# OUR COMMITMENTS TO DIVERSITY AND INCLUSION

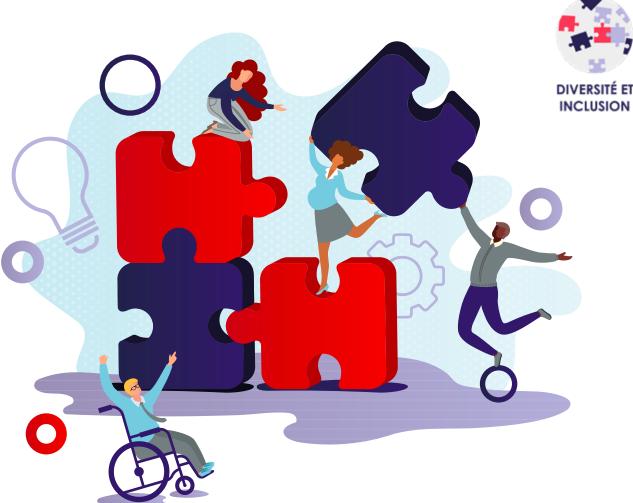
AGENCE FRANÇAISE DE DEVELOPPEMENT DIVERSITY AND INCLUSION POLICY - 2020

### OUR CHALLENGE WHY THIS COMMITMENT

### AS A FENCH PUBLIC INSTITUTION,

Agence Française de Développement must set **an example in terms of diversity and inclusion**. It is an essential prerequisite for its excellence.





### WE WORK IN OVER 110 COUNTRIES

on increasingly varied thematic areas. It is therefore essential to understand the cultural, social, human, historical and political contexts in which we conduct our development action. **The legitimacy of our operations and therefore the quality of our projects depend on this.** Our performance must be operational and economic, but also **social**.

### OUR AGENCY MUST ENSURE THERE IS CONSISTENCY

between its external commitments to its clients, partners and the general public and the internal operating methods it develops. It endeavors to reflect society. A work community is built using everyone's talents and differences. Effectively managing diversity means promoting the expression of ideas, wich drive innovations, and putting them to full use for AFD's performance and the personal development of its employees. OUR AMBITION

# WHAT WE WANT TO BE

TO ADDRESS THIS CHALLENGE, AFD AIMS TO BE RECOGNIZED AS A ROLE MODEL FOR DIVERSITY AND INCLUSION, EXEMPLIFYING ITS OPENNESS TO THE WORLD ON A DAILY BASIS.



#### **OUR PRIORITY AREAS**

### WHAT WE WANT TO DO THIS AMBITION IS SET OUT:

• 3 • IN ITS INTERNAL OPERATIONS, PROJECTS BY TAKING AN INCLUSIVE FINANCE APPROACH TO THE PROCESSES IN WHICH WE SUPPORT THEM PUT IN PLACE AND THE MANAGEMENT OF THE AGENCY'S INTERNAL PROJECTS BY AFFIRMING AND IN ITS TEAMS, BY REFLECTING PROMOTING DIVERSITY AT ALL LEVELS, IN ITS ALL ACTIVITIES, AND BY COMMITMENT FIGHTING AGAINST DISCRIMINATION

AFD works as closely as possible with local stakeholders and encourages its beneficiaries to in turn work to achieve more **diversity and inclusion**.

AFD is committed to promoting diversity in its teams and profiles and to **fighting against all forms of discrimination and inappropriate conduct**, **including racism and sexism.** HR processes and communication and awareness-raising activities are the main tools for this. AFD promotes a comparison of viewpoints and input from new ideas to allow it to adopt processes suited to the people who use them.



AFD establishes **close ties with other stakeholders who are committed** to or want to commit to diversity, so that it can continuously renew itself and pass on its experience.

#### SOME DEFINITIONS

# WHAT ARE WE TALKING ABOUT?

• DIVERSITY • Applied to companies, it means the diversity of the profiles of employees (origin, age, gender, physical appearance, disability, sexual orientation, religion, seniority).

### • INCLUSION • Applied to companies, it means all the collective conditions that

allow everyone to assert their personality, competencies, ideas and commitment, so that they can give the best of themselves to a common project.

 DISCRIMINATION
Unfavorable or unequal treatment compared to other people or situations.

### • SEXISM •

Any action related to the gender of a person which has the object or effect of harming their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

### RACISM •

A systematically hostile attitude towards a given category of persons, based on the belief that there is a hierarchy between human groups or "races".