

Disability Inclusion Policy – Artefact Group



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Introduction and Commitment

At Artefact, we firmly believe that diversity is a strength, and the inclusion of people with disabilities is essential to fostering a fair and respectful work environment. We are committed to promoting equal opportunity, ensuring accessibility to all our services, and enabling our employees with disabilities to fully thrive in their roles.

This policy applies to the entire Artefact Group and reflects our determination to create an inclusive workplace where everyone can develop their potential, regardless of disability.

Our commitments:

- Ensure an inclusive, respectful, and accessible work environment for everyone.
 - Adapt our recruitment, training, and career development processes to meet the needs of individuals with disabilities.
 - Implement reasonable accommodations to support the integration of people with disabilities into our teams.
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Recruitment and Accessibility

We ensure that our recruitment processes are accessible to all individuals, including those with disabilities. We are committed to:

- Making our job postings accessible and visible to candidates with disabilities.
- Providing adapted interviews to meet the needs of candidates with disabilities (transportation, adapted communication, etc.).
- Allowing adjustments for interviews (e.g., schedule flexibility, adapted communication methods, etc.).

Quantitative objectives:

- **Develop 2 partnerships with specialized organizations by the end of 2026** to make our job opportunities more visible and accessible to people with disabilities.
 - **Achieve a 6% employment rate of people with disabilities in accordance with legal obligations in France**, including through recruitment, partnerships, and workplace accommodations.
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Training and Awareness

1. Employee Awareness

Artefact conducts regular awareness-raising initiatives to promote a culture of inclusion and diversity, such as:

- Disability awareness workshops in the workplace.
- Regular internal communications on our disability policy and best practices.

Quantitative objective:

- **Maintain a 100% awareness rate among our employees in France on disability issues by 2025, and extend this awareness to 100% of employees across the Group by 2030.**

2. Manager Training

All managers receive specific training to better understand disability issues in the workplace and to manage diversity within their teams.

Quantitative objective:

- **Train 50% of our managers on diversity management and disability inclusion by 2026, and 100% by 2030.**

Reasonable Accommodations

1. Workplace Adjustments

We are committed to adjusting all workstations as needed based on employee requirements and upon recommendation from the occupational health doctor.

2. Personalized Support

Each employee with a disability benefits from personalized support to facilitate their integration and professional development. We provide regular follow-up to ensure their well-being and success.

3. Disability Officers

Artefact has appointed dedicated disability officers that employees can contact at any time to discuss accommodation needs or request support. These officers provide guidance, assist with procedures, and ensure every employee with a disability has the resources needed to thrive.

Monitoring, Performance Measurement & Objectives

1. Action Monitoring

The progress and implementation of our disability policy are reviewed quarterly by the board, as part of the Group's overall CSR strategy. This allows for regular assessment of progress, identification of areas for improvement, and adjustment of actions accordingly.

2. Performance Indicators

We define measurable indicators to monitor the inclusion of people with disabilities, such as:

- Recruitment rate of people with disabilities
- Number of workplace accommodations implemented
- Satisfaction rate of employees with disabilities

All these indicators are included in the Group's CSR dashboard to ensure effective and transparent management of our disability policy and to measure its long-term impact.

Quantitative objective:

- **Achieve an 80% or higher satisfaction score among employees with disabilities** regarding their experience at Artefact.

We commit to publishing an annual report on our disability-related actions and to setting new goals for continuous improvement.

Support and Partnerships

Artefact builds partnerships with associations specializing in the integration of people with disabilities and strives to provide employment and career development opportunities for them.

This commitment is also reflected in our responsible purchasing policy: we prioritize collaboration with companies and suppliers that support the employment of people with disabilities, including through the use of adapted and protected work environments (e.g., adapted companies, ESATs).

Quantitative objective:

- **Establish at least two new partnerships each year** with associations specializing in the integration of people with disabilities.

Sanctions and Non-Discrimination

Artefact does not tolerate any form of discrimination, whether based on origin, gender, age, disability, religion, sexual orientation, or any other characteristic. Employees and managers who do not comply with this policy are subject to disciplinary action.

For more details about our commitment to equality and inclusion, please refer to the Group's Diversity & Inclusion Policy, which outlines our principles and actions to combat discrimination.

Policy Review

This policy will be updated as necessary to reflect regulatory changes in the countries where Artefact operates. All suggestions or feedback from employees will be considered in its evolution.

Conclusion

At Artefact, we believe that diversity is a driver of performance and innovation. We are fully committed to integrating disability inclusion into our broader inclusion strategy, to provide each employee with a fulfilling and respectful work environment.