

GENDER EQUALITY CHARTER

Preamble

Graiphic recognizes the crucial importance of equality between men and women within our company. This charter underlines our commitment to promoting gender equality and combating all forms of discrimination. Our goal is to create an inclusive, respectful and rewarding work environment for all our employees, regardless of their gender.

Article 1: Equal opportunities

Graiphic is committed to equal opportunity in all aspects of employment, including recruitment, training, promotion and compensation. We will strive to ensure that men and women are evaluated according to the same criteria of merit and competence.

Article 2: Gender balance

We are committed to promoting gender balance at all levels of the company. Steps will be taken to identify and remove barriers to women's progression in the company, including through mentoring programs and leadership training.

Article 3: Fair remuneration

Graiphic will guarantee fair remuneration for work of equal value, without gender discrimination. Regular audits will be carried out to ensure the transparency and fairness of remuneration policies.

Article 4: Professional/private life balance

We recognize the importance of work-life balance and are committed to providing flexible solutions for all employees. This includes teleworking, flexible hours and support for parents and carers.

Article 5: Prevention of harassment and discrimination

Graiphic has zero tolerance for harassment and discrimination in all its forms. Clear and confidential procedures are in place for reporting and handling any incidents. Awareness and training on these topics will be regularly offered to all employees.

Article 6: Dialogue and participation

We encourage the active participation of all employees in promoting gender equality within Graiphic. An equality committee will be established to discuss progress, gather suggestions and develop strategies for continuous improvement.

Conclusion

Gender equality is not just a question of social justice; it is essential for the development, performance and innovation of our company. Graiphic is committed to integrating these principles into all of its business practices and working towards a future where every employee has the opportunity to realize their full potential, regardless of gender.

Done in Saint-Hilaire-des-Landes, March 8, 2024,
Aloïs Lien, Co-founder

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