

## Diversity charter

This charter confirms the commitment of video game companies to a collective and long-term initiative to promote diversity in its teams and the values of equality and diversity within the French industry.

The charter aims to federate companies, regional associations and freelancers around this common objective, providing information about initiatives that can be immediately implemented at no cost, so they are adopted and effective as broadly as possible.

It is up to every one of this charter's signatories to implement the most suitable and relevant actions according to the organisation's size, resources, territory and everyday challenges. The ambition is also to apply the principles of this charter internally with staff and employees and to promote it with customers, suppliers, freelancers and institutional and financial partners, to involve as many people as possible in this virtuous initiative.

The signatories of this charter commit to:

**1 - Help assess diversity in the industry** by producing data from their organisation that will supplement existing industry information.

- Develop gender statistics: every year the company will provide figures which, combined with the data from all signatories, will track the sociological evolution of the industry over the long-term;
- The company also commits every year to complete the video game survey, the annual questionnaire from the National Video Game Union, and more particularly the section about gender equality in their organisation.

**2 - Guarantee equal treatment in the company** by raising the awareness of management and all employees about sexual equality issues and more particularly the people responsible for human resource management and line and operational managers of large teams. Some of the actions to be implemented:

- Encourage supervisory staff to go on suitable diversity and sexual equality courses;
- Promote non-discrimination from the very first stages of recruitment, by referring to laws preventing discrimination and the employer's legal obligation to integrate diverse employees and people with disability. This promotion will be achieved using the most pertinent resource depending on the company (in-house meetings, training days, posters in the offices, etc.);
- Guarantee complete neutrality and equality in terms of salary level definition (fixed and variable, pay rise policy, etc.) and the allocation of potential bonuses;

- Take on board an employee's wishes to match their gender identity with their administrative identity. Independently of any changes to the employee's personal data, their first name and personal pronouns will be adapted depending on the situation and communication, and in documents and formats with no legal validity (company organisational structure, badges, etc.);
- Make sure that the company's organisational structure uses, in terms of the name of the role for each person, the gender requested by the employee.

**3 - Help prevent discriminatory behaviour, harassment and any form of violence** by identifying the risks as early as possible.

- Make sure that laws and regulations preventing discrimination and harassment are respected, in particular the employee's right to information;
- Appoint a representative officer in the company, if it is large enough. Said representative officer will be tasked with listening, advising on any formalities and, if necessary, guiding colleagues towards any required support. This role will be clearly allocated and defined and will be presented as legitimate within the company.

**4 - Ensure better representation for all those involved in the video game industry** by recommending a diverse range of people as soon as possible for events that the company will attend (speeches at trade conventions, juries for colleges, master classes and podcasts, etc.), and therefore share the values of the video game industry with professionals and students. The choice of these people must satisfy a broad logic where all forms of diversity are celebrated.

**5 - Better promote the industry and its jobs** to young people, to encourage all types of people to see themselves in a video game career and to fight against stereotyping.

- Make information available very early about training and opportunities;
- When the circumstances allow, be available to organisations and associations providing information for young audiences or support for students;
- When contacted for this kind of event, the company ensures it promotes these events to its employees through resources that seem the most appropriate (email, posters, etc.) so that everyone can have a voice.

**6 - Advertise the charter** to encourage other companies in the video game industry to adopt a similar initiative and promote its commitment to all its partners (financial, institutional, etc.), customers, suppliers and all company employees through dedicated communication.