



Diversity & Inclusion charter

2026

Drafted on 04/08/2026

Principles

Because ARGAN does not tolerate any form of discrimination—whether in behavior, speech, or decision-making—and because diversity is a core value of the Group, we aim for it to be reflected in all our actions, as employees and managers.

This charter aims to reaffirm our shared commitments in order to promote a respectful, fair, and inclusive work environment that values each individual’s skills.

Shared Commitments

Together, ARGAN employees and managers commit to promoting diversity in all its forms. This commitment begins as early as the recruitment process, which is open to all candidates whose skills and experience match the requirements of the position.

We strive to provide access to employment at ARGAN without distinction based on geographic or social origin or disability, and to ensure that no bias or stereotype interferes with judgment during recruitment and career development processes.

We are committed to **ensuring equal treatment, particularly with regard to compensation and career advancement, by making sure that each employee is assessed annually based on their skills and performance.**

We also commit to promoting the integration and retention of people with disabilities, supporting initiatives in their favor, and fostering a healthy work–life balance.

We strive to promote a respectful work environment where everyone can express themselves freely, reflecting a diversity of opinions.

Each employee therefore has a role to play in preventing inappropriate behavior and in promoting an inclusive work environment.

ARGAN's Management and all employees are committed to upholding this charter on a daily basis and to reporting any behavior or situation that would run counter to its application, in particular through ARGAN's ethics reporting system (alerte.ethique@argan.fr).

For ARGAN's Executive Management

Name: Ronan Le Lan

Role: Chairman of the Executive Board

Day: April 8, 2026

Signature