

## **Diversity & Inclusion Policy**

Compagnie Chargeurs Invest is committed to being an inclusive group, ensuring equal opportunities for all, and does not tolerate any form of discrimination, particularly based on the following criteria (non-exhaustive list): the age; the name and surname; the gender; the sexual orientation; the gender identity; the place of residence; the origin; the membership or non-membership, real or assumed, of an ethnic group, nation, or so-called race; the pregnancy or desire for pregnancy; the family situation; the health status; the disability; the genetic characteristics; the political opinions; the trade union activities; the philosophical opinions; the beliefs or membership or non-membership, real or assumed, in a particular religion, in accordance with secularism; the morals; the physical appearance; the loss of autonomy; the particular vulnerability resulting from economic circumstances; the ability to communicate in a language other than the national language; the accent; the bank domiciliation; the status of whistleblower, the status of facilitator of an alert, or connection with a whistleblower...

### **Our Commitment to Diversity and Inclusion**

*" At our group, diversity is at the heart of our DNA. Since the beginning, we have successfully integrated local cultures in every country where we operate, turning this diversity into a major strength. We believe that diversity is an endless source of creativity and innovation, continuously enhancing our competitiveness.*

*Our values of reliability, commitment, passion, and boldness are reflected in our ambition to promote diversity at all levels of the organization, respecting local legal frameworks while providing a global reference framework for the entire Group.*

*Our primary objective is to be an employer of choice, reflecting the diversity of our employees and clients. We aim to create an environment where every employee can thrive freely, with respect for local cultures."*

### **Recruitment, Selection and Development**

We adopt inclusive recruitment and professional development practices that ensure equal opportunities for all.

In terms of recruitment strategies, we aim to attract a diverse pool of talent by eliminating unconscious bias at every stage of the process. We are also committed to ensuring transparent and fair processes for all candidates.

Regarding professional development and pay equity, we provide equal opportunities for promotion and development to all employees. Our compensation practices are regularly reassessed to ensure equity between genders and across diverse groups.

### **Training and Awareness**

We invest in training and awareness programs for our teams, especially for our middle management, to create an inclusive environment. Our leaders, everywhere in the world, are expected to promote diversity and inclusion.

For training, we organize workshops on unconscious bias and inclusion, along with ongoing training programs available through e-learning and in-person sessions.

Regarding our corporate culture, we are committed to fostering an atmosphere of respect and appreciation for differences. We also encourage intergenerational collaboration and a diversity of ideas.

### **Workplace Adaptation and Flexibility**

We adapt the environment at work, as far as possible, to meet the specific needs of our employees.

Regarding workplace adaptations, we ensure that the environment is reasonably accessible and accommodating, allowing all employees to work optimally.

Finally, we provide flexible work options to help our employees achieve a better balance between their professional and personal lives.

### **Monitoring and Strengthening Our Commitment to Diversity and Inclusion**

We regularly monitor and evaluate our progress in terms of diversity and inclusion, supported by dedicated governance, with our objectives further detailed in an annexed document. We are committed to communicating our progress and involving all stakeholders, ensuring transparency in the processes and aggregated outcomes of our Diversity and Inclusion initiatives, while safeguarding individual privacy.

We believe that diversity and inclusion are drivers of success and innovation. By fully embracing this policy and promoting inclusive behaviors, Chargeurs is committed to being a recognized employer in diversity and inclusion across all sectors in which we operate.

Corporate: Joëlle FABRE-HOFFMEISTER, Vincent CHAQUIN

Chargeurs PCC Fashion Technologies: Marion DEROUET

NOVACEL: Paul GARRIDO

Chargeurs Museum Studio: Carole NUTTEN CAZES

Chargeurs Luxury Fibers: Ana Laura PENA

Chargeurs Personal Goods: Tilly WRIGHT & Stéphane JAMBOIS