

## Nemera Global Policy Diversity and Inclusion Policy

### 1. Introduction

As a global company, Nemera is committed to fostering a work environment that values and celebrates difference, is fair and equitable, and is enriched by openness, curiosity and accountability.

This policy outlines Nemera's commitment to **Diversity and Inclusion (D&I)**.

### 2. What Diversity & Inclusion means for Nemera

**Diversity** refers to the characteristics that make us all different. These characteristics may include but are not limited to race, color, national origin, religion, sex, sexual orientation, age, disability and working/ thinking styles.

**Inclusion** is creating and fostering an environment where every employee is valued and given an opportunity to thrive. An inclusive workplace is one where employees feel their contribution and viewpoint is valued, their voices are heard, and they feel they are able to be themselves.

Diversity is about bringing together a workforce of unique individuals, and inclusion is embracing those differences.

### 3. Why Diversity & Inclusion is important for Nemera

A diverse and inclusive workplace directly contributes to our ability as a global company to solve problems, innovate, achieve good business outcomes and therefore positively impact patients' lives.

Specifically, it helps us to:

- Take into account the needs and interests of diverse stakeholders
- Innovate better by drawing on different points of views and skills and experiences
- Build a strong team due to an ability to attract, engage and retain diverse talent
- Be in tune with and adapt to different societal expectations

## 4. Our commitments and expectations

Everyone at Nemera has a role to play and Diversity & Inclusion is everyone's responsibility. We expect the following from all Nemera **employees and contractors**:

- Treat others with dignity and respect at all times.
- Actively participate in company initiatives relating to diversity and inclusion.
- Learn about and understand their own individual unconscious biases.

We expect the following from our **leaders**:

- Role-model inclusive behavior in the work environment and all work-related activities.
- Ensure that any employment related decision is free from any discrimination.
- Build diverse teams.
- Actively drive improvement and monitor progress against diversity & inclusion initiatives.
- Solicit and value different perspectives, opinions, and create an environment where employees know and feel this is valued (SpeakUp culture)
- Appropriately address any other behavior not consistent with this and/or other policies relating to equal opportunity, diversity, or inclusion.

Nemera as an organization is committed to the following:

- Having diverse profiles in leadership positions and projects.
- Identifying and removing barriers in our leadership and technical positions.
- Making flexible work arrangements available to employees when deemed possible by the business to accommodate varying needs.
- Making reasonable accommodations when necessary for religion, physical or mental disabilities, family status or any other reasonable need that do not present an undue hardship to the business.

Our expectations towards our **suppliers**:



- To have a similar approach within their company and with their partners.

## 5. Reporting Inappropriate conduct



If an employee believes that he/she or another individual has been subjected to conduct not in line with this Policy, the employee is urged and expected to report the relevant facts promptly to their Manager and/or local Human Resources. The Nemera SpeakUp line also offers those in France and the United States an anonymous way to raise an issue or concern. As soon as a concern is raised, the HR team will immediately investigate and may take disciplinary actions leading up to termination.

SpeakUp Line Access

USA

 1866 250 6706  
 [www.speakupfeedback.eu/web/nemera](http://www.speakupfeedback.eu/web/nemera)  
 Access code: 92452

France

 0800 908 810  
 [www.speakupfeedback.eu/web/nemera](http://www.speakupfeedback.eu/web/nemera)  
 Access code: 10473

## 6. Related Policies, Processes, and Guidelines

This policy is underpinned by our Nemera values and our Code of conduct in addition to the following policies:

- Nemera Group Anti-Bullying and Victimization Policy
- Nemera Group Human Rights and Labor Conditions Policy
- Nemera SpeakUp Policy
- Nemera Supplier Code of Conduct

## 7. Revision History

Version	Date	Author	Revision Details
v0.1	4-Sept-2020	S Golden	First Draft
V0.2	7-Sept-2020	E de Longeaux	Draft revision
V0.3	11-Sept-2020	S Golden	Draft revision
V0.4	23-Sept-2020	S Golden	Draft revision incorporating feedback