

DIVERSITY FOR AFRICA & OVERSEAS

DIVERSITY & INCLUSION CHARTER

AFRICA, MEDITERRANEAN BASIN & OVERSEAS

Diversity and inclusion are key elements in the development of our Business Unit.

Increasing the diversity of teams in a more inclusive professional environment allows:

- To foster a **better understanding of professional environments and issues**, and to **develop a culture of innovation and creativity** that generates value for all: customers, employees and more broadly for the company and shareholders.
- To improve the **well-being of everyone** at work, performance and commitment.
- To **strengthen Societe Generale's attractiveness** as an employer and attract and retain talent.
- To assert Societe Generale's image in Africa as a **Corporate citizen** and to strengthen its role as a societal player.

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OUR AMBITION

AFMO's Diversity & Inclusion charter is fully in line with the ambitions of the Business Unit's **Culture & Conduct** programme.

It reflects our **desire to recognize and promote all talents**, regardless of their country of origin, gender, age, culture, ethnicity or religion. It demonstrates AFMO's commitment to fostering a respectful work environment, respecting differences, fighting discrimination and promoting inclusion and diversity in all stages of human resources management.

Creating the conditions for an inclusive organisation requires putting in place a policy that:

- **Is driven by two main axes:**
 1. **Equal opportunities**, including the use of positive actions (eg. the goal of feminising our CODIRs).
 2. **Fair treatment**, to fight discrimination and promote process neutrality.
- **Goes long term** by taking into account the local environments and regulations of our set-ups.

Operating on these two axes makes it possible to act at the same time on the short term (sharing of good practices) as well as on the medium / long term (actions on behaviors and processes).

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OUR COMMITMENTS

Under this charter, AFMO is committed to:

1. **Raise awareness and train its managers and employees on concerns of non-discrimination, diversity and inclusion**, particularly in their roles around recruitment, training and career management.
2. **Seek greater diversity in its teams** at different levels of responsibility of the organization and particularly in its positions of responsibility.
3. **Promote the application of non-discrimination principle** in all stages of human resources management, including the hiring, training and promotion of employees.
4. **Communicate its commitment to non-discrimination and diversity to all employees** and keep them informed of the concrete results of this commitment.
5. Encourage a **corporate culture based on mutual respect and non-discrimination**.
6. Promote a work organization that improves personal/work-life balance and facilitates everyone's commitment.
7. **Implement Diversity & Inclusion Committees, in each subsidiary and at head office level**, that are liable for ensuring that these commitments are implemented within their scope and for setting out the priorities that will be defined by the BU in compliance with local calendars and regulations.

DIVERSITY & INCLUSION CHARTER

In a desire to intensify our commitment to equal opportunities and treatment within the head office and subsidiaries of the AFMO Business Unit, and to identify and promote all talents, regardless of their country of origin, their gender, age, culture, ethnicity or religion, **we sign today this Diversity and Inclusion Charter.**

We hereby commit to fostering a respectful work environment, respecting differences, fighting against discrimination and promoting inclusion and diversity.

Paris, May 23rd 2019

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