



Equality, diversity and inclusion Chart

Our vision

Interpipe is convinced that diversity and inclusion create a broader and richer environment that enhances creative thinking and drives innovation, performance and quality of life within the company. We aim at being role models and ambassador of diversity and inclusion.

The purpose of this charter

We are committed to:

- the prevention of all forms of discrimination
- the implementation of an approach in favor of diversity
- the promotion of equal employment opportunities and equal treatment

We have decided to implement a dedicated policy for these three commitments of which this charter is the expression.

The purpose of this charter is to demonstrate our commitment to cultural, ethnic and social diversity within our organization.

Through it, we are implementing a human resources management policy focused on the recognition and development of individual skills.

It must be communicated to all Interpipe's employees and distributed to our customers, suppliers and partners. The various players undertake to promote the diversity charter, to respect it on a daily basis and to ensure its application.

Principles



We are currently in the process of being a signatory of the *United Nations Global Compact (UNGC)*. We support all of the Global Compact's Ten principles including the following related to diversity and inclusion:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights ;
- Principle 2: Make sure that they are not complicit in human rights abuses ;
- Principle 6: The elimination of discrimination in respect of employment and occupation.

We also support *the Sustainable Development Goals (SDGs)* including specifically the two following goals:

- Goal 5: Achieve gender equality and empower all women and girls:
 - Target 5.1: End all forms of discrimination against all women and girls everywhere ;
 - Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- Goal 10: Reduce inequality within and among countries:
 - Target 10.1: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
 - Target 10.3: Ensure equal opportunities and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

We are also strictly following the instructions and recommendations of, among other leaders, the *International Labour Organization (ILO)*, whose main objectives are to promote rights at work, encourage the creation of decent jobs, develop social protection and strengthen social dialogue in the field of work. The ILO fights discrimination in all its fields of action.

In addition, our *Code of Ethics/ Ethical Charter* outlines our commitment to promoting inclusion and diversity of our stakeholders.

Commitments

In accordance with this charter, we commit to:

1. **Educate and train:** we raise awareness and train our managers and employees involved in recruitment, training and career management on the issues of non-discrimination and diversity in order to eliminate any possible prejudices and reticence with a view to promoting the integration of all.

This awareness must be permanent. A diversity policy requires the involvement of employees to drive change. We aim at keeping the workplace free from all forms of discrimination, harassment, and value mutual respect and the principles of equal treatment.

2. **Objectivize our processes** by respecting and promoting the application of the principle of non-discrimination in all its forms and in all stages of human resources management, including hiring, training, promotion and career advancement. The respect of the principle of non-discrimination implies that each employee is assured of equal treatment and consideration. We are also committed to promoting a balance between work, family and leisure time, with a harmonization of professional life with the family and personal life of employees.

3. **Recruit and promote differently:** we seek to provide a fair reflection of the diversity of Ukrainian society among our staff, including its cultural and ethnic diversity, at all levels of qualification and hierarchy. We promote the integration of people with different profiles at all levels of the organization without distinction of gender, sexual orientation, race, nationality, ethnic origin, religion, convictions, age, disability...We aim to maintain and enhance a diverse working environment.

4. **Communicate** internally and externally our commitment to all our employees as well as our customers, partners and suppliers, in order to encourage them to respect and implement these principles.

5. **Establish a social dialogue:** Make the development and implementation of the diversity policy an objective for dialogue with employee representatives. The project will be the subject of a dialogue with the staff representatives. If there are no employee representatives in the company, the discussion can be held directly with the employees.

6. **Evaluate and promote our actions:** Regularly evaluate the progress made by informing of the practical results resulting from the implementation of our commitments. This document will cover the actions implemented, practices and



results and will allow us to assess our actions, progress made and difficulties encountered. We will also participate in networks including EU networks to build awareness of and share best practice and the benefits of diversity.

I, the undersigned,, hereby confirm that:

- I have read this Charter and understood the principles, values and, in general, the entire content of this Charter;
- I adhere to its principles and commit myself to apply them in my organization.
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Done at:

On: / /

Signature:

REFERENCE TEXTS

THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT



www.unglobalcompact.org

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 6: the elimination of discrimination in respect of employment and occupation.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



www.un.org/sustainabledevelopment/fr/

Goal 5: Achieve gender equality and empower all women and girls

Goal 10: Reduce inequality within and among countries

THE FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO)



International
Labour
Organization

