FAMILLE RAVOIRE

Depuis 1584

Public Commitment Statement

2026 EDITION

At Famille Ravoire, we believe that Justice, Equity, Diversity, and Inclusion (JEDI) are not only core values but also essential drivers for building a responsible, innovative, and people-centered company. As a company committed to corporate social responsibility (CSR), we aim to create an environment where every individual whether an employee, partner, customer, or member of our community feels respected, heard, and valued for their uniqueness.

This statement, approved by our executive team, formalizes our commitment to integrating JEDI principles into all of our activities, business relationships, and community impact. It applies to our policies on recruitment, talent management, compensation, and professional development, as well as to our business practices and social responsibility initiatives. We recognize that diversity in all its forms whether related to gender, background, age, disability, sexual orientation, beliefs, or any other aspect of identity is an asset that stimulates creativity, strengthens our resilience, and enables us to better meet the needs of our stakeholders.

Our commitment is reflected in concrete actions:

We are committed to measuring and reducing inequalities within our organization, using objective data and progress indicators. This includes regularly reviewing our hiring processes to eliminate bias, ensuring pay equity, and fostering a culture where everyone can thrive, regardless of their background or identity.

Responsibility for this commitment rests with our leadership team, which will oversee its implementation and report on it transparently. This commitment extends throughout our value chain, where we encourage our suppliers and partners to adopt similar practices, prioritizing collaborations with companies that share our values of equity and inclusion.

By signing this statement, Famille Ravoire reaffirms its commitment to becoming a driving force in the areas of Justice, Equity, Diversity, and Inclusion. We invite all of our stakeholders employees, customers, partners, and communities to join us in this effort, because it is together that we will build a more equitable and sustainable future.

On behalf of the Famille Ravoire management team,

Olivier Ravoire, President.

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