

## Social Responsibility Charter

IFP Training is a service company that helps its clients develop and retain the competencies of their staff in harmony with the laws, regulations, commitments, people and values that bring our teams together.

### Our Commitments:

All company employees and partners at the service of our clients, do their utmost to:

- > Ensure gender equality in all business areas
- > Promote equal opportunities and diversity within our teams
- > Recognize that different career paths, cultures and backgrounds are an asset for the company
- > Guarantee a recruitment policy that aims solely to hire skilled and qualified candidates meeting our needs and values
- > Encourage employees to develop their competencies throughout their professional life
- > Ensure the full integration of people with disabilities in the company
- > Consider that disability should not be an obstacle to training and thus do everything possible to welcome people with disabilities in our training courses and, if not possible, help them find the appropriate training and structure
- > Ensure the health and safety of all workers at all times
- > Encourage innovation across all business areas, and participation in the improvement process initiated by the Quality Management System
- > Encourage our partners and subcontractors to adhere to our Charter and contribute to our obligations.

On behalf of the Executive Board  
Rémi MOUCHEL

