Diversity & Inclusion Charter

Our convictions

At Candriam we strongly believe that our **diverse workforce and inclusive work environment are critical to our success and growth** and are the foundations of our culture, values and identity.

As a **sustainable asset manager** recognizing the **importance of diversity & inclusion** in society and **in the companies in which we invest**, embedding diversity and inclusion efforts **into Candriam** is one of our priorities.

By creating a more supportive and inclusive environment, encouraging openness and respect, embracing diverse teams and perspectives, we are **better equipped to build the future of Candriam**. We indeed believe that initiative, entrepreneurship and healthy collaboration will thrive in a **work environment where differences are valued and leveraged.**

Our commitments

Inclusive culture and global workforce in which diversity is valued

We strive to create an **inclusive culture** in which diversity is recognized and valued, giving **each person the opportunity to contribute** and express his or her full potential whatever the **gender, country of origin, race and ethnicity, age, disabilities and social or career history**.

With this open mind and respect of shared values, we build a **holistic strategy** that aims to create, **build and sustain a diverse pipeline of talent**. Our main objective is that everybody is treated fairly and feels valued, with equal opportunity to succeed and contributes to the sustainable success of Candriam, an environment where all employees want to join and to stay.

We build a performing and **global workforce**, acquiring and developing talent from a **wide and diverse talent pool** based on objective criteria.

- Our **internal practices & policies** incorporate our D&I principles:
  - **non-discrimination** is enshrined in our **recruitment policy** and in our **company deontological codes**.
  - each breach, alleged **breach** or deviation to our D&I charter is encouraged to be reported and will be fully **investigated.** with total objectivity.
- Establishing qualitative and quantitative **criteria** we pursue and **monitor our actions.**
- We **raise awareness** and **support managers** in their efforts to develop diverse talent:
  - Specific training actions have been put in place to raise awareness, fight all forms of stereotypes and unconscious bias – encouraging the development of inclusive behaviors.
- We encourage **Internal networks** and inclusion through **cross-functional company communities** where staff can propose initiatives, express views and give feedback to enhance our actions.
- We systematically review and ensure **diversity of representation in all working groups** and communities.

In addition, in order to encourage globally non-discrimination actions, **every main office has the responsibility to develop its D&I plan with local and regional actions** in a way that is consistent with the global D&I strategy and with the regulatory context. For instance, going beyond legal and regulatory requirements, we have engaged in an agreement in France to create **improved accessibility for disabled people**.

Furthermore, Candriam's **corporate philanthropy** also seeks to **promote social inclusion** in broader society, supporting initiatives that **empower young people from under-privileged backgrounds** through education, mentoring and access to cultural opportunities.

Focus on Gender diversity

We are committed **to gender diversity** including the hiring and advancement of women at all stages of their careers where everyone feels empowered and accepted..

As an **equal opportunity employer**, we also operate an **equal pay philosophy**, rewarding employees equally for doing equivalent jobs at the same level of experience and performance, regardless of gender.

The strong focus on Gender Diversity is accompanied with **measurable objectives** such as the attraction of more women within our workforce, in our Management Committee and in the Executive Committee.

Through internal mobility, personal development, mentoring, specific learning paths and dedicated training programs (such as Women & Leadership) we commit to **support a diverse succession plan for key roles** across our organization.

Partnering with our **internal Women's network** and **external organizations** structures this commitment to gender diversity, promotes and gives more visibility to our actions.

The **Women @ Candriam** group has been created in 2018 and has defined the mission statement as:

"*SUPPORTING, DEVELOPING AND PROMOTING WOMEN'S CAREERS AND PROVIDING POSITIVE ROLE MODELS FOR FUTURE GENERATIONS*" .

The three pillars of its action plan are

- INSPIRE - promoting internal and external role models,
- DEVELOP - with gender balance as a strategic priority, enhancing visibility through internal and external networking and
- FIGHT ALL FORMS OF STEREOTYPES - raising awareness about gender diversity and inclusion.

Further actions

Wishing to speed up the fostering of an inclusive culture, we are putting in place various additional actions:

A **Diversity & Inclusion Committee** composed of members with diverse background and the support of a Diversity Correspondent, in order to:

- develop a dedicated strategy in line with our CSR roadmap,
- define, promote and support the implementation of global and innovative initiatives in favor of inclusion,
- follow up on measurable objectives set by the Executive Committee for achieving diversity and inclusion across all our entities.

A **Diversity Correspondent** appointed to work closely with the Corporate Sustainability team, the Diversity & Inclusion Committee and the HR teams to provide benchmarking and also feedback, challenging set goals and achievements when appropriate.

Inclusion is an established criterion in our Performance Development Process and is part of the evaluation for our People Leaders. We aim at defining specific objectives every year to the Executive Committee members in terms of equality, diversity and inclusions.