

DIVERSITY CHARTER / COMMITMENT OF THE GROUPE MONNOYEUR

Questions to Philippe MONNOYEUR, Group CEO

1. What are the different activities of the Groupe Monnoyeur and how does the Charter fit into these activities on a daily basis ?

The Groupe Monnoyeur is a diversified, century-old family group active in capital goods for construction, energy production and motorisation, agricultural machinery, handling solutions, and the digitalisation of construction and industry. The Group has more than 6,200 employees who innovate every day to support and facilitate the projects of those who are building the future. Our activities lead us to work in more than 12 countries, notably in Europe, North Africa and more recently in Asia.

The signing of the Diversity Charter is a reminder of the fundamental values of the Group to which we are deeply attached and which motivate us in the daily development of our activities. Among these values, I can mention Respect, which particularly refers to the acceptance of diversity.

2. Why did you choose the Diversity Charter to represent your commitment ?

The Groupe Monnoyeur wanted to work on formalising its values and commitments, particularly through its CSR policy, which involves all the companies in the Group. In this context, we have undertaken research into good practices already initiated within our subsidiaries and companies outside the Group. The Group's HRD has taken note of the commitment initiated by the Diversity Charter and its signatories, which is in line with the values and social model defended by the Groupe Monnoyeur. It is in this sense that I have decided to sign the Diversity Charter.

3. Why sign it today ?

The Groupe Monnoyeur is a century-old group which, throughout its development, particularly internationally, has always been aware of its social role. We have always wanted to promote diversity within our teams. It is a source of performance for the Group. The management of difference and the expression of individual diversity must therefore be seen as a source of collective wealth. The promotion of diversity seems all the more essential to us today in view of the generational and societal changes and expectations that also concern the Groupe Monnoyeur. It therefore seemed essential to me to formalise our commitments, in particular by signing the Diversity Charter.

4. What are your expectations after signing, and what will be your first actions ?

We plan to communicate the Diversity Charter widely to all our teams in all our territories and in all our activities. The Charter will be shared in english but also in the language of each country so that everyone can make it their own.

A communication will also be made on this point during the integration of all new employees within the Groupe Monnoyeur and the Diversity Charter will be posted in places used for recruitment.

At the same time, the signature of the Diversity Charter will be included in the Group CSR report.

In addition, awareness-raising campaigns to combat stereotypes will be organised on a large scale and the Group has made a commitment to take concrete action to increase the employment of women in our businesses by 2025.

5. What are the main difficulties in promoting diversity in your organisation ?

We have difficulties in promoting gender diversity in our Group. Indeed, the sectors of activity to which the Groupe Monnoyeur belongs employ a large majority of men than women in most professional categories. This is also true within the Group. The majority of men in each of the professional categories within the Group is linked to an overall trend observed in the sectors of activity and not to differentiation within the Group.

In view of these sectoral observations, and our desire to increase the overall employment of women within the Group, actions and objectives will be set from 2020 onwards in order to achieve an overall employment rate of 25% for women by 2025. In this respect, we must make our jobs more accessible and visible to women, provide for any necessary training and upgrading of technical skills, but also be vigilant with regard to the prejudices that may sometimes persist in working relationships.

6. Can you give us an example of a good practice implemented by the Groupe Monnoyeur in relation to diversity ?

The signing of the Diversity Charter is part of the "Values Project" led by the Group HR Department. This project, supported by General Management, aims to embody and bring to life the Group's values as closely as possible to the field by defining them in terms of "Managerial principles" and "Collaboration principles" in which each employee will be able to engage and recognize himself.

Working groups comprising a wide range of employees have been set up in several countries. These working groups will share their vision and their experience of the Group's values in order to propose the managerial and collaborative principles that they believe best embody the values affirmed by our Group.

Finally, this approach will enable us to give birth to the "Charter for Living Well Together of the Groupe Monnoyeur", a symbol of everyone's commitment to an effective and caring professional approach.