



SWISS DIVERSITY CHARTER IN BUSINESS

“Because the diversity of our employees is a valuable asset.”

Sanctioning pluralism and actively supporting diversity through recruitment, career management and professional relationships is a key priority for any forward-looking business. Such a policy not only enhances staff effectiveness and motivation, but also staff wellbeing. It contributes to commercial success and may also enhance the company image as perceived by customers, suppliers and end consumers - whether they be in Switzerland or around the globe.

The Swiss diversity charter has been adopted by our company to contribute in the fight against all the forms of discrimination, whether they are based on, for example, gender, race or ethnic origin, religion or personal beliefs, handicap, age, marital status, or sexual orientation. The purpose of this charter is to demonstrate our engagement in favor of cultural, ethnic and social diversity within our organization and as such, this charter will be posted in a place where it will benefit from good visibility.

Under the terms of this charter, our company makes the following pledges:

- 1. to respect and promote the application of the principle of non discrimination in the workplace when drafting employment offers, in recruitment and career development procedures, applying contractual conditions, or when making redundancies**
- 2. to prevent any expression of discriminatory behavior or practice within the company or between staff and customers which could hurt, offend, or intimidate any colleagues (or persons close to them) – this should apply to all communications whether verbal, written, visual, or physical, and shall not apply only to in-person contacts, but to all other forms of communication.**
- 3. to publicize this pledge to all our employees as a condition of service.**

Done in:

Company logo :

Signature(s):

Date:

