



CHARTER OF DIVERSITY

Promoting pluralism and seeking diversity through recruitment and career development is an opportunity for companies to progress. Such strategies improve efficiency and contribute to a better social climate. They can also have a positive impact on the way a company is viewed by customers, suppliers and consumers, in France and overseas.

The Charter of diversity, adopted by our company, is intended to demonstrate our commitment, in France, to cultural, ethnic and social diversity within our organisation.

In accordance to this Charter, we undertake to:

1. Raise awareness of non discrimination and diversity issues among top management and staff involved in recruitment, training and career development and to educate them in these matters.
2. Respect and promote the application of all aspects of the principle of non-discrimination at every stage of the human resources management, in particular in the recruitment, training, promotion and career development of employees.
3. Endeavour to reflect, the diversity of the French society particularly in its cultural and ethnic dimension at every level of our workforce.
4. Make all our employees aware of our commitment to non-discrimination and diversity, and keep them informed of the practical results of this commitment.
5. Make the development and implementation of the diversity policy a subject of a dialogue with the employees' representatives.
6. Insert a chapter in the annual report describing our commitment to non-discrimination and diversity including details of the measures implemented, our internal procedures and the results achieved.