



DIVERSITY, EQUITY AND INCLUSION POLICY

SEDIVER

DIVERSITY, EQUITY & INCLUSION POLICY

Considering its industrial and commercial global footprint, Sediver is relying on its multicultural and diverse workforce to innovate and adapt to its customers, markets and cultures and to differentiate from its competitors.

Our Vision

At Sediver, we believe that:

- Being more **diverse and inclusive is not only a compliance requirement but a solid foundation** for our business long-term success and sustainability,
- A diverse group of employee brings an **unrivalled source of ideas, innovations and solutions**,
- Regardless of its personal differences, **everyone can succeed and contribute to the sustainable success of Sediver**.

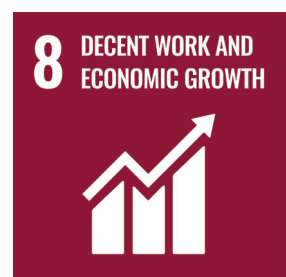
Respect for human rights, including equal opportunities and non-discrimination principles, is enshrined in the Sediver's **Code of Conduct**. Besides, our Compliance Booklet states about unity in diversity: **"We work as a team and do not tolerate any discrimination of persons, regardless of the nature or reason"**.

Our Workforce Planning and Recruitment Policy emphasizes the principle of **equal employment opportunity and non-discrimination** when recruiting.

This policy reinforces what **Diversity, Equity & Inclusion** means for Sediver as well as the company's **vision, ambition and commitments**. It provides a common framework to value, encourage, support, and embed a diverse workforce and **inclusive workplace for all Sediver employees**.

UN's sustainable Development Goals

Through this Inclusion and Diversity Policy, Sediver commits to continue and strengthen its contribution to UN's sustainable Development Goals, in particular on goals #3 "Good Health and Well Being", #5 "Gender Equality", #8 "Decent Work and Economic Growth".



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Our ambition is to go further in fostering our diverse working environment and an inclusive culture in which every individual feels valued and can live up to their full potential in the workplace.

Our Ambition

We want to promote **diversity** by ensuring that **all the elements and characteristics that make individuals unique from one another are not source of discrimination**, whatever these characteristics are, such as our cognitive skills and personality traits, along with the things that shape our identity (e.g. race, age, gender, religion, sexual orientation, cultural background, etc.).

We want to ensure to our employees an **inclusive workplace in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.**

“This policy applies to all Sediver companies and employees worldwide and is effective as of its date of publication”

Our Commitments

Provide trainings and raise awareness of employees

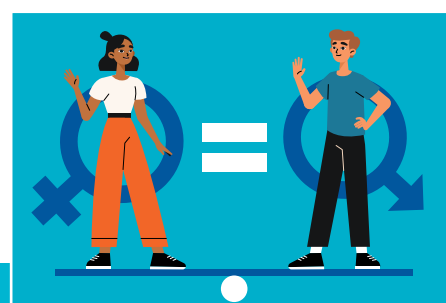
on Diversity, Equity and Inclusion, at all levels of our organization,

- **Communicate** widely among our workforce about this Policy and its implementation;
- **Raise awareness** about stereotypes and unconscious bias, as well as fighting them back;
- **Continuously train** hiring managers to integrate these dimensions in our recruitment process.



Comply with the principles of Inclusion, Equity and Diversity by ensuring equal opportunity when hiring, developing, promoting or compensating employees

- **Improve** gender balance at all levels of the organization;
- **Ensure** that careers and differentiation at Sediver are based only on merit and talent;
- Take **compensation adjustments** actions wherever needed and whenever possible.



Foster an inclusive culture

- Make sure employees and managers **respect** the non-discrimination and the "unity in diversity" principles embedded in our Code of Conduct and Compliance Booklet;
- **Recognize** best inclusive practices and behaviours;
- **Adapt** the workplace to facilitate employment of people with disabilities;
- **Conduct** local initiatives depending on local regulations and situation towards fostering Diversity, Equity and Inclusion.



Build a dedicated governance

- **Ensure** accountability at the highest level of the organization;
- **Build** a local champions network and animate this community;
- **Set** clear targets and action plans and monitor them on a regular basis;
- **Openly communicate** our results and progress to our employees.



Our Responsibility

Diversity, Equity and Inclusion is the responsibility of everybody in the company.

While **management and HR** are responsible for ensuring that procedures relating to recruitment, development and compensation are carried out in accordance with this policy, **every employee** is also required to contribute to the inclusion culture by her/his day-to-day behaviour with colleagues and new joiners.

Sediver will not tolerate any discrimination based on gender, age, race, religion or beliefs, ethnic or national origins, marital/civil partnership status, sexuality or disability or on any other basis prohibited by law.

Any breach to this policy can be reported by any employee through our Integrity Line at our website (www.sediver.com/compliance). For more details, see section 22 of our code of conduct.

24th May 2022

Jean NAKACHE
CEO

Matthieu PILET
HR Director

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