



DIVERSITY AND INCLUSION POLICY



Through this policy, Akvo states its ambition to promote the richness and the variety of profiles of its talents according to their skills, whatever their background, their gender, their age, their disability, their ethnicity, their religion, their sexual orientation, or any other characteristic with which they might identify. This ambition is established in our Sustainability policy, and the face of this ambition is the 57 nationalities composing our local teams in the 20 countries where we are present.

Diversity is a key vector of performance. When each one can bring their differences and their contributions, innovation and creativity are always present. Innovation cannot exist without diversity, and inclusion is the way to value this diversity.

Because offering a safe, respectful, diverse, and inclusive workplace is essential to people's development, well-being, and sense of belonging, we want to sustain this policy in the short and long term. **First** by backing up good practices and simple actions to maintain awareness of these topics. **Then** by anchoring the best behaviors through a dedicated action plan that builds an environment where everyone feels respected and treated fairly and can contribute their ideas.

➤ DIVERSITY IS A FACT

Diversity is the representation of a variety of profiles and all the differences that each one brings to their surroundings and to the company, that allows us to think in a different way and thus, to innovate. Diversity drives performance as it favors creativity, innovation and productivity.

Diversity extends to many areas (sex, social origin, age, culture or ethnical origin, religion, nationality, gender, physical appearance, studies, trainings etc...).

➤ INCLUSION IS A CHOICE

Inclusion is a dynamic and active way of integrating people in a group. Inclusion is about being valued as unique, while being part of a group and an organization. In an inclusive environment, each one feels they have their place, thanks to a sense of belonging, the cohesion within the group and the valorization of their work. Inclusion allows each one to feel respected, to be treated fairly, to be comfortable expressing their opinion and to bring new ideas and a renewed vision on all subjects.

OUR BELIEFS

● Raise awareness and educate for a D&I culture

Education is the first step towards change.
Raise awareness on diversity and inclusion issues.
Offer training to help people understand the unconscious prejudices, stereotypes and biases that can influence their perceptions and decisions.

● Inclusion → Reinventing belonging

Create an environment where everyone feels respected, valued and listened to.
Foster open communication, collaboration, and constructive conflict resolution.
Create a culture that celebrates diversity while developing a sense of belonging.

● Diversity → Innovation booster

Diversity can make a valuable contribution to innovation in decision-making and problem-solving, bringing different perspectives, a wide range of skills, and more robust critical appraisal.

● D&I → a political choice

Implement policies, practices and standards that promote inclusion: non-discrimination policies, fair hiring processes, accommodate people with special needs, and promote work-life balance.

DIVERSITY & INCLUSION : EMBRACING OUR VALUES & BEYOND

SHARING

Akvo needs all team members contribution: their ideas, knowledge, experiences, culture, skills, viewpoints...

Sharing who we are contributes to solving complex problems and builds inclusion and harmony.

INSPIRATION

Akvo encourages, values, and celebrates diversity as a means to open-mindedness, tolerance, and a rich and inclusive world.

Diversity and inclusion inspire each one to explore new paths, create, and innovate.

INTERGRITY

Akvo includes each one in their diversity and recognizes the value of their uniqueness. Akvo chooses respect, trust and non-judgement as basis for work relationships.

SUSTAINABILITY

Akvo builds long lasting sustainable work relationships based on facts by valuing differences and by choosing not to be prejudiced.

AUDACITY

At Akvo we dream big and different: we go beyond diversity creating an environment where diversity is fully accepted, respected – for all to feel fully engaged and included

All are actors of diversity and inclusion in their own way.

DIVERSITY AND INCLUSION AT THE HEART OF OUR BEHAVIORS

I am fully committed to Diversity and Inclusion and everyday:

- I ensure that the job brief is geared towards diversity.
- I accept to be challenged on my positions and certainties linked to academic training, experience, nationality, etc.
- I accept to get to know others.
- I recognize the value that diversity brings to my team and to Akuo more widely.
- I take it upon myself to promote diversity in my day-to-day work, at my level.
- I seek to understand different perspectives before responding.
- I try to walk in my colleagues' shoes.
- I know my opinions are just as valuable as those of others and they enrich each other.
- I choose to get involved in the relationship
- I draw inspiration from otherness and use it to fuel my thinking.
- I hold out the microphone more than I take it.
- I actively listen to others without interrupting, making assumptions, or forming judgments.
- I celebrate the successes and achievements of all the members of the team, making sure to recognize the contributions of everyone, whatever their diversity.

MOVE TO ACTION

Diversity of educational and social backgrounds

When we commit to diversifying our workforce, we open ourselves to a broader talent pool with candidates we may not have considered. These workers can bring fresh perspectives and new skills to our company.

Competencies Based Interviews enable recruiters to compare candidates only according to their skills, without being guided by cognitive biases and unintentionally discriminating; some ambassador recruiters will test this method.

76% of job seekers want to work for a company committed to diversity and inclusion.

Employees want to stay at a company where they feel valued and supported. A strong diversity and inclusion strategy meets this need. Awareness sessions will be held to share the best practices to follow as a colleague or as a manager.

Practices that have proved their worth will be shared between countries and offices

Women@Akuo

Women @ Akuo program was launched in 2023 to increase gender diversity, promote women and to ensure practical and cultural conditions for women to succeed.

Within this program, we have implemented actions to boost women careers via coachings, mentoring by Excom members, workshops for women lead by women to identify levers of improvement for the condition of the women at Akuo. These actions will be carried on in the long run to sustain gender diversity and to close the gap between men and women.

Visible and invisible disabilities

Diversity and inclusion cover a wide range of themes. Awareness raising seminars on Diversity and cognitive bias have already been deployed, and our managers are trained on the subject as part of our leadership program. We will now focus on developing D&I for people with visible or invisible disabilities, ". Improving the inclusion of these profiles will enable us to continue to uphold our values, both human and performance based.

DIVERSITY AND INCLUSION PRACTICES

Awareness sessions, trainings, micro actions pushed by Fifty as well as working groups will be set up with a focus on a specific diversity topic. The emulation of affinities, common convictions and shared experiences will be turned into concrete initiatives and actions within Akuo.

This approach invites all employees to share, connect with their peers, act and make an impact as Ambassador for a cause.

« Diversity means being invited to the party; inclusion is being invited to dance » - Verna Myers