



# Diversity and Inclusion Charter

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# Preamble

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The Centreon Group is committed to diversity and inclusion.

As an editor of IT infrastructure monitoring software, Centreon contributes to a growing sector whose workforce is evolving and diversifying. We are aware of the impacts and social responsibilities of companies, which is why we are committed to promoting these values within our company and contributing positively to the fight against discrimination in the corporate world.

Through this policy we are committed to providing a work environment open to all, regardless of their sexual orientation, gender, origin, age, religion, disability ... Hoping to provide an environment for everyone to develop.

We are committed to creating an environment conducive to the well-being of our employees and the realization of this charter coupled with our diversity and inclusion policies are fundamental elements of this environment.

Commitment on this subject is necessary at all levels, from the highest level of the organization, to the lowest, a uniform commitment necessary for the development of everyone at Centreon.

Julien Mathis

(Co-Founder and Chief Executive Officer)



# Diversity and Inclusion

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## Diversity

All the differences within a group of people, whether on gender, their sexual orientation, their religion, origin, ethnicity...

## Inclusion

Aim to create a healthy work environment, where all employees feel safe, respected, valued and at home.

This process is formalized through tools like this charter but the most important thing is the effort of all towards this goal.

## Our commitments

Our company is already committed to diversity and inclusion, notably through:

- The Women Empowerment Principles
- The Diversity Charter

## Our principles

Through this charter we wish to:

- Abolish all discrimination within Centreon, from recruitment to professional life.
- Formalize a commitment and pre-existing policies at Centreon, in order to make them known to all and to involve all our employees.

"Regardless of your origin, gender, sexual orientation, physical ability, religion, success at Centreon is measured solely by your competence and commitment within the company!"

# Combating discrimination



## When hiring.

At Centreon, we aim for a recruitment process that prevents voluntary and unintentional discrimination through a number of principles:

- A clear and structured employer discourse to be clear about recruitment criteria and prevent discrimination.
- The absence of discriminatory private questioning during recruitment processes
- Equal opportunities in recruitment based on individual competence.
- An absence of bias when advertising job offers, leaving anyone with the skills complete freedom to apply:

« We are committed to highlighting diversity within our company. All qualified candidates will be considered for employment regardless of race, color, religion, sex, sexual orientation, gender identity, nationality or any other characteristic protected by law in the country where the candidate is applying. This position is open to people with disabilities. » - Nicolas Terrien, Chief Human Resources Officer

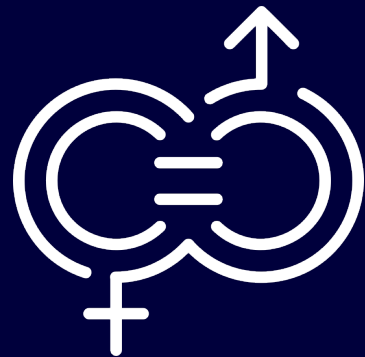
## In the context of professional life

Centreon seeks to provide a workspace open to all, regardless of your community (LGBTQQIP2SA and any other community respectful of laws and community life), your origin... If you nevertheless notice any discrimination, or any act of sexism, notify either your manager who will report the incident, or directly the HR department.

« At Centreon, we believe that diversity and inclusion are central to the company's progress and effectiveness. Our HR strategy is therefore based on the fair representation of women at all levels of the company, the inclusion of people with disabilities, diversity of backgrounds and work-life balance. In this sense, our recruitment, career management and management processes promote this commitment. » - Nicolas Terrien, Chief Human Resources Officer

# Gender equality at Centreon

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## Women's rights

The IT sector, in which Centreon operates, is still a very masculine sector. This is one of the reasons why Centreon is committed to women. With 30% women in the company and an average of 20% in the sector, Centreon is committed to women's rights on a daily basis.

And we would like to recall Centreon's commitment since 2020 with the Women Empowerment Principles, with the aim of achieving parity within the company as quickly as possible.

## Equality in working life and pay

At Centreon we are committed to highlighting the talent of everyone, regardless of gender or sex, we can see it through an absence of salary differences between men and women, as well as equal treatment for all our employees.

# Human rights

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## UN Global Compact

On the occasion of this charter, Centreon wishes to recall and reaffirm its commitment to human rights. We attach paramount importance to respect for human beings, prohibiting all forced labour and child labour, whether at Centreon or among our stakeholders.

At Centreon, we have more than 17 nationalities, from Asia to Africa via Europe and America, which make us a multicultural company.

Our commitment to these subjects is reflected in particular through the commitment to the UN Global Compact, and the realization of the CoP (Communication on Progress).



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