

## SIGN AND ACT

Diversity is the foundation of a socially and economically successful society. As part a 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 improves team cohesion, a source of better 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.

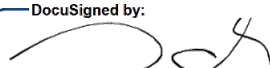
**By signing the Diversity Charter, we, as a company or organization, commit to :**

- 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 Communicating our commitment** to all our employees and to the general public our customers, partners and suppliers, to encourage them to respect and deploy of these principles
- 5 Make the development and implementation of diversity policy** the subject of 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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