



**DIVERSITY  
AND INCLUSION**  
CHARTER



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## PREAMBLE

Africa Global Logistics (AGL) reaffirms its commitment to fostering a more equitable and inclusive society, in line with the United Nations **Sustainable Development Goals (SDGs)**. These goals guide our actions and are reflected in particular through:

- > **SDG 5.5** : “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.”
- > **SDG 8.5** : “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”
- > **SDG 8.8** : “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”
- > **SDG 10.2** : “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”

These commitments are embedded in a **non-discrimination** approach applied at every stage of professional life, with the aim of strengthening **collective cohesion**.



**Our ambition:** our objective is to **reduce inequalities**, whether related to gender, social background, generations or territories, by promoting equal opportunities and supporting the autonomy of disadvantaged populations, while also supporting our employees in maintaining their employability. We place education, training and social and professional integration at the heart of our actions, particularly for the most vulnerable groups.

In parallel, we pay particular attention to **younger generations**, whose integration and professional fulfilment are essential to our collective future. Supporting them in employment, understanding their expectations and strengthening their confidence in the company are integral parts of our mission.

We also recognise the value of **cultural** and **intercultural diversity**, and we encourage dialogue between cultures to strengthen mutual understanding.

Finally, this inclusive vision requires the identification and **regular reassessment** of diversity related **biases** within AGL and its entities, as well as the active commitment of everyone to ensure respect for all and to embody our commitments on a daily basis.



### 3. Welcoming and Integrating Persons with Disabilities



We commit to:

- > Adapting our positions and working environments to enable persons with disabilities to achieve **full** and **effective integration**;
- > Raising awareness among employees, training managers and adapting facilities to ensure **genuine** and **sustainable accessibility**.

### 4. Professional Integration of Young People



We commit to:

- > Analysing and integrating the expectations of new generations, through the “**New Generation**” project;
- > Developing **structured pathways** to welcome young people through internships, work study programs and the “Volunteer for International Experience” program (V.I.E);
- > Coordinating our **solidarity initiatives** in France and across the African continent to sustainably improve the economic and social situation of young people, in line with our philanthropy policy primarily focused on youth.

*These actions specifically target young people, who are considered a distinct group among vulnerable populations.*

## 5. Freedom of Association and Engagement



We commit to:

- > Guaranteeing **freedom of association** and protecting everyone against any form of discrimination related to gender, political opinions, trade union activities or any other form of collective engagement;
- > Reaffirming, in line with our **Human Rights Charter**, our determination to defend the fundamental rights of all our employees.

## 6. Digital Inclusion



We commit to:

- > Ensuring **digital accessibility** for our employees, in particular for those who are less familiar with digital tools;
- > Providing **training** and **tailored support** to develop the digital skills of groups that are remote from or excluded from digital technologies.

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## IMPLEMENTATION AND MONITORING

To translate these commitments into actions, each AGL Group entity must deploy an **operational roadmap** tailored to its local and regulatory context, its business activities, and its specific challenges. This roadmap includes specific actions such as:

- > Optimising recruitment processes in order to ensure diversity among candidates;
- > Establishing career committees to ensure fairness in professional career paths;
- > Developing partnerships with associations working to promote equality and diversity;
- > Regularly analysing the expectations of younger generations;
- > Continuously improving reception and support arrangements for internships, work study programs and VIE program, as well as appointing diversity and inclusion representatives within entities;
- > Monitoring actions through precise indicators and regular reports to measure their impact and effectiveness.

The monitoring of this roadmap is based on **clear monitoring and performance indicators**, as well as **regular reporting**, enabling the measurement of the effectiveness and impact of our actions, the identification of areas for improvement, and the assurance of continuous improvement

Through this ambitious and responsible approach, which aims to promote social and economic inclusion, empower vulnerable populations and reduce inequalities, AGL intends to make sustained progress towards a **genuinely inclusive** culture, in which everyone can find their place, flourish and fully develop their potential.

# OUR PRIORITY ENGAGEMENTS

To give concrete expression to this vision, AGL structures its actions around **six priority areas**:

## 1. Non-discrimination



We commit to:

- > Implementing **fair recruitment processes**, focused on skills and competencies, to encourage diversity and combat any form of self-censorship;
- > Ensuring fair remuneration, based on the principle of “**equal pay for work of equal value**”;
- > Promoting **career paths free** from **stereotypes**, enabling everyone to progress in line with their talents and aspirations.

## 2. Professional Gender Equality



We commit to:

- > Facilitating women’s access to all our professions, particularly in areas where they remain under-represented;
- > Strengthening their presence in leadership and decision-making positions through tailored professional development programs;
- > Providing tailored support, notably through mentoring or support networks, to foster career progression.



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