

	TSG GROUP	Reviewed	March 2022
		Scope	All TSG Group employees
Group Policies & Procedures	DIVERSITY POLICY	Issued by	Group HRD

At TSG we know that our Human Capital is our first richness and strongest asset to meet our customers satisfaction, to deliver our growth ambition and to enable a more sustainable world by fighting the climate change with our responsible mobility solutions.

Beyond the words, we believe that as a Responsible European Leader it is our duty to be a Responsible Employer, making strong commitments towards our People who are at the core of our value proposition.

TSG Group Diversity Policy takes place in the context of TSG's adhesion to the United Nations Global Compact and its ten principles, TSG Ethical Code of Conduct (TECC), TSG Sustainability Roadmap and TSG Global HR Policy.

With its global Diversity Policy, TSG is reiterating its compliance with all international and national regulations and aims to raise all of its practices, globally and locally, to the highest standards to lead by example.

As for TSG Group HR Policy, Local policies in place in TSG local entities are completing TSG Group Diversity policy, providing more specific rules or processes based on local uses and regulations and taking into account each local context's specificities.

This Policy covers discrimination, bullying and harassment in the workplace and any work-related setting (e.g. during business trips and at work-related social events) however any such acts in or out of the workplace or work-related settings will also be considered under this Policy.

1. TSG Commitments towards Diversity

- 1.1. **TSG is an equal opportunity employer** and is fully committed to a policy of treating all its employees and job applicants equally.
- 1.2. **TSG is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion** with the ultimate goal to ensure that TSG develops in mirroring society's components.
- 1.3. **We strongly believe that to promote and guarantee Diversity and Inclusion in the workplace, everywhere at TSG globally and locally, over and above being our duty is an important part of TSG Corporate Social Responsibility (CSR) and a key driver for innovation, progress and sustainable business growth.**
- 1.4. We are convinced that **Diversity is a source of human wealth and collective performance**. TSG collective performance due to diversity is made of the collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.
- 1.5. **We embrace and encourage our employees' differences** in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.
- 1.6. **TSG's diversity initiatives** are applicable—but not limited—to practices & policies on:
 - Recruitment, Advertising and Selection,
 - Terms of employment, benefits, facilities and services,
 - Equal pay and compensation,
 - Bullying and Harassment,
 - Professional development and training,
 - Promotions, Transfers,
 - Social and Recreational programs,
 - Contract terminations.

- 1.7. We want to facilitate the development of **a work environment built on diversity equity** by encouraging:
- Respectful communication and cooperation between all employees.
 - Teamwork and employee participation, permitting the representation of all groups and employee perspectives and point of view.
 - Work/life balance through flexible work when the position and the local organization make it feasible.
 - Employer and employee contributions to the communities and doing that, to promote a greater understanding and respect for the diversity.
- 1.8. **TSG views discrimination, harassment and bullying as a serious issue** and will do everything in its power to ensure that any employee who has brought a claim will not suffer any form of victimisation for having done so. Equally the company has a responsibility to all its employees, therefore any employee who would have made false accusations will be subject to disciplinary actions.

2. TSG employees commitments towards Diversity

- 2.1. **TSG Employees have a duty to co-operate with the Company to make sure that this policy is effective** in ensuring equal opportunities and in preventing discrimination, harassment or bullying.
- 2.2. **All TSG employees have the responsibility to act, whatever the circumstances, by treating others with dignity and respect.** All TSG employee should be aware that by doing his/her job he/she is representing TSG in all their interactions and behaviors in general. By consequence, TSG employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and especially on every TSG stakeholders, and especially with customers, contacts and locations or at any event.
- 2.3. All TSG employees are required to attend and complete **regular diversity awareness training** to enhance their knowledge to fulfil this responsibility.
- 2.4. Any TSG employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action. TSG Employees should also bear in mind that they could be held personally liable for any act of unlawful discrimination or harassment as employees who commit serious acts of discrimination or harassment may also be guilty of a criminal offence.
- 2.5. **Employees who believe they have been subjected to any kind of discrimination** that conflicts with the company's diversity policy and initiatives should seek assistance from his/her manager or the HR department. TSG also provides a anonymous whistleblowing system where any employee can raise an alert <https://whistleblowing.tsg-solutions.com>. Any employee who would have made false accusations will be subject to disciplinary actions
- 2.6. **Employees who are witnesses of any kind of discriminatory behaviors or situation** should inform his/her manager or the HR department. They can also register a anonymous alert through TSG whistleblowing system <https://whistleblowing.tsg-solutions.com>. As a reminder, any employee who would have made false accusations will be subject to disciplinary actions.

We expect each TSG entity to deploy these group standards in its operations to be an equal opportunity employer, and to take all reasonable steps and appropriate actions to promote diversity and avoid discrimination.

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