

DIVERSITY, EQUITY & INCLUSION POLICY

DEI Steering Committee
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ALSTOM

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1. Introduction and definitions

By bringing together people from diverse backgrounds and giving each person the opportunity to contribute with their unique knowledge, skills, experience, and perspectives, we create shared value for Alstom and its stakeholders, and we reflect the diversity of the societies in which we operate.

Alstom's People Vision and People Strategy 2030 reflect that Diversity, Equity, and Inclusion (DEI) is a strategic priority for Alstom.

Diversity for Alstom refers to all the ways in which we differ, including visible differences such as age, disabilities, ethnicity, gender, gender expression and race, as well as invisible differences such as career history, social and academic background, sexuality etc.

Equity means ensuring that everyone has access to the same opportunities, resources, and support, regardless of their background or identity, to achieve their full potential.

Inclusion refers to designing inclusive mobility solutions in a work environment and culture where all differences are embraced, respected, and leveraged without any bias. At Alstom, everyone has the opportunity to contribute and achieve success, regardless of their age, colour, disability, ethnicity, gender, gender identity, race, religion, sexual orientation, and only based on performance, leadership, potential, behaviour & competencies.

Our DEI fingerprint:



**Diversity, Equity
& Inclusion**

Philosophy: All of us make up Alstom's fingerprint.

Our diversity is what makes our company unique, what gives it its unique, one-of-a-kind fingerprint

Through our commitment to DEI, we strive to create an equitable and inclusive workplace culture that values and leverages diversity and promotes sustainable success for all, aligning with ESG's corporate social responsibility and sustainability principles. By embracing DEI, Alstom can continue to foster a culture of respect, innovation, and collaboration, creating a sustainable and successful future.

This Diversity, Equity and Inclusion Policy ("DEI Policy") provides a common framework to value, encourage, support, and cultivate a diverse workforce and an inclusive and equitable workplace for all employees of Alstom worldwide.

The principles explained in the next pages guide Alstom's global approach to DEI.

2. Diversity, Equity and Inclusion for a sustainable future

Valuing diversity and practicing equity and inclusion will enable Alstom to:

- Build effective teams, where everybody feels valued, included, treated fairly, and with dignity. This will boost motivation, reduce absenteeism, and enhance productivity and performance leading to greater economic success.
- Value individual perspectives and nurture creativity and innovation, drawing on the variety of approaches to work and resolving problems, tapping into hidden capacity for growth as well as encouraging and empowering employees to give their best.
- Acquire and develop talent from a wider talent pool, on the basis of objective criteria and merit, to have the best global teams leading to a competitive advantage.
- Meet the customers' requirements around Diversity, Equity and Inclusion.
- Minimise the risks of damage to Alstom's reputation and any related costs by ensuring that all employees comply with relevant legislation and standards and fulfil related obligations.



3. Our commitments

Alstom is dedicated to creating an inclusive and equitable environment where all employees are encouraged to reach their full potential, and individual differences are valued and respected. Therefore, Alstom's commitment to recognising diversity, equity and inclusion, and the need to treat people fairly extend to all areas of the business, including but not limited to:

a) Attraction, selection, and retention of employees

To create a diverse workforce, Alstom will focus on attracting, selecting, and retaining employees from all backgrounds. To achieve this goal, we will:

- Partner with diverse organisations to attract candidates from underrepresented groups, such as women and minorities.
- Review the job descriptions and advertisements to ensure they do not contain biased language.
- Conduct diversity, equity and inclusion training for recruiters and hiring managers to reduce the impact of unconscious bias in the hiring process.
- Provide mentoring and coaching programmes to support employee retention, especially for employees from underrepresented groups.

b) Performance management and total rewards

To ensure that all employees are treated fairly, Alstom will adopt a data-driven approach to performance management and total rewards. To achieve this goal, we will:

- Implement objective and clear performance criteria that do not allow for any bias in the evaluation process, whilst fostering a culture of continuous feedback.

- Conduct regular reviews of our compensation practices to ensure they are equitable and based on the value, the merit and performance of the individual employee.
- Regularly review our policies to attract and retain diverse talent, including flexible working arrangements and extended time off for family and dependents.

c) Talent development, learning and capability development

To provide opportunities for all employees to grow and develop their skills, Alstom will create a supportive learning environment. To achieve this goal, we will:

- Offer training and learning opportunities that are accessible to all employees, regardless of their physical ability or location.
- Recognise and celebrate the diverse skills and experiences that each employee brings to the table and create development plans that take into account an employee's strengths and goals for growth.
- Provide training and tools to prevent unconscious bias from seeping into everyday interactions.
- Encourage employees to participate in employee resource groups and other diversity-related initiatives.

3. Our commitments – cont.

d) Internal mobility and succession plan

To ensure that all employees have equal access to career advancement opportunities, Alstom will establish clear guidelines and processes for internal mobility and succession planning. To achieve this goal, we will:

- Establish transparent career paths that highlight what skills and experiences are needed for specific roles.
- Ensure that the process for in-house promotions and job postings is equitable and accessible to all employees.

e) Health, safety, security and wellbeing

To ensure that all employees feel safe and valued at work, Alstom will prioritise health, safety, security, and wellbeing. To achieve this goal, we will:

- Conduct regular safety and health assessments to ensure that our work environment is inclusive and safe for all employees.
- Ensure that our security measures take into account the unique needs and concerns of all employees, regardless of their background.
- Implement socially responsible practices that reflect our commitment to diversity, equity, and inclusion.

f) Meetings and day-to-day interactions

To create a workplace culture that is respectful and inclusive, Alstom will create clear guidelines for meetings and day-to-day interactions. To achieve this goal, we will:

- Encourage the respectful exchange of ideas at meetings and ensure that all voices are heard.
- Organise meetings in a way that respects the working hours and work-life balance of our employees to the best of our abilities, to create a culture of mutual respect that values the wellbeing and productivity of our employees.
- Foster a culture of authenticity where employees feel empowered to bring their unique perspectives, personalities, and experiences to work.

g) Product design

To ensure that our products meet the needs of a diverse range of customers, Alstom will prioritise inclusive product design. To achieve this goal, we will:

- Keep “inclusive mobility” as one of the priority axes for innovation in our products and solutions.
- Conduct research to better understand the unique needs and preferences of our customers from different backgrounds and cultures.
- Create design teams that are diverse and represent a variety of perspectives and experiences.
- Test our products with diverse groups of customers to ensure that they are inclusive and accessible.

3. Our commitments – cont.

h) Supplier management

To create an inclusive supply chain, Alstom will prioritise diversity, equity and inclusion in the supplier management practices. To achieve this goal, we will:

- Ensure that the suppliers share our commitment to DEI.
- Promote inclusion of diverse suppliers on the supplier panel (such as minority-owned, disability-owned, women-owned or any other business which is managed, controlled or owned by members of under-represented groups in the supply chain).
- Include diversity criteria and/or 'social clauses' in the selection of suppliers.
- Train our procurement community to promote DEI initiatives.
- Partner with diverse suppliers to support their growth and development and with organisations that advocate for vulnerable workers.
- Attend supplier diversity events and communicate both internally and externally on diverse suppliers' achievements.

i) Ethics and Compliance

To create a diverse, equitable and inclusive work environment, Alstom is committed to providing a safe and ethical work environment. To achieve this goal, we will:

- Provide training and tools to foster and encourage a psychologically safe work environment, an environment where openness, honesty and respect are valued.
- Continuously monitor the cases logged through Alstom's Alert procedure and the outcomes of the investigations to ensure that our policies and procedures are effective in identifying and addressing any ethics and compliance breaches (please also refer to point 5. Policy breaches).

4. Global Diversity, Equity and Inclusion framework

To support the above commitments, Alstom will use the "Global Diversity, Equity and Inclusion framework", based on three platforms of globally transversal activities "Tell – Train – Track":

- **Tell:** Communicate internally and externally about the positive impact of Diversity, Equity and Inclusion via all communication channels, events and programmes at every level of the organisation. Include messaging about the DEI Strategy into communications on other business topics.
- **Train:** Provide learning tools for all employees to raise awareness and to develop more inclusive behaviours. Put in place actions to raise awareness about conscious and unconscious bias, which adversely affect "inclusion" at every phase of work-life, in every work environment and at every hierarchical level. Support employees' networks initiatives committed to the development of diverse talent.
- **Track:** Establish qualitative and quantitative objectives to judge the impact of Diversity, Equity and Inclusion actions taken and monitor progress.



5. Governance

Alstom has established a robust structure at the group level as well as within the regional entities around the world to reach these objectives. Every Region has the responsibility to develop its DEI strategy action plan, in a consistent way with the global DEI strategy, but taking into account the varying geographic and sociocultural contexts (e.g., reflecting varying regulatory contexts and differing starting points).

Alstom has established two governing bodies for DEI:

DEI Steering Committee: this committee is responsible for developing the corporate Diversity, Equity and Inclusion strategy, defining global initiatives on DEI, ensuring internal and external communication on DEI, and evaluating progress on the organisation's diversity goals. Comprised of members of the Alstom Executive Committee, senior business- and global function leaders, as well as members of the HR leadership team, the committee meets once every quarter.

DEI Champions Network: this network is responsible for promoting, facilitating, and supporting the implementation of corporate diversity initiatives at the regional and/or business unit/project level. The network plays a crucial role in ensuring diversity and inclusion initiatives are effectively implemented throughout the entire organisation.

Alstom has set measurable objectives for achieving Diversity, Equity and Inclusion in the company.

We disclose the objectives and our performance in each annual report.

The Alstom Executive Committee reviews the DEI objectives and our performance against them regularly.

While KPIs for Diversity and Equity are set by the DEI Global Steering Committee and the Executive Committee, we also endeavour to further our Diversity, Equity and Inclusion journey by setting KPIs on "Inclusion" in the future.

Achieving DEI is not the responsibility of the DEI actors alone. Every employee and leader in the company has a key role to play in fostering a diverse and inclusive workplace culture.

All employees have a responsibility to act in a way that promotes Diversity, Equity, and Inclusion in the workplace. This means respecting colleagues of all backgrounds, actively seek out and engage in DEI initiatives and training and challenging any behaviours or practices that may be exclusionary or discriminatory.

As leaders in the company, managers and executives have a responsibility to actively promote DEI in all aspects of their work. This includes creating inclusive teams, fostering psychologically safe environments, actively seeking out diverse candidates for open positions, and ensuring that all team members have equal access to development and advancement opportunities.

6. Policy breaches

Breaches or alleged breaches of this policy will not be tolerated and will be fully investigated.

Everyone who becomes aware of a deviation is encouraged to report it through the Alert procedure as per the Alstom Code of Ethics. Retaliation as a result of these reports will not be tolerated.

We strive to ensure that this policy is implemented across all areas of our business, and we appreciate feedback from our employees. Together, we will build an inclusive culture that values diversity and leverages differences to drive innovation and success at Alstom.



Diversity, Equity & Inclusion

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