

Diversity & Inclusion Charter 2024 - 2028

The Gerflor Group is fully committed to diversity and inclusion, and we do not tolerate any form of discrimination, convinced that the differences of each employee make up the richness and strength of the Group.

We are convinced that promoting an inclusive and respectful working environment for all employees supports creativity, performance, innovation and well-being at work and contributes to the attractiveness of the Group. That's why we make Diversity and Inclusion a guiding principle of all our HR policies and programmes.

What is this about ?

Diversity refers to differences between people in terms of gender, ethnicity, age, education, professional experience, social background, sexual orientation or gender identity, disability or health condition.

This concept has been developed to fight against discrimination. Promoting diversity means valuing each person while respecting their uniqueness and difference.

Inclusion is about creating an environment where every employee feels safe, respected and valued for who they are. Inclusion considers all individuals as a single group, where everyone finds their place, regardless of their differences.



Our commitments

- Respect and ensure respect for international and European texts that combat all forms of direct or indirect discrimination,
- Basing our decisions related to training, remuneration, promotion and job retention on the performance and potential of our employees,
- Creating a working environment where everyone feels safe and free to express themselves,
- Promoting a working environment that is open to everyone, whatever their background, gender, social or ethnic origin, age, religion, sexual orientation or gender identity, despite any disability or health problem
- Guarantee equal treatment for women and men in all aspects of human resources management,
- Valuing the 40 different nationalities among our 5,000 employees, who are an asset to our company,
- Making diversity and inclusion everyone's business withing the Gerflor Group!

Our targets for 2028

- 30% women in the workforce
- 70% of employees aware of and/or trained in inclusion and diversity
- 40 solidarity actions per year for vulnerable groups

What we do

- Affirming our commitments to promoting diversity and inclusion through our HR Charter, our Ethics Charter and our CSR report,
- Analyse and, if necessary, penalise non-compliance with the framework defined by the Group
- Working with companies in the protected sector to subcontract certain work,
- Run an annual disability awareness campaign, in particular through our participation in Disabled Employment Week,
- Appointing a Disability Officer,
- Steering our alert, reporting and discrimination management procedures,
- Raise awareness and provide training on non-discrimination and diversity issues to managers and members of staff,
- Communicating our commitment to diversity and inclusion internally to staff and externally to partners, customers and suppliers.

Edith PESENTI
HR Director

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