



Inclusion & Diversity policy

SEPTEMBER 2023

1 | PURPOSE & SCOPE

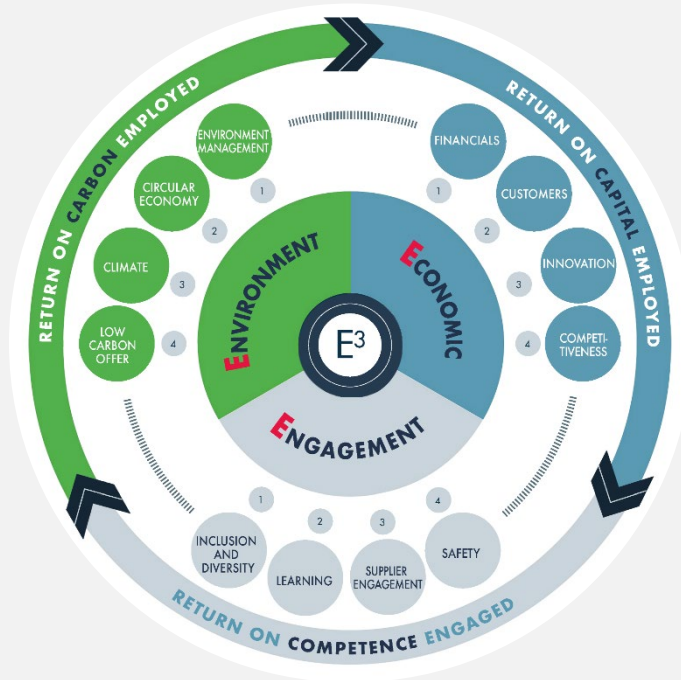


1. PURPOSE & SCOPE

PURPOSE

The Group Inclusion & Diversity (I&D) policy is a key enabler in our ambition to lead the charge to the new world of sustainable electrification.

It is fully integrated with our **E3 strategy** – Economics, Environment and Engagement:



Our Inclusion and Diversity Policy aims to create a workplace environment that values and respects individual differences, promotes equal opportunities, and fosters a culture of inclusion for all employees.

We believe that by fostering an inclusive workplace and embracing diversity, we can drive innovation, increase employees' engagement, and improve overall business performance.

SCOPE

This policy applies to all employees and contractors of our company. It covers all aspects of employment, including recruitment, selection, training, promotions, compensation, benefits, and termination.

2 | PRINCIPLES & GUIDELINES



Diversity is a fact, inclusion is a choice.

DIVERSITY

Diversity is about differences we can measure, and we can consider 3 layers of diversity:



1

Aspects an individual cannot control (**gender, sexual orientation, age, physical ability, ethnicity**) and that determine how a person is treated when interacting with others.

2

External factors like **personal habits, work experiences, educational background, marital status...**

3

Organizational factors like **work location, management position...**

INCLUSION

Inclusion is about accepting, welcoming and appreciating those differences. It is about creating a collaborative, supportive, and respectful environment where we understand that everyone is unique, recognizing, respecting and celebrating the added value that differences bring. Inclusion enables employees to thrive, being the best version of themselves.

We acknowledge that our existing workplaces, our customers, and the communities in which we operate, are intrinsically diverse, and this is a driving force for Nexans.

At Nexans, we value and respect all the differences that make each person unique. This is what Inclusion means to us. Considering people different perspectives and contributions is a powerful source of performance and innovation. To achieve this, we promote a sense of belonging for employees by creating an inclusive work environment in which diverse talent can thrive, engage and contribute to business results.

FIVE DIMENSIONS OF DIVERSITY

Inclusion & Diversity embody our history and values and, therefore, define who we are and how we want to conduct business. We also believe that I&D amplifies the conditions for our success as a Group, by giving us access to a broader set of talent and skills, positioning us as an employer of choice, and helping us strengthen our links with our stakeholders and the communities in which we operate. This is how we empower people who are at the heart of our purpose and the engine of our success.

In this context, the Group has prioritized five dimensions of diversity to **remove barriers preventing access to equal opportunities**:



1. GENDER

We strive to challenge gender stereotypes; we work to achieve a greater balance in gender representation at all levels of the company, especially in management teams, by ensuring equal opportunities for all and removing barriers for. We focus on professional equality in all our management processes, this includes fair and unbiased recruitment and selection processes, equal pay for equal work, and promoting a gender-inclusive work environment.

2. ABILITIES DIFFERENCES

We aim at changing how disability is perceived, by overcoming stereotypes; we are committed to providing reasonable accommodations for employees with disabilities and ensuring their full inclusion in the workplace. We guarantee the confidentiality of medical information relating to individual situations; we also pay attention to the language, the words we are using.

3. AGE & EXPERIENCE

We value the contributions of employees of all ages and strive to create a multigenerational workplace that leverages the unique skills and experiences of each employee, and promote the knowledge transfer, exchange of experiences and mutual enrichment between generations to stimulate innovation. This includes providing opportunities for continuous learning and development, and promoting age diversity in leadership roles.

FIVE DIMENSIONS OF DIVERSITY

4. SEXUAL ORIENTATION

We respect the diverse sexual orientations and gender identities of our employees. We work to create an inclusive work environment that supports all employees, regardless of their sexual orientation. This includes implementing anti-discrimination and anti-harassment policies, and providing support resources for LGBTQ+ employees, like ensuring equality of access to rights and advantages of the company to existing partner and parental.

5. SOCIO-ECONOMIC BACKGROUND

Employees' background (education, social and economic status...) will not determine their future in Nexans. We do more to help people from all backgrounds access the workplace and thrive at work. This form of diversity is a key contributor to the performance of our company.



3 | IMPLEMENTATION PROCESSES & TOOLS



COMMITMENT

To ensure the success of our Inclusion and Diversity goals, we commit to:



ESTABLISH A DEDICATED GOVERNANCE

A dedicated I&D Council responsible for developing, implementing, and monitoring initiatives related to inclusion and diversity.



FEEDBACK, TRAINING AND EDUCATION

We develop training on I&D topics for all employees, as for example training on unconscious bias, program for inclusive leadership, training on inclusive recruitment. We support Employee Resource Groups (ERGs) - we have an internal Inclusion and Diversity network “WiN/We in Nexans”.



INTEGRATION & NON-DISCRIMINATION

We integrate Inclusion & Diversity and non-discrimination in all our people processes (recruitment, selection, promotion), ensuring diverse talent is considered in all recruitment and talent management decisions. We comply with all country regulations regarding equal opportunities.



TRANSPARENCY AND PROGRESS

We define an I&D dashboard, to set measurable objectives and track our progress on inclusion and diversity goals; we then review and act upon it to ensure the effectiveness of the I&D strategy - we report our Inclusion & Diversity progress and achievements externally on an annual basis through the ESG Report and our E3 scorecard.



CULTURE OF INCLUSION

We aim to create a sense of belonging in our employees and fully engage them in our business. There is zero tolerance to any type of bullying or harassment in the workplace and we provide clear guidelines and resources to address any deviation, including a robust incident report and investigation system.

By adopting this policy, we are committing to creating a **diverse and inclusive workplace** that will enable our employees to **thrive** and **contribute** to the success of our company.

4 | CONTACTS



If you see otherwise, what should you do?

If you are a victim or a witness of any form of behavior that goes against our Inclusion & Diversity policy, we ask you to contact someone. This will remain confidential.

It could be:

- your direct Manager
- your local HR Manager (site, Business Unit , Business Group)
- your WiN leader (in your BU or your BG)
- the Group I&D head, H  l  ne CASANOVA
- the confidential whistleblowing system **Speak Up!** (<https://nexans.speakup.report/>)

The logo for Nexans features a stylized red 'N' that resembles a sine wave. To its right, the word 'Nexans' is written in a bold, black, sans-serif font. Below the company name, the slogan 'ELECTRIFY THE FUTURE' is displayed in a smaller, black, all-caps, sans-serif font.

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