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# Diversity, Equity, Inclusion Charter

July 2024

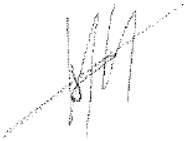
## Foreword

At VO Group, we firmly believe that every individual contributes to the success of our shared project and, therefore, deserves to be recognized, respected, and valued. Our commitment to Diversity, Equity, and Inclusion (DEI) is based on the belief that while the human and social richness of our company is our greatest strength, it is also a reflection of our society.

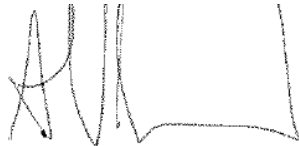
We are committed to creating an environment where everyone feels included and able to thrive, regardless of their background, gender, sexual orientation, abilities, or any other personal characteristics. Valuing diversity of perspectives and experiences is paramount for VO; they enrich our corporate culture and strengthen our social bonds.

Together, we want to build an organization where equity and inclusion are at the heart of our daily interactions, fostering a harmonious, respectful, and collaborative workspace. At VO Group, we do not merely promote DEI on the surface; these values are deeply ingrained in our DNA to transform the way we work, design our projects, and live together.

Our DEI Charter outlines our principles and commitments, confirming our desire to create a future where everyone finds their place and fully contributes to our purpose.



Xavier Vincent  
CEO



Alexandre Velleuer  
CEO

## Diversity & Inclusion – What are we talking about?

### Our Definitions

- **Diversity:** The set of visible and invisible traits that make us unique. A diverse company consists of employees with different characteristics, such as gender, ethnic origin, age, personality, socio-economic background, sexual orientation, functional diversities, political and religious beliefs, etc.
- **Equity:** The guarantee that individuals within an organization will have the same opportunities regardless of their situations or needs. It is the recognition of different contexts and their consideration to compensate for unfavorable situations and ensure fair treatment for all individuals in the organization.
- **Inclusion:** The practices implemented within an organization to ensure the understanding, respect, and appreciation of diversity while fostering a mindset that strengthens diversity within the organization. An inclusive company embraces individual differences by creating a sense of belonging, fairness, respect for all, and the freedom to be who we are while respecting who others are.

### Our Fundamental Principles

1. Avoid all forms of discrimination and feelings of exclusion while promoting equity.
2. Create a positive work experience for everyone and value each person's contribution.
3. Encourage and strengthen the diversity of our teams and partners.
4. Engage all VO employees (CEOs, managers, employees) in the diversity, equity, and inclusion approach.
5. Regularly evaluate and improve our approach to inclusion.

## Our Commitments

1. Develop and communicate a clear DEI policy within VO to employees, partners, suppliers, and clients.
2. Establish a concrete inclusive workspace: make VO's inclusion policy available to everyone, appoint a neutral point of contact to report issues, and commit to taking appropriate action in response.
3. Commit to excluding no one: Ensure our fundamental principles are reflected in our HR management, including recruitment processes, workplace practices, and internal activities and events.
4. Invest in training and awareness: Continuously train all members on DEI issues and specifics, with tailored modules based on roles within the company.
5. Value diversity and employability for all: Consider the diverse characteristics of each person throughout their career.
6. Continuously evaluate and improve: Ensure progress in DEI initiatives and objectives within VO, both internally and externally.
7. Ensure inclusive communication: Implement inclusive and multicultural internal communication that respects diversity and guarantees transparency of information.