



BUREAU VERITAS INCLUSION POLICY

Group HR 002-PO - Inclusion
July 2020



Title:	Group HR 002-PO - Inclusion	Version :	2
Code number:	Group HR 002-PO	Version date :	July 2020

As a Business to Business to Society Company, Bureau Veritas is capitalizing on its extensive experience to better serve society's aspirations, including inclusion and diversity.

This is why our people share certain fundamental principles:

Beyond the *absolutes* – safety, ethics and financial control – which underpin our work and decisions, our 77,000 colleagues also share the *values* that create the culture we seek to live and breathe at BV. These values are:

- Trusted
- Responsible
- Ambitious & Humble
- Open & Inclusive

Being open and inclusive is critical for BV, as we operate in an ever-changing environment, across 140 countries. In 2016, we officially defined BV's ambitions when it comes to diversity in our "Inclusion Statement".

It is time to take Bureau Veritas' transformation a step further when it comes to Inclusion with the formalization of our Policy. Our Inclusion Policy sets out principles to be respected by all Bureau Veritas employees at all times and under all circumstances, in addition to local regulatory requirements.

It applies to each and every one of us, as Bureau Veritas employees. In addition, our suppliers, subcontractors and partners. It is part of Bureau Veritas Code of Ethics and fully aligns with Bureau Veritas' values.

We believe that an inclusive workforce, as diverse as the society in which we operate, is a strategic asset. Our ambition is to foster an inclusive culture in which people can be themselves, feel a sense of belonging in Bureau Veritas and thrive, as "everyone can be a talent" based on performance and behaviors aligned with our values.

Bureau Veritas is committed to the implementation of this policy and to a program of actions to ensure that the policy is – and continues to be – fully respected and lived. Bureau Veritas is supporting Inclusion in all of its activities around the world, in line with its global mission: Shaping a World of Trust.

Didier Michaud-Daniel
Chief Executive Officer

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Our Commitments

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We strongly support inclusion:

Bureau Veritas supports and promotes inclusion across all of its workplaces.

This means encouraging diversity and ensuring that employees experience a sense of belonging to the company.

This means treating everyone with respect and fairness. This means also being open to new ways of thinking and working.

Inclusion, a critical performance enabler

Diverse people are a critical enabler of business performance, innovation and well-being in the workplace.

All employees have the same opportunities to contribute with their skills and expertise regardless of ethnicity, color, visible differences, religion, sex, heritage, socioeconomic status, age, sexual orientation, marital status, medical condition, disability, political opinion, gender identity or any other legally protected status.

The Bureau Veritas values are a framework for supporting diversity, inclusion and pursuing a sense of belonging for all.

Inclusion in recruitment

In the recruitment process, Bureau Veritas targets talents across all groups. Bureau Veritas seeks to include a diversity of candidates in any search or recruitment. Recruitment and selection are based solely on required skills and experience. Our BV values are at the cornerstone of our culture and are part of the assessment process.



Inclusion in talent management

Promotions and career management decisions in a broader sense are made solely on the basis of performance, expertise and alignment with our values.

Performance evaluation, continuous feedback, professional development and training are offered to all employees based on business needs, skill requirements, qualifications, performance, competency and expertise, without regard to ethnicity, color, visible differences, religion, sex, heritage, socioeconomic status, age, sexual orientation, marital status, medical condition, disability, political opinion, gender identity or any other legally protected status.

Inclusion in compensation

Bureau Veritas fosters a culture of individual and company performance and ensures fairness and competitiveness in the remuneration offered to employees. Bureau Veritas takes a Total Rewards approach to compensation to attract, retain and engage talented people.

Anti-discrimination

Bureau Veritas strictly forbids discrimination, harassment or any other disrespectful, unfair or inappropriate behavior or treatment. This applies to the workplace and in any work-related context.

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Purchasing policy

Bureau Veritas seeks to ensure that its suppliers and subcontractors act in accordance with its Diversity & Inclusion principles.

Partnering policy

Bureau Veritas is committed to ensuring that its partners (e.g. agents, intermediaries, joint venture and consortia members) implement the present Inclusion policy.

Bureau Veritas will consider suspending its activities with clients, governments or local communities who do not practice diversity and inclusion.

Whistleblowing policy

The Company promotes a culture in which people should feel free to “speak out” should they witness anything within our business that they believe violates our Code of Ethics. This commitment is supported by an external alert line, which enables people to report issues online, via e-mail or by telephone, with the ability to remain anonymous.

Reporting for employees

If an employee has questions about our Inclusion Policy, or wishes to report any potential violations, he or she should raise those questions or make his or her report through the existing processes set forth in the Bureau Veritas Code of Ethics. Bureau Veritas is committed to investigating and addressing issues raised by employees as appropriate, and to maintaining confidentiality to the extent reasonably practicable and as required under applicable law throughout any such process. No sanctions or other forms of retaliation will be inflicted on a Bureau Veritas employee for reporting a violation of our policies, unless the given report was made with malicious intent.

Reporting by external persons

All reports raised by external persons (e.g. customers, communities, suppliers, subcontractors) are investigated and addressed according to the existing processes set forth in the Bureau Veritas Code of Ethics, maintaining confidentiality to the extent reasonably practicable and as required under applicable law throughout any such process.

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APPENDIX

Executive Commitment on Inclusion January 2016

My vision is that Bureau Veritas becomes a company of reference for inclusion.

In our highly competitive global marketplace, we can only gain momentum while being an inclusive organization that attracts and retains the right talent; talent who will drive the Group's business results, image and employee satisfaction.

Inclusion is of paramount importance. Today, the new global norm in business makes inclusion a competitive advantage in the market. Working on inclusion is mandatory for BV as we expand, as we develop in new activities, as our business environment is going through structural changes, as we want to be at the forefront of innovation in the industry.

It is crucial that Bureau Veritas evolves in this direction. By promoting inclusion, while fostering new perspectives and ideas, we will be in a better position to serve the widening range of our clients' needs and requirements.

At Bureau Veritas, inclusion is about actively involving every employee's ideas, knowledge, perspectives, approaches, and styles to maximize business success. Inclusion is about attracting new talent who will bring more diversity to our workforce, with differences in cultural, professional backgrounds and beliefs.

When our clients look at Bureau Veritas, I want them to see a reflection of themselves.

My goal is to foster an inclusive culture where discrimination is not tolerated, where all forms of diversity are seen as an added value and a key differentiator for the company; my goal is also to promote an open and supportive work environment where employees feel comfortable to speak up, are valued, enabled to positively contribute to our business objectives, and are recognized and rewarded accordingly.

I'm truly proud of the progress our company is currently making. Thank you for your dedication and efforts and thank you for your continued commitment to bring forward the importance of inclusion at Bureau Veritas.

Didier Michaud-Daniel
Chief Executive Officer