



We, Jifmar Group, recognize the fundamental importance of equity, diversity, and inclusion to the success and well-being of our organization and its members. This charter formalizes our commitment to promote an inclusive work environment where every individual is valued, respected, and provided with equal opportunities for success.



Objectives

The objective of this charter is to define the guiding principles and commitments of our organization **TO ENSURE AN EQUITABLE, DIVERSE, AND INCLUSIVE WORK ENVIRONMENT.**

Our commitments

Equity

We commit to ensure fair and equitable treatment for all our employees, regardless of gender, ethnic origin, religion, age, sexual orientation, gender identity, or ability.

Diversity

We commit to promoting and maintaining a diverse workforce at all levels of our organization. We value the richness that diversity brings to our work environment.

Inclusion

We commit to creating an environment where all employees feel included, supported, and able to achieve their full potential.

Policies & procedures

We will implement policies and procedures to:

- Ensure non-discriminatory and open recruitment practices accessible to all.
- Encourage and support employee resource groups and initiatives focused on EDI.
- Regularly review our internal practices to ensure they align with the principles of this charter.

Monitoring and evaluation mechanisms

- We will conduct an annual review of our EDI commitments and publish the findings.
- We will encourage feedback from all employees to continuously improve our initiatives.
- We will proactively adjust and respond to identified EDI challenges.

Conflict resolution

We will establish a clear and accessible mechanism to handle and resolve complaints relating to equity, diversity, and inclusion, ensuring confidentiality and fairness.

“As the CEO of Jifmar Group, I personally commit to ensuring that the principles of equity, diversity, and inclusion become a reality across all areas of our organization. This charter is a commitment towards a future where every employee has the opportunity to fully contribute to our collective mission.”

Jean-Michel BERUD, Jifmar Group CEO