



Anti-Discrimination Policy



Version 1, 24th of March 2025

Introduction

The ABL Group promotes equal opportunities in the workplace, recognizing and valuing the contribution of individuals. We are committed to fair and respectful treatment and to promoting equal opportunity in our employment decisions. Our colleagues and candidates are entitled to respect and will only be evaluated based on their qualifications, proven skills and achievements. We are committed to treating all employees fairly and respectfully, and to promoting equal opportunities and diversity of experiences, talents and backgrounds in the workplace and within the company.

The ABL Group is resolutely committed to creating a work environment where everyone, without distinction, can evolve in a fair and respectful manner. The fight against all forms of discrimination, whether based on origin, gender, age, religion, sexual orientation, disability, political affiliation or any other characteristic, is a priority for our group.



Anti-discrimination commitment

The ABL Group strictly prohibits any form of discrimination in the context of its activities, whether it is a question of:

- ♦ **Direct discrimination** : differential treatment of a person or a group of people based on an illegitimate criterion (origin, sex, age, disability, sexual orientation, religion, etc.).
- ♦ **Indirect discrimination** : the establishment of conditions or rules that, without objective reason, disadvantage a particular group.
- ♦ **Harassment and violence** : harassment (moral, sexual, racial, etc.) and any violent or intimidating behavior are prohibited.
- ♦ **Wage inequality** : Any practice of awarding unfair remuneration for equal or equivalent work, based on a discriminatory criterion, is formally prohibited.

Core Principles and Values

- ♦ **Equal Opportunity** : We value diversity and ensure that all employees have equal opportunities to access career opportunities, training and promotion, free from bias and discrimination.
- ♦ **Respect for human dignity** : Every individual deserves to be treated with respect, dignity and consideration, without injustice or demeaning treatment.
- ♦ **Inclusivity** : We seek to create an inclusive environment where all people can fully participate in professional life and thrive in their roles.
- ♦ **Zero tolerance** : no form of discrimination will be tolerated within the ABL Group. Any violation of this policy will be investigated, and appropriate action will be taken.





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Responsibility of the Management and Managers

The leaders and managers of the ABL Group play a key role in the implementation of this policy. They are responsible for promoting equality, diversity and inclusion within their teams and preventing all forms of discrimination. They must lead by example, manage conflict impartially and ensure that professional decisions are fair and equitable.

Sanctions and Disciplinary Measures

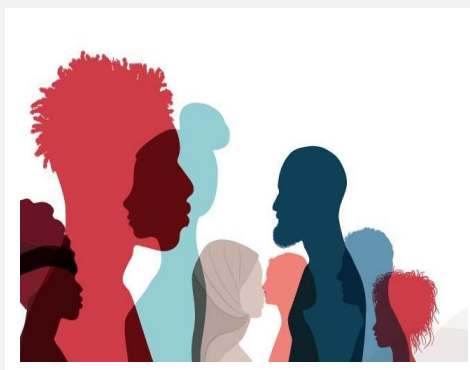
Any form of discrimination, whether direct or indirect, will be subject to disciplinary measures, up to and including termination of the employment contract or termination of business relationships with third parties, depending on the seriousness of the situation. Corrective actions will be put in place to restore a respectful and fair work environment.

Accessibility and support for people with disabilities

The ABL Group is committed to providing an accessible work environment for people with disabilities, by ensuring the adaptation of workstations and supporting requests for reasonable accommodations so that these people can perform their duties in the best possible conditions.

Policy Review and Evaluation

This anti-discrimination policy will be reviewed regularly to ensure that it remains in line with legislative and social developments, and to ensure that it continues to be effective. Management is committed to reviewing employee feedback and adjusting practices accordingly.



Conclusion

ABL Group is committed to maintaining a respectful, inclusive and discrimination-free work environment. We strongly believe that diversity and inclusion are key factors in our success and innovation in our field. By acting together, we can ensure that every individual within our organization feels valued and treated fairly.

Approved by: **Dr. Chalom Sayada / Director General**

Signature : **SAYADA BRUNO
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EVERYONE'S OBLIGATIONS

Treat others as you want to be treated.

If you manage other people or participate in recruitment and hiring procedures, review your own decisions to ensure that only merit and the interests of the company objectively motivate your actions.

Expect others you work with, including outside the company, to act in a manner that is consistent with our commitment to fairness and equal opportunity.

Speak up if you see people who are not following this policy.

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