

In accordance with our strategic focus, defined to meet our ambition and face the challenges and context of APLIX, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition towards becoming the industry of the future, strengthen the quality and safety of our products and ensure responsible development of our company.

The diversity charter has been jointly signed with the "Les entreprises pour la cité" network since 2020 and **the commitments are:**

**Recruitment  
Training**

- To raise awareness and train our leaders and managers involved in recruitment, training and career management

**Non-discrimination**

- To promote application of the principle of non-discrimination in all management activities and decision-making activities within the company and, in particular, in all stages of human resources management

**Representativeness**

- To promote the representation of diversity in all countries where we are established, in all its components and at all levels of responsibility.

**All stakeholders**

- To communicate the commitment to diversity to all employees, customers, partners and suppliers, in order to encourage them to respect and deploy these principles.

**Social dialogue**

- To make the development and implementation of the diversity policy a subject of social dialogue with staff representatives.

**Progress**

- To regularly assess the progress made and inform, internally and externally, about the practical results from the implementation of these commitments.

Our company's strategic focuses are in line with our values of respect, innovation, commitment and excellence. These commitments and the associated objectives, reviewed annually by Management to ensure their relevance, are broken down for all of our subsidiaries in a process of continuous improvement and controlled at each of our sites.

Sandrine PELLETIER  
APLIX Group CEO