in which we operate.

In doing so, AGL responds not only to its own values, but also to the growing expectations of its stakeholders, including:

- > **Clients**, who require transparent and ethical supply chains;
- > **Investors**, who seek sustainable performance and effective management of social risks;
- > **Regulators**, who impose increasingly stringent due diligence and vigilance requirements.

Purpose of the charter

The purpose of this Charter is to establish a common framework to identify, prevent and mitigate risks of human rights violations, to report on the actions implemented and the results achieved, and to embed our activities sustainably in a positive contribution to society.



OUR VISION AND OUR CORPORATE SOCIAL RESPONSIBILITY

As a Group employing more than 23,000 people (threshold of the law: 10,000) in France and internationally, AGL is subject to the **French Duty of Vigilance Law**. In this capacity, we develop, implement and publish each year our **vigilance plan**, which aims to identify, prevent and mitigate serious risks of adverse impacts on human rights and fundamental freedoms, as well as on the health and safety of individuals and on the environment, whether such risks arise from our own activities or from those of our business partners.

This vigilance plan forms part of a broader approach to corporate responsibility. The main risks identified within the AGL Group are directly linked to human rights and relate in particular to:





AGL also recognises the importance of:

- > **Protecting personal data and respecting privacy;**
- > **Freedom of expression** and the active participation of employees and communities;
- > **Access to justice** through accessible and effective grievance mechanisms;
- > **Protecting vulnerable groups** (women, persons with disabilities, migrants, minorities, etc.)
- > **Respect for human rights** in sensitive or high-risk areas.

These issues, whether they relate to our own operations or to those of our suppliers, call for shared vigilance and collective mobilisation at all levels of the company. They form the foundation of our prevention, protection and remediation strategy, with the aim of ensuring that our development contributes to the dignity of workers, the safety of communities and the sustainable development of the territories in which we operate.

OUR PRIORITY COMMITMENTS TO HUMAN RIGHTS

AGL places human rights at the heart of its sustainable development strategy, as part of its pillar “**Addressing social challenges**”. We align our practices with international standards, refuse any form of complicity in violations, and actively contribute to the **Sustainable Development Goals (SDGs)**.

These commitments are reinforced by our **Diversity & Inclusion Charter**, which enshrines the fight against all forms of discrimination, promotes professional equality, supports the integration of young people, and fosters the inclusion of persons with disabilities.

Our commitments are structured around three priorities:

- > Protecting **worker's rights** throughout the entire value chain;
- > Respecting **local communities** and their **environments**;
- > Contributing positively to the **social** and **economic development** of the **territories** in which we operate.

1. Worker's Rights



We are committed to:

- > Ensuring the **health** and **safety** of **workers** at all our sites;
- > Providing **fair** and **regular remuneration**;
- > Respecting **rest periods** and **leave entitlements**;
- > Protecting **freedom** of **association** and **employee representation**;
- > Providing, where applicable, **decent accommodation** that **complies** with workers' safety and well-being standards;
- > Safeguarding **employees' privacy** and **personal data**.

We combat all forms of discrimination, ensure equal pay, and strictly prohibit forced labour and child labour, in accordance with international standards and local legislation.

These requirements also apply to our suppliers and partners, who must guarantee working conditions that are dignified and respectful of fundamental rights.

2. Rights of Communities and Local Residents



We ensure to:

- > Prevent **adverse impacts** on the **health** and **safety** of local populations;
- > **Strengthen dialogue** with **communities** through consultation and grievance mechanisms;
- > Respect **free, prior and informed consent**;
- > Encourage **local recruitment** and **local training**;
- > Limit the **land footprint** of our projects;
- > Ensure **fair compensation** and **respectful resettlement**, where necessary;
- > Protect **natural resources**;
- > Respect the **rights** of **communities** in sensitive or high-risk areas.

These principles must also be integrated by our partners in the conduct of their activities.

3. Positive societal contribution



We are committed develop concrete initiatives aimed at supporting:

- > **Education,**
- > **Health,**
- > **Employability,**
- > **Local entrepreneurship,**
- > **Inclusion** of vulnerable groups.



These actions contribute to the achievement of the following Sustainable Development Goals (SDGs):

- > **SDG 1.4** : "By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance."
- > **SDG 8.7** : "Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including the recruitment and use of child soldiers, and by 2025 end child labour in all its forms."
- > **SDG 8.8** : "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women, and those in precarious employment."
- > **SDG 10.2** : "By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status."

IMPLEMENTATION AND MONITORING

To translate these commitments into actions, each AGL Group entity must deploy an **operational roadmap** tailored to its local and regulatory context, its business activities, and its specific challenges. This roadmap includes specific actions such as:

- > **Strengthening occupational health and safety systems**, through continuous employee training, the dissemination of best practices and the prevention of occupational risks;
- > **Systematically integrating the “human rights” dimension** into relationships with suppliers and partners, through contractual clauses and regular assessments;
- > **Developing local awareness-raising and training initiatives** on fundamental rights, business ethics and the fight against discrimination;
- > **Implementing societal contribution programmes**, including initiatives in support of education, health, training and local entrepreneurship;
- > **Engaging employees** in solidarity initiatives and partnerships with institutional, non-profit or community stakeholders, in order to promote inclusive and sustainable growth.

The monitoring of this roadmap is based on **clear monitoring and performance indicators**, as well as **regular reporting**, enabling the measurement of the effectiveness and impact of our actions, the identification of areas for improvement, and the assurance of continuous improvement

AGL also implements **accessible, confidential and effective grievance mechanisms**, allowing any concerned party to report a potential human rights violation. Such reports are handled with diligence, fairness and transparency.

Reports may be submitted via the **Integrity Line** platform (<https://aglgroup.integrityline.app>), available on the Group’s website and accessible to all employees, partners and external stakeholders.

This Charter commits **AGL, its employees, partners and suppliers**. It reflects our determination to build a business that respects human rights and generates shared value with communities, while contributing to fair and sustainable development in the territories in which we operate.

www.aglgroup.com



AGL Group
QHSE & CSR department
Tour Feel
33, quai de Dion-Bouton
92811 Puteaux Cedex
France

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