

## Coface commits to LGBT+ inclusion by signing L'autre cercle's LGBT+ Commitment Charter

Paris, November 24, 2020 - Coface, a world leader in credit insurance, has signed the LGBT+ Commitment Charter of *L'autre cercle*, an association that promotes greater LGBT+ inclusion in the workplace. This commitment is part of the broader diversity & inclusion policy in place at Coface, who fully assumes its role as a socially responsible company.

As part of its commitment to developing a more inclusive workplace, Coface has become the 151<sup>st</sup> signatory of the LGBT+ Commitment Charter of *L'autre cercle*, an association that promotes greater LGBT+ inclusion at work. By signing this charter, Coface pledges to promote diversity within its own organization, notably by working to ensure the inclusion of all, and to fight against all forms of discrimination.

Specifically, Coface pledges to:

- Create an inclusive environment for LGBT+ employees
- Guarantee equal rights and treatment for all employees, regardless of their sexual orientation or gender identity
- Support employees who have been victims of discrimination in the workplace
- Measure progress and share best practices to improve the overall work environment

*"Sexual orientation and gender identity are still too often taboo subjects in the corporate world. It is essential that we remove these taboos and raise awareness among our employees, so as to foster an environment of greater openness and acceptance. I am very pleased to expand our Diversity and Inclusion policy via this initiative, which extends our current commitments to the LGBT+ community at Coface. By signing L'autre cercle's LGBT+ Commitment Charter, we are committing to implementing concrete actions that will improve the inclusion and representation of our LGBT+ employees. Our ambition is to promote a non-discriminatory work culture, where everyone is encouraged to be themselves in their professional environment, and where everyone has the opportunity to achieve their full potential",* said **Coface's CEO, Xavier Durand**.

*"More and more employers, including Coface, are getting involved with inclusivity projects for their LGBT+ employees, which leads to their signing of L'autre cercle's Commitment Charter,"* explained **Christophe Berthier, President of L'autre cercle**.

For **Catherine Tripon, spokesperson and co-leader of L'autre cercle's Commitment Charter**, *"in these troubled times, for employees, an employer's reassurance of the respect and inclusive environment that are owed to LGBT+ people demonstrates a firm and lasting commitment. Our charter and Coface's action plan contribute to this "*.

## Diversity and inclusion: key to Coface's CSR commitments

Coface's corporate and social responsibility (CSR) is key to the Group's strategic priorities across the world. One of the pillars key to our CSR approach is our diversity & inclusion (D&I) policy. In addition to signing this LGBT+ Commitment Charter, our D&I policy also commits to promoting women in the workplace, ensuring social & cultural diversity, and promoting the employment & integration of disabled people. Coface is fully committed to implementing the conditions for an inclusive organisation that offers equal treatment to all its employees.

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#### Coface: for trade

With over 70 years of experience and the most extensive international network, Coface is a leader in trade credit insurance and adjacent specialty services, including Factoring, Debt Collection, Single Risk insurance, Bonding and Information services. Coface's experts work to the beat of the global economy, helping ~50,000 clients build successful, growing, and dynamic businesses across the world. Coface helps companies in their credit decisions. The Group's services and solutions strengthen their ability to sell by protecting them against the risks of non-payment in their domestic and export markets. In 2019, Coface employed ~4,250 people and registered a turnover of €1.5 billion.

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