

## CHARTER AGAINST DISCRIMINATION

### FOR EQUAL OPPORTUNITIES & THE PROMOTION OF DIVERSITY

As a preamble, what is “diversity meaning”?

*"Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs".*

Why creating a diversity & non-discrimination charter for McPhy?

**As a factor of progress for the company, the purpose of McPhy's charter is to:**

- Demonstrate our commitment to diversity & equal treatment within our organization,
- Promote McPhy's values to our present and future employees,
- Give a concrete framework & a direction to the social dimension of our Corporate Social Responsibility,
- Inform our different stakeholders (customers and external service providers) of our policy & commitments.

**By signing the Diversity & non-discrimination charter, McPhy commits to:**

- 1. Promote and seek diversity** through recruitment and career management,
- 2. Promote this commitment externally**, involving our various service providers in the employment market in agreeing to our charter. Mention diversity and equal opportunity employment in our Supplier expectations charter,
- 3. Raise awareness and train our employees** involved in recruitment, training and career management about the issues of non-discrimination and diversity,
- 4. Respect and promote the application of the principle of non-discrimination**, equal opportunity and diversity in all its forms plus at all stages of Human Resources Management (hiring, salary policy, training and career path of employees),
- 5. Inform all our employees about our commitment to non-discrimination and diversity**, and provide to them the practical results of this commitment, promoting a culture which overcomes biases of any type,
- 6. Develop & implement the diversity policy** as a subject of dialogue with employee representatives,
- 7. Include in the annual report** a section describing our commitment to non-discrimination and diversity.

Jean-Baptiste LUCAS  
CEO McPhy

Signé par Jean-Baptiste LUCAS  
Le 19/12/2022

Signed with  
 universign

Anne DELPRAT  
Chief Human Resources Officer McPhy

Signé par Anne DELPRAT  
Le 19/12/2022

Signed with  
 universign