



# *Diversity and Inclusion Policy*

*Acapela Group*

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## 1 Introduction

Acapela Group is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce.

It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure all employees and job applicants are given equal opportunity and that our organization is representative of all sections of society.

Each employee will be respected and valued and able to give his or her best as a result. This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favorable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination. All employees, no matter whether they are part-time, full-time or temporary, will be treated fairly and with respect.

When Acapela Group selects candidates for employment, promotion, training or any other benefit, it will be on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilize their unique talents.

## 2 Commitments from Acapela Group

Acapela Group hereby commits:


- To create an environment in which individual differences and the contributions of all team members are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To provide to the greatest extent possible universal access to safe, inclusive and accessible physical office space that ensures everyone is able to participate and work to his or her full potential.
- To not tolerate any form of intimidation, bullying or harassment and to discipline those who breach this policy.
- To make training, development and progression opportunities available to all staff based on merit.
- To promote diversity and equality in the workplace, which Acapela Group believes is a good management practice, makes sound business sense.

## 3 Diversity and Inclusion Policy

- To encourage anyone who feels he or she has been subject to discrimination to raise his or her concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.
- To ensure to the greatest extent possible that all panels that Acapela Group organizes or participates on include representation of each gender.


Acapela Group will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

Acapela Group's equality and diversity policy is fully supported by senior management and its Board of Directors. Our policy will be monitored and reviewed regularly to ensure equality and diversity are continually promoted in the workplace.

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Rémy Cadic, CEO

Date: 4/29/2020

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Thierry Poskin, CFO

Date: 4/29/2020