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Inclusion and equal rights for LGBT+ employees: SUEZ France signs the Autre Cercle's LGBT+ commitment charter

As part of its ongoing commitment against inequalities, the SUEZ Group announces the signing of the LGBT+ Commitment Charter¹ and has joined forces with the Autre Cercle, the leading association for the inclusion of LGBT+ people in the workplace, which shares the same ambition to defend and apply a corporate culture that promotes inclusion and equal rights for LGBT+ employees within all its French entities. This voluntary approach is in line with the Group's diversity and inclusion policy, which is pursuing its commitment against all forms of discrimination for a more inclusive and responsible company.

Supported by its 4 values, passion for the environment, customer first, team spirit and in particular, respect, the SUEZ Group is strengthening its engagement in favor of inclusion by supporting equal opportunities and professional equality regardless of gender identity and visible and invisible differences², by fighting all forms of discrimination and prejudice.

With the signing of this charter, SUEZ is reaffirming its engagement and responsibility to act collectively and transparently, in order to provide everyone with a safe work environment, particularly through raising teams' awareness, addressing the topic without taboos and fighting against all forms of discrimination and prejudice. In partnership with [the Autre Cercle association](#), SUEZ has joined the 160 signatories of this charter and adheres to four fundamental commitments:

- Creating an inclusive environment for LGBT+ employees;
- Ensuring equal rights and treatment for all employees regardless of their sexual orientation and gender identity;
- Supporting employees who are victims of discriminatory comments or acts;
- Measuring progress and sharing best practices to foster change in the overall professional environment.

Jean-Marc Boursier, Senior Executive Vice President of SUEZ in charge of the France Region and Group Chief Operating Officer: *"Because diversity is a source of wealth, we are convinced that the civil society has a role to play in shifting the balance. The inclusion of all our employees, a sine qua non condition for living together in a caring manner, is a duty for the company. At SUEZ, we want to see all employees respected for their differences, free to evolve without any discrimination, free to assume whatever their gender or sexual orientation. Signing the Autre Cercle's charter is a further step in the fight against all forms of discrimination, and in particular against LGBT+ people".*

¹ LGBT+: Lesbian, Gay, Bisexual, Transgender and all other non-majority variations of sexual orientation and gender identity.

²Visible individual differences: gender mix, ethnic origin, coexistence of generations and cultures, people with disabilities/Non-visible differences: sexual orientation, social class, religion, age, invisible disability, etc.

Isabelle Calvez, SUEZ Chief Human Resources Officer: *"Diversity, a major strength and asset of the Group, is a source of performance, productivity and sustainability, and strengthens the cohesion and commitment of employees. Thanks to the expertise of the Autre Cercle association, the Group will further develop its diversity and inclusion initiatives for LGBT+ people. The signing of this charter is part of a more global and voluntary approach by SUEZ, and materializes the Group's commitment to an even more sustainable and inclusive environment, enriched by its differences."*

Christophe Berthier, President of the L'Autre Cercle Federation: *"Today, LGBT+ people are subject to multiple forms of discrimination, both in their daily life and in the workplace. This is why we are pleased that SUEZ has committed to supporting us by signing the Charter, which is a true testament to the Group's social and ethical commitment. "*

Catherine Tripon, National Spokesperson and co-leader of L'Autre Cercle's LGBT+ Commitment Charter: *"An inclusive culture cannot be decreed, it must be built over time. The evolution of our society in terms of acceptance and rights open to LGBT+ people and the aspiration of the new generations to be themselves, without taking a backseat to their elders, are disrupting management methods, bringing private and professional life together and impacting the social body at work. By signing this Charter, SUEZ is joining a network of committed organizations. "*

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About SUEZ:

Since the end of the 19th century, SUEZ has built expertise aimed at helping people to constantly improve their quality of life by protecting their health and supporting economic growth. With an active presence on five continents, SUEZ and its 90,000 employees strive to preserve our environment's natural capital: water, soil, and air. SUEZ provides innovative and resilient solutions in water management, waste recovery, site remediation and air treatment, optimizing municipalities' and industries' resource management through "smart" cities and improving their environmental and economic performance. The Group delivers sanitation services to 64 million people and produces 7.1 billion m³ of drinking water. SUEZ is also a contributor to economic growth, with more than 200,000 jobs created directly and indirectly on an annual basis, and a provider of new resources, with 4.2 million tons of secondary raw materials produced. By 2030, the Group is targeting 100% sustainable solutions, with a positive impact on our environment, health and climate. SUEZ generated total revenue of €17,2 billion in 2020.

L'Autre Cercle:

An association created in 1997, L'Autre Cercle is the French reference actor for the inclusion of LGBT+ people at work. Its values are respect, humanism, independence, commitment and pragmatism. It works for a professional world that is fulfilling, inclusive and respectful of people in all their diversity, regardless of their sexual orientation or gender identity. In addition to its role as an observatory, its missions are to support organizations and promote good practices. L'Autre Cercle federates more than 160 public and private organizations that have signed the LGBT+ Commitment Charter, bringing together more than 1.6 million employees and agents.

Find out more about the SUEZ Group
on the [website](#) & on social media



SUEZ

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