



For a company* in Luxembourg, commitment to Diversity means going beyond the legal obligations with respect to non-discrimination and considering the multitude of profiles to be an indisputable asset in terms of business performance.

Carrying out a Diversity approach means putting respect and development of a person's unique talents and skills at the heart of corporate culture and practices.

Continually working towards creating a more inclusive company enables each and every person to grow and find his or her place within society and contribute to the richness of our country.

In order to achieve this ambition, the company Groupe L'Enfant Roi SA. represented by Guillaume Gaubard..... commits in signing this Charter to :

1

Raise awareness, train and involve management and staff on Diversity issues, which should be considered as a source of enrichment, innovation, progress, and social cohesion.

2

Define a Diversity policy and implement practices and action plans that consciously include a strategy for managing individual differences.

3

Apply the principles of equal opportunities and promotion of Diversity as much in the company's decision-making and management processes as in its human resource management.

4

Evaluate these practices, their results and their effects regularly.

5

Communicate the company's commitments and the results of the actions to all stakeholders.

6

Encourage all of these partners to work in favour of non-discrimination and the promotion of Diversity.

Signed at Contern....., on 3 décembre 2020 Signature

* Within this charter, the term 'company' covers all the structures offering goods or services whether for profit or not-for-profit.