

# DIVERSITY & INCLUSION CHARTER

2024

*Taleo.*

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[www.taleo-consulting.com](http://www.taleo-consulting.com)



## DIVERSITY & INCLUSION CHARTER

Taleo Group is committed to promoting a culture of inclusion and respect and firmly believes in the positive impact of diversity, in all its forms, on the organization and its members.

Our diversity and inclusion charter embodies our commitment to creating an environment where every individual is valued, respected, and encouraged to contribute fully, regardless of their background, gender, sexual orientation, disability, beliefs, or any other personal characteristic.

By adopting this charter, we affirm our commitment to fostering equal opportunities, combating discrimination, and promoting diversity in all our practices and decisions:

- **Raise awareness, provide training, and engage** our leaders and managers involved in recruitment, training, and career management, and gradually all employees on the issues of non-discrimination, diversity and inclusion. Diversity is a source of enrichment, innovation, progress, and social cohesion.
- **Define a Diversity and inclusion policy**, implement practices and action plans that consciously integrate the management of individuals' differences and make it a subject of dialogue with our stakeholders.
- **Encourage** and ensure non-discrimination and promote inclusion in all management and decision-making actions of Taleo, especially in all stages of human resources management.
- **Promote** the representation of diversity in all its form and richness within the workforce and at all levels of responsibility.
- Regularly **evaluate** the progress made and internally inform of the practical results of the implementation of our commitments and action plans.

**This Diversity and Inclusion Charter applies to all of Taleo Group's entities.**

*This charter complements Taleo's CSR charter available on our website [www.taleo-consulting.com](http://www.taleo-consulting.com). Taleo's principles of inclusion and diversity complement the respect for human rights as outlined in the United Nations Global Compact and the International Labour Organization's International Labour Standards.*



## TO GO FURTHER...

Our commitment to diversity and inclusion within the Group Taleo is reflected through three areas of action: recruitment, support, and awareness.

### RECRUITMENT

We consider recruitment as a crucial step in promoting diversity and inclusion within the Group Taleo. We commit to adopting inclusive recruitment practices, ensuring that every individual has the opportunity to apply and be evaluated based on their skills and qualities, regardless of their gender, background, sexual orientation, beliefs, or disability status.

- We ensure that every candidate undergoes an objective assessment of their skills and qualifications during our recruitment processes, thereby combating any form of discrimination;
- To ensure equal opportunities, we tailor our recruitment processes to make access for candidates with disabilities as smooth as possible, offering them personalized accommodations and support tailored to their needs.
- We are committed to creating a respectful and inclusive recruitment environment, where every candidate is welcomed and valued, regardless of their background or characteristics, thus fostering a positive experience for all participants.

### TRAINING

Training is a powerful tool for fostering a culture of inclusion and equality within Taleo. We invest in the development of our employees by providing training opportunities on diversity and inclusion topics, to enhance their skills and sensitivity to different identities and experiences.

- We firmly commit to combating discrimination by offering training to our employees, including recruiters, to raise awareness and prevent biases, both conscious and unconscious, in the recruitment process;
- Our trained employees ensure the adaptation of the process according to candidates' needs (job accommodations, communication with relevant national organizations, etc.) and ensure their readiness upon arrival with HR and management teams, ensuring successful integration;



- We provide comprehensive training on gender equality, diversity, inclusion of people with disabilities, as well as LGBTQIA+ individuals. These trainings aim to raise awareness among our employees about gender issues and promote fair and inclusive practices in all aspects of our company, thus ensuring a respectful and egalitarian work environment for everyone.

## **AWARENESS**

Awareness is essential for fostering a culture of inclusion and respect within our company. We organize various initiatives to raise awareness among our employees about diversity and inclusion issues, and to promote a better understanding of different identities and experiences.

- Taleo is committed to organizing awareness sessions throughout the year, including interactive sessions for our employees, expert-led conferences, internal communication campaigns, as well as support events in collaboration with partner associations. Our goal is to promote an inclusive corporate culture where everyone feels valued and respected, and where diversity is celebrated as a strength;
- Taleo has appointed HR Referees whom employees can approach if they feel harassed or discriminated against. These referees make themselves available to listen carefully to each employee and handle sensitive issues with kindness and confidentiality;

Employees who wish to can refer to the disability ambassador, who promotes equal opportunities but also provides, in complete confidentiality, a listening ear, the implementation of job accommodations, or assistance with administrative procedures. This ambassador supports HR and management teams throughout employees' journeys, from integration to daily support, through training actions and practical guides.

The Taleo Group's diversity and inclusion charter embodies our commitment to promoting a culture of inclusion and respect within our company. We firmly believe that diversity, in all its forms, enriches our organization and contributes to our collective success.

By adopting this charter, we commit to creating an environment where every individual is valued, respected, and encouraged to contribute fully, regardless of their background, gender, sexual orientation, disability, beliefs, or any other personal characteristic.



Furthermore, we commit to regularly assessing our progress, communicating transparently about our initiatives, and promoting diversity representation at all levels of responsibility within our company.

Together, we work to make Taleo a place where everyone feels welcomed, respected, and valued for who they are, thereby contributing to creating an inclusive, egalitarian, and conducive work environment for the personal and professional development of all our employees.

Yann ROUVEURE

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the left.

Benjamin ROUVEURE

A handwritten signature in black ink, featuring a large, sweeping loop on the left side and a long horizontal stroke extending to the right.

