

Societal engagement has always been one of the key pillars of the ELLE brand. The ELLE network has decided to project its societal commitments to its organizations and teams, by committing itself to create a work environment in which all employees are treated with respect, dignity, and where individual differences are valued. To this end, the Diversity & Inclusion Charter has been created, and it has already been signed and applied by 36 ELLE editions worldwide.

# ELLE

## **DIVERSITY & INCLUSION CHARTER**

*Diversity is an opportunity and an asset. A real chance for our organizations to extend the scope of their societal role. It is a lever for innovation, through the exchange of ideas and views, a lever to better understand our readers and clients and their needs, and a lever for a stronger commitment of our collaborators, by meeting their expectations.*

*The societal engagement of ELLE has always been very strong.*

*By creating this Charter, our goal is to reaffirm our commitment towards Diversity and Inclusion and our will to create a work environment in which all employees are treated with respect, dignity, and where individual differences are valued.*

By signing this Diversity & Inclusion Charter, we, at ELLE, undertake to:

1. Include the principles of equal opportunities, of respect and inclusion of diversity in the culture of our company. Create conditions in which everyone (superiors and co-workers) can follow, practice and acknowledge these values.
2. Recognize the importance of diversity in our Society, appreciate its intrinsic value and potential from its differences, and foster its representation within the workforce and across all levels of responsibility.
3. Integrate the principle of equal treatment into the processes that govern all phases of professional life and development of human resources, so that decisions relating to hiring, training and career development are made exclusively on the basis of skills, experience, professional potential of the people, regardless of their gender, sexual orientation, race, nationality, ethnic origin, religion, beliefs, age, disability, etc...
4. Promote conciliation through a balance in work, family and leisure time, providing tools and establishing mechanisms that allow the harmonization of work life, family life and personal life for all workers.
5. Communicate on our commitment with all collaborators in the company but also with our readers, clients, partners and suppliers, in order to involve them and encourage them to respect and develop these principles.
6. Assess regularly our activities and progress in promoting diversity, and communicate internally and externally on the results of the implementation of our commitments.