

Corporate Social Responsibility

Diversity, Equity, and Inclusion (DEI) Statement

As a company dedicated to providing high-quality language and content services on a global scale, Acolad's DNA is founded upon multiculturalism and diversity. Our mission is to ensure our customers' messages resonate across borders, people and cultures – so we truly make a point of listening to everyone and ensuring their voices are heard.

We extend this belief to each one of our 2500+ employees, and our extensive global community of translators and content creators. We embrace their unique identities and experiences, celebrating their individuality regardless of gender, age, race, religion, and background. Acolad is made up of what each one of them brings to the table and our growth is powered by their creativity and contributions to our everyday work.

A supplier network that mirrors the communities we serve

Echoing the wide-ranging diversity present in our customers and the communities we support, we actively cultivate an inclusive supplier network. To ensure supplier diversity across all our business domains, we've established the following priorities:

- Ensure there are **no barriers in our processes and practices** for diverse suppliers
- Leverage resources to **attract certified and qualified diverse suppliers**
- Collaborate with key decision makers to **drive diversity and inclusion** within their organizations
- **Promote growth, innovation and collaboration** with new and existing suppliers

Cultivating a diverse workforce

Acolad takes pride in fostering a diverse and heterogeneous workforce that spans over 60 nationalities, represented across our offices in more than 20 countries. As we continue to uphold high standards regarding equality, diversity and inclusion in all aspects of our business – with employees, vendors, suppliers, partners and customers - internal relations at Acolad are governed by a Code of Conduct guided by the **UN Charter on Human Rights**, focusing on:

- A **zero-tolerance policy towards any form of discrimination** or bias, protecting minorities or underrepresented groups

- Promotion of a **safe environment, free of harassment** in any form, allowing employees to carry out their work with integrity
- Fostering **transparency and accountability** at all levels as well as strong monitoring mechanisms to secure ethical standards are upheld at all instances (whistleblowing mechanism)
- Securing the **Rule of Law in governing Labor relations**, focusing on active listening of groups of interest

A focus on Gender Equality at all levels

Female representation in our global workforce is something we are particularly proud of – and we are fully committed to further enhancing our progress in this area. In 2023, we attained an exceptional **score of 99/100 in the gender-equality index**, a remarkable testament of our dedication to promoting gender equality at all levels of the group. Our commitment encompasses:

- A greater **gender balance** in leadership/management
- **Pay equity** at all levels and functions
- **Unbiased hiring, promotion** and employee development
- **Inclusive company culture** and awareness campaigns

Bertrand Gstalder
CEO

DocuSigned by:
Bertrand Gstalder
D02382C4E82A460...