

DIVERSITY POLICY

JULIEN SAS is committed to offering a responsible and caring diversity policy with respect for differences and equal opportunities. The principle of diversity is integrated into all the company's managerial practices.

As far as recruitment is concerned, we communicate in a transparent manner without any discriminatory approach. Applications are evaluated with the utmost impartiality. We are committed to providing a maximum personalized response to applications.

We make sure to offer an optimal welcome and integration for new employees. Our main concern is to enable everyone, with equal opportunity, to progress in their position, particularly in positions of responsibility.

We are committed to complete equality between men and women and non-discriminatory hiring practices by promoting the integration of women into technical professions. In addition, maintaining a fair level of salary and classification for female personnel is of paramount importance.

JULIEN SAS is committed to professional diversity by developing actions for the benefit of employees over 55 and under 30 years of age. Thus, the system of the generation contract has been implemented (unfortunately this type of contract no longer exists today). Its aim was to promote the sustainable integration of young people into the workforce through the promotion of open-ended contracts, the hiring and retention of older employees and the transmission of knowledge and skills.

We are also very attentive to the professional integration of people with disabilities and are committed to :

- Pursue and develop actions in favor of the integration and continued employment of disabled employees.
- Facilitate the reception and professional integration of disabled workers into the

company by raising awareness among their entourage.

- Finding the most suitable individual solutions for disabled workers, and provide follow-up to encourage their continued employment,

- Develop solutions for workers recognized as unfit for any position,

- To enable disabled workers to remain in employment or to progress in their careers by offering adapted training.

CHARTER FOR THE PROMOTION OF EQUALITY AND THE FIGHT AGAINST DISCRIMINATION

Diversity is the foundation of a socially and economically successful society. Our diversity charter aims to promote equal opportunity and diversity in all its components.

JULIEN SAS has always wished to develop a management respectful of differences in order to achieve a better life together.

We therefore commit ourselves to :

Within the framework of our organization:

- Sensitize and train our leaders and managers involved in recruitment, training and career management, and then progressively all employees, to the stakes of non-discrimination and diversity.
- Respect and promote the application of the principle of non-discrimination in all its forms in all acts of management and decision-making of the company or organization, and in particular in all stages of human resources management.
- Designate a contact person specifically responsible for discrimination issues in the company.
- Communicate our commitment to all of our employees as well as our customers, partners and suppliers, in order to encourage them to respect and deploy these principles.
- Establish an internal monitoring system to prevent discriminatory practices.
- Participate in the dynamics of working groups set up in the territory as part of the fight against discrimination.
- Report in the annual activité report on the measures taken to present the actions implemented and the results obtained.

Vis-à-vis permanent employees

- Make this charter available to permanent employees.
- To apply, in all areas of human resources management, objective criteria that guarantee the égalité processing.
- To allow the communication of the recruitment process to all candidates.
- Deal with the complaints of permanent employees who are real or supposed victims of acts of violence.

discriminatory.

- Support permanent employees who oppose discriminatory situations.
- Encourage permanent employees to apply the principles set out in this Charter.

With regard to candidates and employees in integration

- Apply objective criteria at all stages of support to ensure equal treatment.
- Inform the persons accompanied in the structures of the group on the right to non-discrimination and support them, if necessary, in their steps.
- To take into account situations of real or supposed discrimination suffered by the persons being supported.
- In the event of proven discrimination, take, if necessary, legal measures to inform or refer the matter to the competent authorities.

In relation to clients

- Communicating our commitment to the fight against discrimination
- Inform our clients of the obligations in terms of non-discrimination and include compliance with non-discrimination obligations in service agreements
- To take into account only, whatever the formulation of the order, the criteria of professional competence, ensuring that the customer is informed about égalité treatment and non-discrimination.
- Alert the client to the existence of discriminatory behaviour within the organization, if any.
- Suspend the service in case of a discriminatory practice as a last resort.