



SIGN AND ACT

Diversity is the foundation of a socially and economically successful society. As part the company's or organization's overall policy, the Diversity Charter aims to promote equal opportunity and diversity in all its aspects.

The Diversity Charter contributes to developing a management style that respects differences and is based on trust. It enhances team cohesion, a source of a better way of living together, and therefore of performance.

The commitments set out in the Diversity Charter, translated into actions that are measured and assessed on a regular basis, contribute to social and economic progress. Their implementation in all the company's or organization's activities reinforces recognition by all internal and external stakeholders in France and worldwide.

**By signing the Diversity Charter, we, as a
company or organization, commit to :**

- 1 Sensitize and train our executives and managers** involved in recruitment, training and career management, and then gradually all employees, to the challenges of non-discrimination and diversity.
- 2 Promote the application of the principle of non-discrimination** in all its forms in all acts of management and decision-making within the company or organization, and in particular in all stages of human resources management.
- 3 Promote the representation of the diversity of French society** in all its differences and richness - cultural, ethnic and social - within the workforce and at all levels of responsibility.
- 4 Communicate our commitment** to all our employees and to the public at large our customers, partners and suppliers, to encourage them to respect and deploy of these principles
- 5 Make the development and implementation of diversity policy** a subject for social dialogue with employee representatives
- 6 Evaluate progress on a regular basis**, and inform both internal and external practical results of implementing our commitments.

Paris, 28/10/2022 For
APPLIUM
Bertrand DALAISON
Chairman

General Secretariat of the Diversity Charter
Yann Tanguy
General Secretary

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