



Diversity, Equity and Inclusion

Committee, Policy and Strategic Plan



Our Journey

Policy

Our company has adopted a D,E&I (Diversity, Equity, and Inclusion) policy that guides the company's actions and procedures within the areas of interest. The policy outlines the general principles that guide the company's activities with a view to protecting and enhancing diversity; these principles are articulated in areas of intervention and application methods.

Committee

The Committee is responsible for ensuring that the actions of the Plan are effectively implemented and guides its application by periodically reviewing its KPIs. It is composed of 8 members, with representatives from headquarters and sales, men and women, managers and non-managers, to ensure balance.

Strategic Plan

The plan explains how the company can achieve its inclusion objectives, guides the Committee's work, and ensures KPI monitoring. Six impact areas have been identified (Culture, Community, Remuneration Equity, Governance, Parenthood/Work-Life Balance, HR Processes), which include measurable objectives with related actions to be implemented in the medium and long term.

Strategic Plan – The Targets

Culture



Spreading a Culture of Diversity and Inclusion

Promoting a Culture of Mental and Physical Well-being Protection

Promoting a culture of parenthood destigmatized from the roles of parents and caregivers

Governance



Monitor and manage forms of non-inclusivity

Ensure equitable representation at all levels of the organization

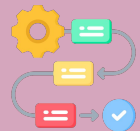
Parenthood & Work-Life Balance



Extension of systems for improving work-life balance

Improvement of the post-maternity work reintegration path

HR Processes



Alignment of selection, training, and professional growth processes with D,E&I principles

Periodic analysis of employee perception

Remuneration equity



Eliminating the gender pay gap for the same job level and skills

Alignment of the company with the principles of pay transparency

Community



Improved accessibility of stores, e-commerce, and collections

Creation of job opportunities for people belonging to groups subject to discrimination

Activation of a corporate volunteering program