Justice, Equity, Diversity and Inclusion Action Plan

2026 EDITION

This action plan was defined following a questionnaire sent to the company's employees, followed by a review by the Executive Committee.
It forms part of our Justice, Equity, Diversity and Inclusion (JEDI) policy and will be reviewed every year, with the results presented.

Deadline	Action	Objective	Results
December 2026	Implement annual performance reviews (EAD) for 100% of employees, using a common procedure across managers.	Employees know the methods by which they are evaluated.	
December 2026	Organise an information meeting for employees at least once a month.	Reduce the feeling of not being informed about the company's strategic objectives.	
December 2028	During the seminar, invite someone to speak about the topic.	Address mental health.	
December 2029	Ensure that mental well-being is included in the company health insurance plan.	Address mental health.	
December 2029	Install height-adjustable chairs and footrests for employees who work standing up.	Adapt tools and workspaces to needs.	

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December 2029	Write and communicate a written process explaining how pay rises work.	Employees know the methods by which they are evaluated.	
December 2029	Inform all employees when a new position or replacement position becomes available, so that internal employees can apply if they wish.	Reduce the perceived lack of transparency regarding employment opportunities.	
December 2031	Provide a comfortable break room (armchairs, snacks, etc.) for all employees.	Adapt tools and workspaces to needs.	
December 2031	Ensure that at least one person is trained in mental health first aid.	Address mental health.	
December 2031	Executive Committee decisions systematically include a “bias check” asking: “Does our decision benefit or disadvantage a particular group?”	Reduce the feeling of non-inclusiveness.	
December 2031	Make resources available to employees to help them understand these topics.	Address mental health.	