

# ADISSEO DIVERSITY, INCLUSION AND CARE POLICY



For Adisseo, it is essential to encourage and promote diversity and inclusion, particularly in view of the diversity of our talent, which is present in nearly **40 countries** and includes more than **60 nationalities**.

Promoting diversity and inclusion within our organization means **fostering cohesion** and **team spirit** among all our employees.

Our ambition is to enable all our employees to :

- collaborate and work together towards common goals for Adisseo's development and performance;
- enjoy working together and allow everyone to contribute their vision, ideas and feelings, in keeping with who they are and where they come from;
- knowing how to communicate and understand each other despite the "intercultural gap", which exist.

Our diversity allows us to confront our different points of view, stimulate our thoughts, encourage exchanges and develop our creativity. Problems are solved in a more holistic and effective way, thanks to our different and complementary approaches.

## OUR FUNDAMENTAL PRINCIPALS



Through our "**Diversity, Inclusion and Care**" policy, Adisseo expresses its desire to recognize and **promote all talents**, regardless of their beliefs, age, disability, parenthood, ethnic origin, nationality, sexual or gender identity, sexual orientation, religion, minority group, or any other characteristic that could lead to discrimination.

## → Promotion of an Inclusive Culture

Our aim is to be a company where employees feel comfortable as they are, reflecting the diversity of the customers we serve and the society in which we operate.



Our aim is to offer our employees the **opportunity to express themselves**, to **participate** and to **get involved in common projects**.

As an inclusive company, we are sensitive to their commitment and sense of belonging, which is why we monitor their commitment through a regular survey.

For Adisseo, our diversity is a strength, enabling us to meet our ambitions for international growth and become a more successful organization.

Our diversity means that we scrupulously respect the representativeness of our customers and consumers, enabling us to respond as effectively as possible to local needs.



### **Inclusion of employees with disabilities:**

**Accessibility:** We are committed to making our workspaces, tools and communications accessible to all employees, paying particular attention to the needs of people with disabilities.

**Reasonable Accommodation:** We facilitate reasonable accommodation to enable all employees to participate fully in their roles, recognising the diversity of abilities and challenges associated with disability.

## → Our Commitment for Diversity and Inclusion

### Tackling all forms of discrimination

We are committed to guaranteeing neutrality in our HR processes, including recruitment, individual development plans, promotions, mobility/movements, termination of contracts, leave, pay and benefits, training and any other employee support measures.



- We recruit our employees essentially on the basis of our needs and the specific skills of each candidate;
- We develop their individual skills and responsibilities without discrimination;
- We pay our employees fairly throughout their careers, based on their level of responsibility and performance.

### Raising awareness and offering support

We are committed to respecting the promotion of diversity, taking action and raising awareness to combat prejudice and stereotypes, and providing e-learning training in our WeConnect space to help managers manage diversity and make the most of it.

### Favouring a suitable working environment and management sensitive to inclusion

Adisseo is committed to ensuring the safety, health and well-being of all its employees worldwide. We are also committed to ensuring the necessary accommodation for employees with disabilities or who become disabled in the course of their career.



- We are very concerned about "**respectful**" behaviour, and invite all employees to:
- adopt an **open attitude** in their work with colleagues and partners,
  - behave with **integrity** and **courtesy** towards colleagues and partners,
  - contribute responsibly to a working environment that **respects the dignity** of everyone and **welcomes differences**.

Our managers and Global/Local HRBPs are responsible for ensuring that these principles are respected and applied fairly in the management and monitoring of our employees, wherever they are in the world.

