

Diversity & inclusion policy

2024 edition

The GreenYellow Group is committed to promoting the values of openness, equality between men and women in terms of both hiring and salaries, and access to employment for all.

Diversity & Inclusion (D&I)

The Group believes that it must continue to combat all forms of discrimination, particularly those based on stereotypes, to enable everyone, regardless of their gender, age, social or ethnic origin, disability, religious beliefs, trade union involvement, sexual orientation or life history, to flourish within the Group. In 2021, a global survey helped establish the 4 D&I priorities at GreenYellow: gender, multicultural, age gap and disabilities. Multiple online trainings and live workshops are regularly set up by the D&I Corporate committee and executed hand-in-hand with the local Human Resources (HR) teams.

Since 2020, as part of its CSR policy, the Group calculates the professional equality index (Index Egalité Professionnelle) for each of its business units: this initiative is intended to raise awareness among teams of the various areas of progress and to establish an initial assessment from which to make commitments. It is also a means to invite all local HR managers to deploy measures to increase gender diversity in all functions and at all levels.

In each of the regions where it is present, the Group offers its employees concrete actions to encourage career development, support parenthood and strengthen equal pay.

As a result, the overall women percentage has been consistently increasing from 31% in 2019 to nearly 39% in 2024.

In order for each employee to express themselves safely, a global assistance platform has been established as part of our professional ethics policy, which may be used including for the reporting of harassment incidents.

Ensuring fair remuneration for similar work, performance and skill levels.

The Group is particularly vigilant in ensuring that gender criteria, as well as stereotypes and prejudices linked to it, are never taken into consideration in the remuneration of its employees.

The Group has implemented a global profession benchmark and analyses of market practices with respect to salaries to ensure fair remuneration for similar work, taking into account experience, skills and qualifications.

Salary raises and promotions are also reviewed by the HR Department and the Group's top management to ensure fairness for all.

In addition, the calculation of the variable remuneration (variable employee bonuses) of employees absents between January 1 and December 31 due to maternity or adoption leave is now made without taking their absence into account. In addition, during annual raises, a raise corresponding to the average level of the category is applied to them as a minimum, to avoid pay gaps (mechanism systematic in France, on a case-by-case basis in other locations according to local practices).

Developing an open mind and fighting all forms of prejudice at all levels

The Group recognizes and promotes the diversity of its employees as a source of wealth, innovation, creativity and performance.

In accordance with its fundamentals, the Group ensures that employees are careful not to allow themselves to be influenced by their stereotypes and prejudices, and establishes, as a fundamental principle, that only skills should be taken into consideration, both in terms of technical expertise and interpersonal skills. These elements are part of the code of ethics signed by all employees when they join the Group, and are periodically reiterated by human resources, the compliance officer and executive management.

The HR department is particularly vigilant and reactive in supporting any person who is subjected to inappropriate actions that are not tolerated in the context of the smooth running of the company.

Ensuring equal opportunity in the recruitment, development and promotion processes

The Group's recruitment process is continuously improved to be as objective and fair as possible. The Group ensures that job descriptions include a precise definition of the skills required for positions offered both externally and for internal mobility within the Group.

Operating in the energy sector, which is traditionally occupied by men, the Group endeavors to include women in the list of candidates as much as possible. In some countries (Brazil, Colombia), local HR policies also include positive action towards less privileged populations.

In addition to gender equality, the Group is committed to recruiting talent from a variety of backgrounds, and in particular to contributing to local employment in the context of its operating activities. This dimension is key to ensuring the sustainability of the Group's activities, while contributing to the improvement of socio-economic conditions in less favored areas.

The Group has implemented a number of tools to help its team managers be as objective and factual as possible, both in terms of recruitment and performance evaluation (guide on recruitment, integration and retention best practices, support for recruitment interviews, annual evaluation tool, nine-box matrix etc.). Since 2024, the end-to-end process (from entry to exit) is now fully tracked in our global ERP, GreenOne.

Finally, the Group's evaluation process aims to develop and promote the most relevant talents for the Group, while taking into account any bias (maternity leave, cultural issues, etc.) to offset them. The Group is careful to strengthen these practices to ensure that its teams are increasingly representative and diverse.