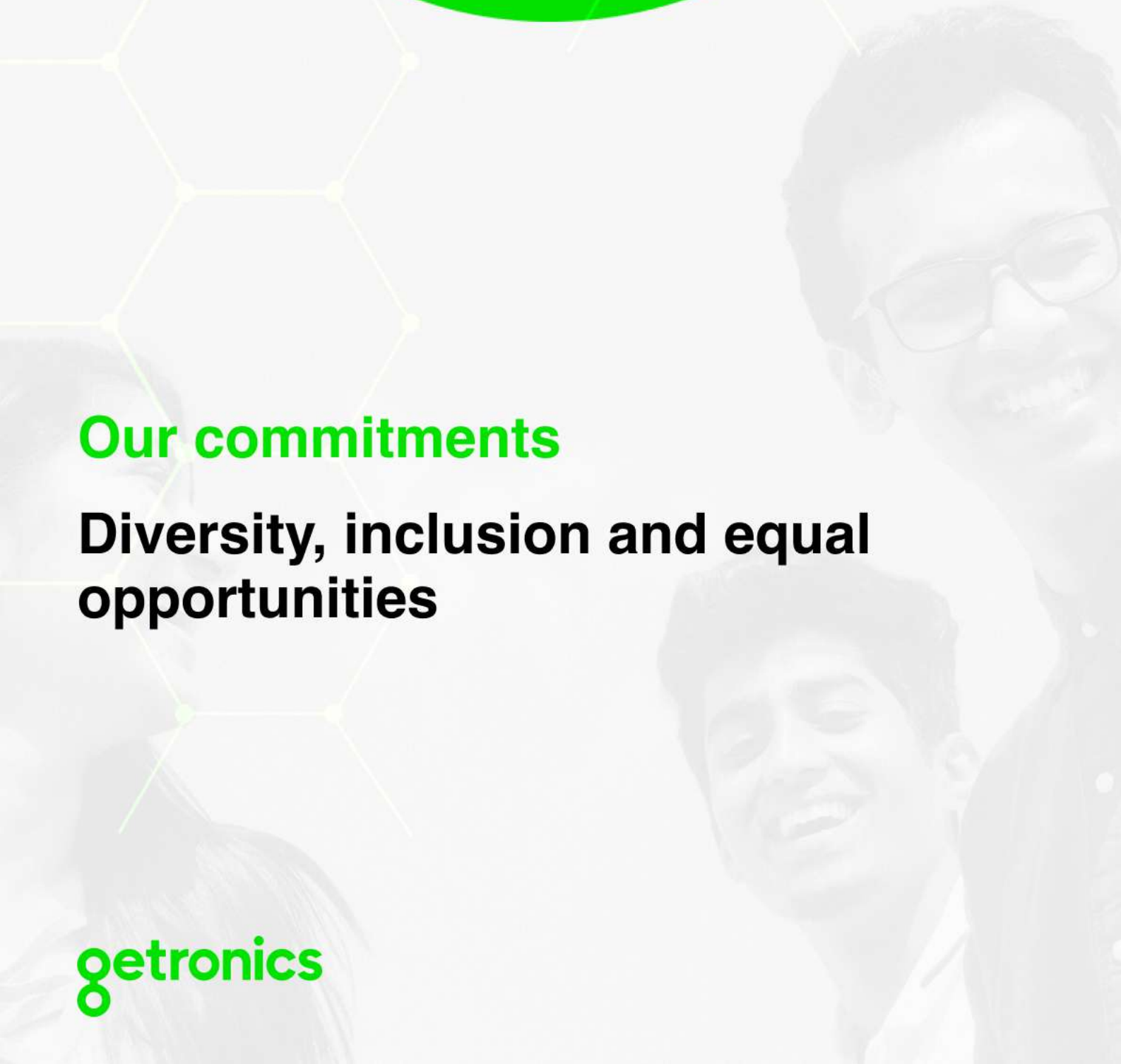




# **Our commitments**

## **Diversity, inclusion and equal opportunities**





**Getronics' Diversity, Inclusion and Equal Opportunities commitments are based on respect for people's individuality, on the recognition of their heterogeneity, and on the elimination of any excluding and discriminatory behavior.**

Getronics demonstrates a **positive attitude towards equality, diversity and inclusion in relation to our colleagues, our customers, and all stakeholders.** We encourage our colleagues to welcome diversity, respecting each person's individuality and valuing their creativity. Our managers are expected to demonstrate leadership in this field by discouraging prejudice and role modelling appropriate behavior.



Valuing diversity and inclusion helps to **emphasize awareness, understanding and appreciation of human differences.**

To meet our business objectives, we must make best use of all talents and resources available. We must create an environment which embraces individual differences, and in which the full potential of all employees can be realized in pursuit of **corporate objectives.**

# General principles

These commitments set out the Group's general principles of action in this area:

- **Reject** any direct or indirect **discrimination** based on race, age, sex, marital status, nationality, disability, beliefs, or any other physical or social condition among its colleagues and consider diversity as a value, as it allows different points of view to be confronted and provides greater creativity and innovation.
- Consolidate **a culture of respect** for people and behavior that is favorable and open to diversity regarding any of the company's stakeholders.

The Company views any behavior that undermines the dignity of any employee at work or creates a hostile or offensive working environment for any employee, as serious.


- To provide an **effective equality of opportunities and treatment** for all colleagues and collaborators, allowing them, without exception, to develop personally and professionally enabling everyone to give the best of themselves.

And, on the other hand, to **avoid** any kind of **labor discrimination** in the areas of access to employment, promotion, professional classification, training, remuneration, reconciliation of work, family and personal life and other working conditions; decisions shall be based on the requirements of the job and not on any personal characteristics.

# Leading actions

To this end, Getronics undertakes to:

- 1** To develop the **principle of equal opportunities**, establishing the necessary measures and actions to achieve real equality of treatment and opportunities among all professionals and to avoid situations of direct and indirect discrimination at all levels of the organization. Respect for diversity and the principle of equal opportunities must be present in people management processes, such as: access to employment, promotion and professional development, remuneration, training, performance evaluation and communication.
- 2** Establish **action plans** that promote effective equality, guaranteeing their professional development with equal opportunities.
- 3** Create **integration plans** for other specific groups considering any reasonable **adjustments** which can be made, including, but not limited to, people with disabilities.
- 4** Encourage professionals **to learn about the diverse cultures** and ways of doing things in the countries where the company operates.
- 5** Promote **geographical mobility** and language learning among its professionals to increase their multiculturalism.
- 6** **Facilitate collaboration** of people from different generations and backgrounds so that everyone can contribute and enrich the work with their different perspectives.
- 7** Commit to **diversity throughout the organization**, both in relations between colleagues regardless of their position in the company, and in relations between colleagues and customers, suppliers, partners, and other stakeholders.
- 8** To **inform** all the staff about the diversity commitment and its importance to Getronics.



**Every colleague has a personal responsibility to implement and adhere to these commitments and to ensure that all people are treated with respect and dignity.**

Getronics expects management and other people responsible for managing teams to apply these principles, to set an example for them in terms of respect for diversity and equal opportunities and treatment and to take the necessary actions to ensure compliance.

**Any issue about the application of the commitment or other questions should be addressed to the People Services team.**



**getronics**