

Charter on Equality, Diversity and Inclusion



2022

Our vision

PAC TEAM SA is convinced that diversity and inclusion create a wider and richer environment that enhances creative thinking and stimulates innovation, performance and quality of life within the company. We tend to be role models and ambassadors for diversity and inclusion.

Our mission

Accompany our customers in the enhancement of their products with personalized and avant-garde proposals and favor a trusted partnership focused on 360-degree service.

The purpose of this charter

We are committed to:

- prevent all forms of discrimination;
- implement a diversity approach;
- promote equal employment opportunities and equal treatment.

We have decided to implement a policy dedicated to these three commitments of which this charter is the expression.

The purpose of this charter is to demonstrate our commitment to cultural and social diversity within our organization.

Thanks to it, we implement a human resources management policy focused on the recognition and development of individual skills.

It must be communicated to all PAC TEAM SA employees and distributed to our customers, suppliers and partners. The various actors are committed to promoting the Charter of diversity, to respecting it on a daily basis and to ensuring its application.

Principles

We support the ten principles of the Global Compact, including the following related to diversity and inclusion.

Companies:

- Principle 1: must support and respect the protection of internationally proclaimed human rights;
- Principle 2: ensure that they are not complicit in violations of human rights;
- Principle 6: Eliminate all forms of discrimination in employment.

We also support *the Sustainable Development Goals (SDGs)*, including in particular the following two goals:

- Goal 5: Achieve gender equality and empower all women and girls:



- Goal 5.1: End all forms of discrimination against all women and girls everywhere;
- Objective 5.5: Ensure the full and effective participation of women and equal leadership opportunities at all levels of decision-making in political, economic and public life.

- Goal 10: Reduce inequalities within and between countries:



- Goal 10.1: By 2030, empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnic origin, origin, religion or economic or other status.
- Objective 10.3: Ensure equal opportunities and reduce inequalities in outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and measures in this regard.

We are also engaged *through the International Labour Organization (ILO)*, whose main objectives are to promote rights at work, encourage the creation of decent jobs, develop social protection and strengthen social dialogue in the field of work. The ILO combats discrimination in all its areas of action. In addition, our *Code of Ethics* underscores our commitment to promoting the inclusion and diversity of our stakeholders.

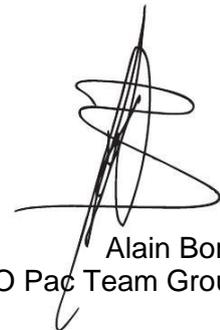
Commitments

In accordance with this charter, we are committed to:

1. **Educate and train:** raise awareness and train our managers and employees involved in recruitment, training and career management on issues of non-discrimination and diversity in order to eliminate possible prejudices and reluctance in order to promote the integration of all. This awareness must be permanent. A diversity policy requires employee participation to drive change. We aim to keep the workplace free from all forms of discrimination, harassment and to value mutual respect and the principles of equal treatment.
2. **Objectify our processes** by respecting and promoting the application of the principle of non-discrimination in all its forms and at all stages of human resources management, including hiring, training, promotion and career advancement. Respect for the principle of non-discrimination implies that every employee is assured of equal treatment and consideration. We

are also committed to promoting a balance between work, family and free time, with a harmonization of professional life with the family and personal life of employees.

3. **Recruit and promote differently: we seek to provide a fair reflection** of the diversity of the company within our staff, including its cultural diversity, at all levels of qualification and hierarchy. We promote the integration of people with different profiles at all levels of the organization without distinction of gender, sexual orientation, nationality, ethnic origin, religion, beliefs, age, disability... We aim to maintain and improve a diverse work environment.
4. **Communicate** internally and externally our commitment to all our employees as well as to our customers, partners and suppliers, in order to encourage them to respect and implement these principles.
5. **Establish social dialogue:** make the development and implementation of the diversity policy an objective of dialogue with employees.
6. **Evaluate and promote our actions:** regularly evaluate the progress made by informing of the practical results resulting from the implementation of our commitments. This document will cover the actions implemented, practices and results and will allow us to assess our actions, the progress made and the difficulties encountered.



Alain Borle
CEO Pac Team Group

REFERENCE TEXTS

THE 10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT



www.unglobalcompact.org

Man's droits

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2: Ensure that they are not complicit in human rights violations.

Work

Principle 6: Elimination of discrimination in employment and occupation.

Goal 5: Achieve gender equality and empower all women and girls

Goal 10: Reduce inequalities within and between countries

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

www.un.org/sustainabledevelopment/fr/



THE FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO)

