

Diversity is the foundation of a socially and economically successful society. Forming part of the overall policy of the business or organization, the Diversity Charter is intended to promote equal opportunity and diversity in all areas.

The Diversity Charter helps to develop a management team who are based on trust and respectful of differences. It improves team cohesion, which is the source of better living together and therefore improved performance.

The commitments made in the Diversity Charter – translated into measured actions and regularly evaluated – are factors of social and economic progress. By implementing them in each activity of the company or organization, they strengthen recognition among all internal and external stakeholders in France and around the world.

By signing the Diversity Charter, we, the business or organisation, commit to:

- 1 Raise awareness amongst and train our executives and managers** who are involved in recruitment, training and career management in issues of non-discrimination and diversity, gradually rolling this out to all colleagues.
- 2 Promote the application of the principle of non-discrimination** in all its forms in all actions undertaken by our management and decisions made by the company or organization, particularly in all stages of human resource management
- 3 Encourage representation of the diversity of society** in all its variety and riches, including without limitation, cultural, ethnic and social aspects, within the workforce and at all levels of responsibility
- 4 Communicate our commitment** to all colleagues as well as our customers, partners and suppliers, to encourage compliance and dissemination of these principles
- 5 Develop and implement the diversity policy** as a subject of social dialogue around the world
- 6 Regularly evaluate the progress made**, share the practical results of the commitments implemented both internally and externally.

Signed in Paris on the 22th of October 2021 by :

SAFRAN
Olivier ANDRIES
CEO



Les Entreprises pour la Cité
Stéphane ROUSSEL
CEO Chairman

