

DIVERSITY, EQUITY AND INCLUSION CHARTER

At Cerba HealthCare, we are convinced that the diversity of people, backgrounds and points of view is an essential asset in achieving our mission to improve health for everyone, everywhere. We affirm our collective commitment to building a respectful, fair, and inclusive working environment, where everyone can contribute and develop to their full potential.

OUR FUNDAMENTAL PRINCIPLES

DIVERSITY

We recognize and value diversity in all its forms: gender, origin, nationality, age, disability, sexual orientation, beliefs, convictions, social situation, appearance, career path, language, etc. Such diversity is an asset for our collective performance, our capacity for innovation and our relationships with patients and partners.

EQUITY

We strive to offer every individual fair and equitable conditions for success and advancement. This means recognizing differences in individual circumstances, removing systemic barriers, and ensuring true equality of opportunity across all stages of employment.

INCLUSION

Inclusion aims to create an environment where everyone feels welcome, respected, and listened to. This means fostering a climate of trust, detecting and correcting bias or inappropriate behavior, and cultivating a culture of open dialogue and compassion.

A SHARED RESPONSIBILITY

Diversity, equity, and inclusion can only be fully effective if every employee takes an active interest. We expect exemplary behavior from everyone, a spirit of listening and solidarity, and constant vigilance in the face of risks of exclusion, stereotyping, or discrimination. This individual and collective commitment must also respect the legal obligations in force in each country, as well as the internal rules specific to each entity, such as internal regulations or local policies.



OUR AREAS OF ACTION

TO EMBODY THE PRINCIPLES OF DIVERSITY, EQUITY AND INCLUSION, CERBA HEALTHCARE IS COMMITTED TO TAKING ACTION AT ALL KEY MOMENTS OF PROFESSIONAL LIFE:

Adopting fair, inclusive, and non-discriminatory recruitment practices

Ensuring pay equity and fair access to career development opportunities

Evaluating skills objectively and transparently

Promoting a respectful, safe, and stimulating work environment

Supporting a healthy work-life balance

Providing accessible, confidential, and secure reporting systems

Implementing regular awareness-raising, training, and communication initiatives

By adopting this charter, Cerba HealthCare reaffirms its ambition to be an open, fair, and inclusive organization, consistent with its values and its role in society.

Together, we will bring these commitments to life through our behavior, our decisions, and our professional relationships, in service of a more humane and successful company.

Julien Samson
Chief Executive
Officer

François Roger
Group Human
Resources Director

Valeria Maio
Group CSR
Director

