

# DIVERSITY, EQUITY & INCLUSION CHARTER OF COMMITMENTS



For a more diverse,  
equitable and inclusive workplace

## DIVERSITY

**WE DARE** to recruit, develop and promote people to better reflect the diversity of the communities we work with and for.

CHERISHING  
GENDER  
DIVERSITY

WELCOMING  
DISABILITY  
& HEALTH  
CONDITIONS

VALUING  
A DIVERSITY  
OF ORIGINS

BLENDING  
GENERATIONS  
TOGETHER

SUPPORTING  
LGBTQIA+

## EQUITY

**WE COMMIT** to the principle of fairness to guarantee equal opportunities for all.

## INCLUSION

**WE CARE** for each other in a workplace where all employees can be themselves and speak-up.

**AT BEL, WE ALL BELONG.**

## OUR COMMITMENTS

- 1** Fight any form of harassment and get rid of inappropriate non-inclusive behaviors in the workplace
- 2** Guarantee fairness and non-discrimination in all HR policies.
- 3** Provide resources based on people needs to guarantee fairness.
- 4** Encourage representation of diversity at all levels of responsibility

This approach applies to the Bel Group and all its entities.

### Bel Executive Committee



Cécile Beliot



Pascal Colas



Stéphane Dupays



Elisabeth Ellison-Davis



Jérôme Garbi



Carole Jais



Frédéric Médard



Frédéric Moulin



Béatrice de Noray

\*LGBT+: lesbian (L), gay (G), bisexual (B) and trans (T) people and other identities. Our Code of Ethics published in 2012 sets out the fundamentals of Bel's ethical and regulatory commitments. Employees can report any act of discrimination or harassment via the internal and external alert system: [bel-alert-system-eng.pdf](#) ([groupe-bel.com](#))

