

DIVERSITY CHARTER

CSR PROGRAM



DIVERSITY AT SNETOR

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By joining the network of signatories to the Diversity Charter, we reaffirm our commitment and our position as a socially responsible employer.

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Snetor is an international trading company that operates on 3 continents, with its subsidiaries in over 20 countries.

Our competitiveness is built on the diversity of our teams. With a workforce of approximately 450 employees, we have over 35 nationalities represented, all sharing common values and objectives.

Through our inclusive recruitment approach and our meritocratic promotion system, we attract the best talent, wherever they come from. We provide training, allowing each individual to bring a local and unique perspective while ensuring excellent service to our clients and suppliers.

We firmly believe that diverse skills foster creativity and enhance understanding of the needs of our local partners. Therefore, we guarantee our employees an inclusive and respectful work environment.

Every day, we are more attentive and committed to concrete actions, driven by our Diversity & Inclusion group. By joining the network of signatories to the diversity charter, we reaffirm our commitment and our position as a socially responsible employer.

EMMANUEL AUBOURG
CEO, SNETOR GROUP

Diversity is the foundation of a socially and economically successful society. Enshrined in the overall policy of a company or organization, the Diversity Charter aims to promote equal opportunities and diversity in all its forms.

The Diversity Charter helps develop a management style that respects differences and is founded on trust. It improves team cohesion, which is a source of better living together and therefore better performance.

The commitments of the Diversity Charter, translated into measured and regularly evaluated actions, are factors of social and economic progress. Their implementation in all activities of the company or organization enhances recognition among all internal and external stakeholders in France and around the world.

By signing the Diversity Charter, we, as a company or organization, commit to:

- 1 Raising awareness and providing training to our executives and managers involved in recruitment, training, and career management, and gradually extending this to all employees regarding the issues of non-discrimination and diversity.
- 2 Promoting the application of the principle of non-discrimination in all its forms in every managerial and decision-making action of the company or organization, particularly in all stages of human resources management.
- 3 Encouraging the representation of the diverse aspects and richness of French society, including cultural, ethnic, and social diversity, within our workforce at all levels of responsibility.
- 4 Communicating our commitment to all our employees, as well as to our clients, partners, and suppliers, in order to encourage respect for and implementation of these principles.
- 5 Making the development and implementation of diversity policies a subject of social dialogue with employee representatives
- 6 Regularly evaluating the progress made and informing both internally and externally about the practical results achieved through the implementation of our commitments.

Paris, 16TH of June 2023

SNETOR
Emmanuel AUBOURG, CEO



General Secretariat of the Diversity Charter
Yann Tanguy



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