

RECRUITEMENT POLICY

Arkema believes diversity and inclusion to be a key part of its HR management policy in line with the group's five core values: **solidarity, performance, simplicity, empowerment and inclusion.**



Along these lines, Arkema is actively committed to preventing discrimination on the grounds of origin, age, gender, family status, sexual orientation, culture, ethnicity, nationality, race, political beliefs, trade union or mutualist activities, religious convictions, physical appearance, family name, and medical condition or disability.

Our desire to promote diversity and inclusion can be found in the company's various commitments, such as company-wide agreements to ensure job stability and the integration of people with disabilities, the senior action plan, and the company-wide goal on gender equality in the workplace. Arkema considers diversity and inclusion in the workplace as a source of well-being, business efficiency, and social responsibility.

In terms of recruitment, Arkema undertakes to:

1) Respect the principle of non-discrimination when preparing job offers:

- The job offers are written in a neutral tone and attempt to avoid any stereotypes. They objectively present the characteristics of the position, and the competencies and experience required.
- When a job offer is for a position with a gender-specific description, both genders are mentioned, either directly in the position's description or by adding "M/F" to the advertisement.

2) Respect the principle of non-discrimination in the recruitment process

The recruitment process is standard and is performed under the same conditions for all. It is based on identical selection criteria for all candidates (M/F): basic training, professional experience and technical skills, motivation, and desired behavioural competences, particularly in terms of security and willingness to participate in our teams.

3) Ensure fairness in the compensation policy during hiring

- The compensation policy must not favour one person over another based on discriminatory criteria. It must be identical for similar profiles that perform roles of the same type.
- Compensation is linked to the initial training level, the experience acquired, and the level of responsibility entrusted.
- The compensation policy must also be standardized according to the members making up the service, in order to ensure fair treatment throughout the company.