

DIVERSITY, EQUITY & INCLUSION BEL 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 ensure 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
Béliot



Peter
McGuinness



Stéphane
Dupays



Elisabeth
Ellison-Davis



Jérôme
Garbi



Carole
Jais



Frédéric
Médard



Marie
De La Roche Kerandraon



Béatrice
de Noray



Jean-Christophe
Coubat