

Diversity is the foundation of a socially and economically successful society. As part of the overall policy of the company or organisation, the Diversity Charter aims to promote equal opportunities and diversity in all its components.

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

The commitments of the Diversity Charter, translated into actions that are measured and evaluated regularly, are factors of social and economic progress. Their implementation in all the activities of the company or organisation reinforces recognition by all internal and external stakeholders in France and throughout the world.

**By signing the Diversity Charter, we, as a company
or organisation, commit ourselves to**

- 1 Raise awareness and train our directors and managers** involved in recruitment, training and career management, and then progressively all employees on the issues 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 of the company or organisation 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 as well as to our customers, partners and suppliers, in order to encourage them to respect and implement these principles
- 5 Make the development and implementation of the diversity policy** a subject for social dialogue with employee representatives
- 6 Regularly evaluate the progress made**, inform internally and externally of the practical results of the implementation of our commitments.

Done in PARIS, on 20/01/2020

For

GROUPE MONNOYEUR
Philippe MONNOYEUR
Group CEO



General Secretariat of the Diversity Charter
Anne DESCHANEL
General Secretary

