

Human Resources Charter 2025-2030

At Gerflor, we place people at the heart of our success, and we firmly believe that our employees are our most valuable asset.

Guided by our values, all our commitments and actions aim to ensure the well-being and development of each of our employees.

This Charter is established in accordance with the 10 principles of the United Nations Global Compact and is part of the group's CSR approach.

Our commitments and convictions

- **Safety and health:** we are committed to deploy measures to ensure the physical and mental well-being of our employees. This is a fundamental principle, guaranteeing quality of life as well as performance, as described in our Safety Charter,
- **Respect and fairness:** we are committed to promote a respectful work environment and a culture of fairness, diversity, and transparency,
- **Diversity and inclusion :** our commitments are stated in our Diversity and Inclusion Charter,
- **Support and development :** integration, performance recognition, long-term professional fulfilment, skill development and training are key elements of our Human Resources policy.

Our actions

- Comprehensive and adapted onboarding programmes for each employee joining us,
- A training policy adapted to individual needs, allowing the development of technical, behavioural, and managerial skills,
- E-learning training courses ("Gerflor Training School") to consolidate, enhance, and deploy best practices specific to the company's professions,
- An attractive remuneration and employee benefits policy, based on individual performance, potential, and positioning within the job market,
- Regular and constructive performance assessments, along with a formalised talent review process to align the company's needs with everyone's skills and potential,
- A dynamic internal mobility policy that ensures a good balance between external recruitment and internal promotions,
- A proactive internship and apprenticeship policy for better recruitment and integration of young talents.



Our goals for 2030

- Towards zero accident: Frequency rate <3
- 30% of women in the workforce and 30% of women in management positions
- 40% of positions filled through internal mobility
- An average of 2 days of training per employee and 2% of the payroll dedicated to training

Our TRACE values

Our values are shared with each of our employees from the moment they join the company and are at the heart of our management processes.



In an increasingly complex and competitive international environment, the professionalism of our teams and the quality of our human relationships are the keys to our success, both internally and with external partners.

The success of the Gerflor Group is built on motivated, competent, and responsible women and men working together with a spirit of continuous performance improvement.

All our HR actions are driven by a strong conviction: all the women and men who make up the Gerflor Group are its greatest asset!

Edith PESENTI
Directrice des Ressources Humaines



we care / we act