



Diversity and inclusion policy

At CRM Group we believe that diversity and equal opportunities are a source of enrichment, innovation and creativity that enhance the quality of our research and development activity.

The CRM Group is committed to:

1. Exclude any form of discrimination based on sex, alleged race, color, ethnic or social origin, language, religious or philosophical belief, property, birth, disability or physical characteristic, current or future state of health, age, sexual orientation, marital status or family situation, and to respect and promote the application of this principle of non-discrimination both in relations with its employees and with its external partners.
2. To ensure that diversity is reflected as much as possible in its workforce at all levels and to guarantee equal opportunities at every stage of the employee's career and in the many areas of human resources management: remuneration, recruitment, training, skills development and career development.
3. To implement a modern human resources policy in which everyone feels valued for their merits and has the opportunity to develop their skills throughout their career.
4. To communicate the commitment to the implementation of an equal opportunities and diversity policy to its employees and inform them of the results of the actions taken.
5. Raise awareness and train employees in charge of human resources management and managers on the challenges and implementation of an equal opportunities and diversity policy.
6. Respect and promote this policy with regard to its external partners (customers, suppliers, residents, temporary workers, visitors, etc.)