

DIVERSITY AND INCLUSION CHARTER



Our approach

The commitments expressed at Group level are deployed within each division implementing this policy in a way that reflects the specific nature of its business activities in order to ensure consistent long-term development. This global approach is based on the development of an inclusive culture that allows everyone, whatever their unique situation, to reveal their full potential. It is based on respect and on accepting differences, allowing everyone to be themselves without prejudice.

This inclusive culture:

- **involves** creating the conditions for recognition, mutual understanding, trust and integrity;
- **calls** for a cross-cutting approach that must be reflected in managerial decisions and all human resources processes;
- **is part** of a drive to reduce inequality, whether social, generational or regional;
- **consists of** working both to bring about equal opportunities to encourage independence among disadvantaged groups and to maintain our workforce's employability;
- **is based on** supporting disadvantaged groups towards independence, in particular through education, training and social and professional integration.

To effectively develop this inclusive culture, we must first **identify existing diversity biases** within the Group and seek the active participation of all employees to ensure **respect for everyone**.

To allow the **practical application of this inclusive culture**, the Group uses a themed approach, taking into account the specific requirements of all our activities and the need to adapt to our local areas and local emergencies.

Our roadmap



The Group has set out general objectives on the four themes that each division will be responsible for implementing not only internally but also with regard to their respective service providers and their recruitment agencies, and through partnerships with any relevant stakeholders.

To this end, for each theme, each division puts in place mechanisms and tools to assess the situation and establish action plans and monitoring indicators.

David-Alexandre Fournier
HR Director

A handwritten signature in white ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

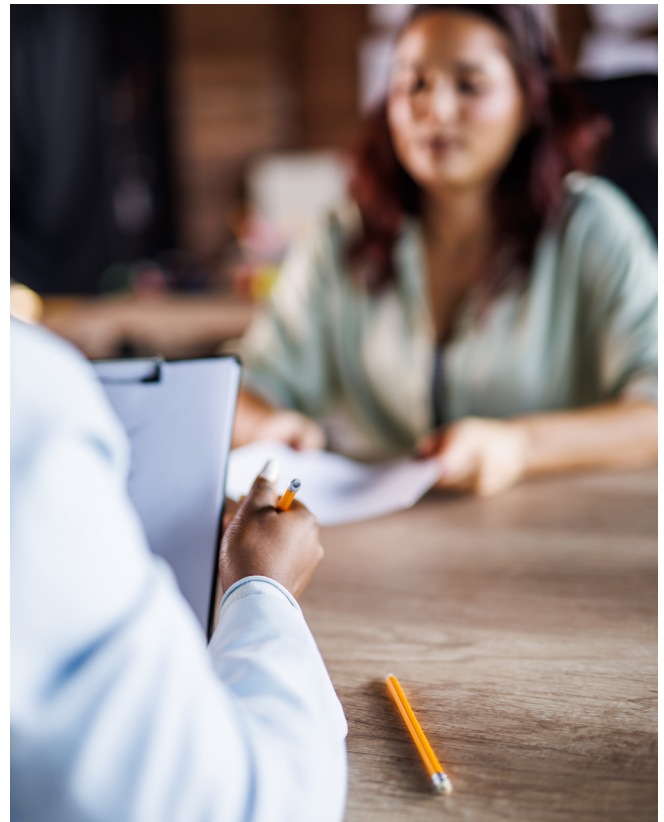
→ #1: Non-discrimination

Any practice that discriminates against workers on grounds such as ethnicity, sex, religion, political opinion, sexual orientation or national or social origin undermines collective cohesion. The Group has set itself three objectives to combat discrimination while promoting skills and equal opportunities:

→ **optimising recruitment** to encourage diversity of applications. In particular, this objective requires the implementation of any necessary measures to combat self-censorship and to focus recruitment processes on skills. It involves delivering appropriate training to managers and recruiters and signing partnerships with training institutions;

→ **fairly remunerating staff** to ensure that, given equal skill level, seniority and positions, pay is based on the principle of equality (in accordance with ILO Convention No. 100 on equal remuneration);

→ **promoting employees fairly** in order to ensure professional development for all employees in line with their skills and aspirations. Achieving this objective is based in particular on raising the awareness of all employees in order to combat stereotypes and on integrating the theme of "non-discrimination" into all managerial training.



→ #2: Welcoming and integrating people with disabilities

Beyond compliance with regulatory requirements, creating the conditions for welcoming and integrating people with disabilities is a strong source of social cohesion within the company. The Group's approach is based on two objectives:

→ **adapting job profiles** to optimise the recruitment of people with disabilities. Achieving this objective involves measures such as raising awareness among employees and disability managers through all appropriate channels (leaflets, poster campaigns, intranet communication, etc.) as well as among HR recruitment teams and temporary employment agencies;

→ **encouraging a working environment** designed to allow the integration of people with disabilities. The recommended mechanisms to be implemented include training for HR teams and managers on integrating people with disabilities and ensuring that premises are accessible.



→ #3: Gender equality at work

Gender equality at work is identified as a unifying lever for transformation across all Group divisions. The Group has set itself three objectives to promote parity:

- **increasing the number of women in jobs in which they are poorly represented with equal skills**, by communicating with the appropriate audiences and institutions;
- **promoting women's access to positions of responsibility**, in particular by selecting more women in management training programmes;
- **monitoring and supporting women in their professional development**, in particular through mentoring.



→ #4: Integrating young people into the workplace

Attracting tomorrow's talent is a strategic objective for the Bolloré Group, a diversified group present all over the world, alongside helping to empower young people who are experiencing difficulty, thus rooting our Group in the communities in which we operate. The Group has set itself three objectives to promote access to work for young people:

- **analysing the expectations of the new generation and their perception of the Group** to identify what measures to implement to engage them and thus attract new talent;
- **optimising onboarding of young people as part of internship and work-study placements**;
- **coordinating its solidarity commitments in Europe and internationally to improve young people's economic and social situation as a priority**, and respond effectively on a case-by-case basis to solidarity measures, in line with the Group's philanthropy policy, the primary aim of which is to support young people.



Tour Bolloré
31/32 Quai de Dion Bouton,
92811 Puteaux Cedex – France

Tel: +33 (0) 1 46 96 44 33

Fax: +33 (0) 1 46 96 44 22

www.bollore.com



Group CSR Department
rse.groupebollore@bollore.net

Issue 2024.

Photo credits:
Photo libraries Groupe Bolloré. All rights reserved. Istock.



For the sake of respect for the environment, this document was produced by an Imprim'Vert® certified printer on paper made from materials sourced from well-managed forests certified by FSC® and other controlled sources.