

# DIVERSITY & INCLUSION CHARTER

Diversity includes everyone  
October 2019



**ALSTOM**  
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# Policy purpose and scope of application

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At Alstom we believe that

**a diverse and inclusive workforce is a lever to running a sustainable and successful business.**

## Inclusion is one of our 3 Values.

**Alstom aim to be a Company:**

- **Agile** : “we anticipate, learn and adapt with purpose”
- **Inclusive** : “we embrace differences”
- **Responsible** : “we are accountable for our decisions and their impact on business & society”

## Alstom’s Diversity & Inclusion Policy

(“D&I Policy”)

provides a common framework to value, encourage, support and embed a diverse workforce and inclusive workplace for all employees of Alstom.

It sets out Alstom’s vision and objectives for enhancing workplace diversity and inclusiveness, how it will achieve those objectives and how it will measure the progress.

This is a **group policy** and applies **to all employees of Alstom worldwide** also providing the guiding principles as an equal opportunity employer.

# General Principles

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Alstom is an international company and a world leader in integrated transport systems and wherever we operate, and across every part of our businesses and product lines, we strive to **create an inclusive culture in which diversity is recognized and valued.**

By bringing together people from diverse backgrounds and giving each person the opportunity to contribute with their knowledge, skills, experience and perspectives, we **create shared value for Alstom and its stakeholders and we reflect the diversity of our customers.**

Our People Vision truly reflects the essence of Diversity & Inclusion;

## “Diversity”

for Alstom refers to all the ways in which we differ which includes visible differences such as, for example, gender, country of origin, age, disabilities and invisible differences as, for example, disabilities, career history, social and academic background etc.

## “Inclusion”

refers to design inclusive mobility solutions in a work environment and culture where all differences are embraced, respected and leveraged without any bias. Everyone has opportunity to contribute and achieve success in Alstom.

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Regardless of gender, country of origin, age, color, religion, sexual orientation, physical ability and only based on performance, leadership, potential, behavior & competencies, everyone can succeed and contribute to the sustainable success of Alstom ”

# Diversity and Inclusion for a sustainable future

Valuing Diversity and Practicing Inclusion will enable us to:

**Build effective teams**, where everybody feels valued, included, treated fairly and with dignity. This will boost motivation, reduce absenteeism, and enhance productivity and performance leading to greater economic success.

**Minimise the risks of damage to our reputation** and any related costs by ensuring that we comply with relevant legislation and standards and fulfil related obligations.

**Meets our customers requirements** that are more and more asking for evidence of suppliers diversity workforce, policies and initiatives since the tender submission phase.



**Utilise fresh perspectives and nurture creativity and innovation**, drawing on the variety of approaches to work and resolving problems, tapping hidden capacity for growth as well as encouraging and empowering employees to give their best.

Acquire and **develop talent from a wider talent pool**, on the basis of objective criteria and merit, to have the best global teams leading to competitive advantage.

# Our Commitments

Alstom is dedicated to creating an inclusive environment where all of our employees are encouraged to reach their full potential and individual differences are valued and respected.

Therefore, **Alstom's commitment to recognising diversity and inclusion and the need to treat people fairly, extend to all areas of the business** including, but not limited to:

**Attraction, selection and retention of employees**

**Performance management and total rewards**

**Talent management, learning and capability development**

**Health, safety, security and corporate social responsibility**

**Internal mobility and succession plan**

**Product design**

**Meetings and day to day interactions**

**Supplier management**

# Our Commitments

To support the above commitment Alstom will use the “**Global Diversity & Inclusion Framework**”, based on three platforms of globally transversal activities “Tell–Train–Track” and sustained by Collective Enablers:

## Tell

Communicate internally and externally about the positive impact of Diversity & Inclusion via all communication channels, events & programs at every level of the organization.

Include the messaging about the D&I Strategy with other business topics.

## Track

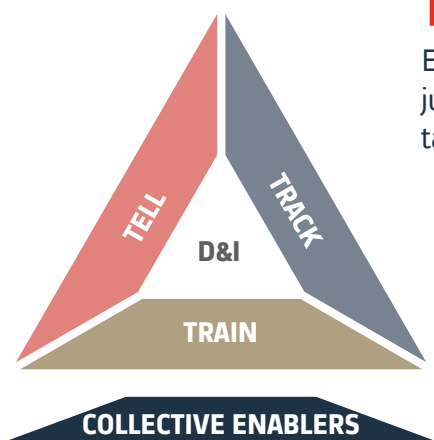
Establish qualitative and quantitative objectives to judge the impact of Diversity and Inclusion actions taken and monitor progress.

## Train

Provide learning tools for all employees to sensitize and to develop more inclusive behaviours.

Put in place actions to raise awareness about conscious and unconscious bias which adversely affects “inclusion” at every phase of work life, in every work environment and at every hierarchical level.

Support Employees Networks initiatives committed to the development of diverse talent



## Collective Enablers

Adapt internal practices and/or implement new ones, to foster a truly inclusive place to work for everyone, also encouraging communities, suppliers, customers, partners and other stakeholders in this commitment.

Breaches or alleged breaches of this policy will not be tolerated and will be fully investigated. Everyone who becomes aware of a deviation is encouraged to report it through the Alert procedure as per the Alstom Code of Ethics.

# Governance

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## **Alstom has set measurable objectives for achieving diversity and inclusion in the Company.**

The Alstom Executive Committee review the D&I objectives and our performance against them each year. We disclose the objectives and our performance in each annual report.

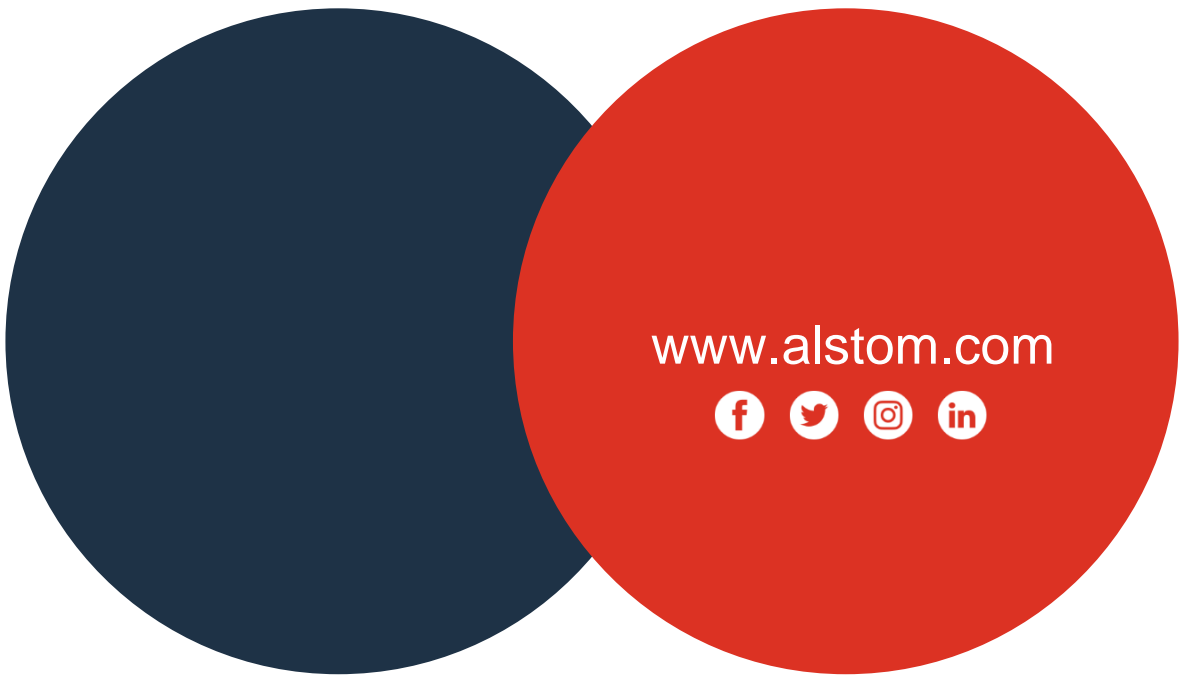
Alstom has established **a robust structure** at group level as well as within the regional entities around the world **to reach these objectives.**

**The two governing bodies** ensure that accountability and ownership takes place at all levels:

- A D&I Steering Committee is responsible to develop corporate Diversity & Inclusion strategy, define global initiatives on D&I, ensure internal and external communication on D&I and evaluate progress on the organization's diversity Goals. Comprised of members from the Alstom executive committee, senior business & global function leaders & members from the HR leadership team, the committee meets once every quarter .
- The D&I Champions Network is responsible to promote, facilitate and support the implementation of the corporate diversity initiatives at regional and or business unit/project level. The network is chaired by the Global Diversity Champion and the Global Talent Development Director and comprises of D&I representatives from the Regions.

**Every Region**, has the responsibility to develop its D&I Strategy Action Plan, in a consistent way with the global D&I strategy, but taking into account the varying geographic and sociocultural contexts (e.g., reflecting varying regulatory contexts and differing starting points).

While KPI's for Diversity are set by Global Steering Committee and the EXCOM, we also endeavour to further our Diversity& Inclusion journey by setting KPI's on "Inclusion" in the future.



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