

POLICY – EQUITY, DIVERSITY, AND INCLUSION

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Owner	Partners
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CHANGE HISTORY

Version	Date	Created by	Approved by	Description of Changes
1.0	Jan., 2021		Partners	Initial version
26.1	Jan. 30, 2026	JAN	Partners	Updated version

INTRODUCTION

This policy reflects *id est avocats'* commitment to creating and promoting a fair, equitable, diverse and inclusive work environment that values and respects the qualities of everyone.

id est avocats is committed to creating a work environment that promotes inclusion, recognizes and promotes the diversity of its staff, and combats all forms of discrimination, ensuring fair treatment and equal access to professional opportunities for all.

id est avocats is also committed to respecting human rights across all its activities and professional relationships, in accordance with internationally recognized standards.

1. PURPOSE AND SCOPE

1.1. Purpose. Diversity, inclusion and respect for human rights are fundamental values at *id est avocats*, which seeks to promote, through concrete measures, equitable inclusion regardless of gender, sexual orientation, maternity, origin, ethnicity, age, culture, religion, or disability.

1.2. Scope. This policy applies to the firm's activities, including its internal practices, its relationships with clients, its professional partners, and its engagement with the broader community.

2. COMMITMENTS

2.1. Objectives. *id est avocats* sets objectives in terms of justice, equity, diversity, and inclusion, and actively monitors their progress and achievement. To this end, the firm implements a dedicated action plan¹ that includes measures and initiatives to promote these principles across its activities. This plan is regularly monitored by the firm's Impact Committee to assess progress and identify areas for improvement.

2.2. Measures. *id est avocats* is committed to implementing measures, processes, and initiatives to ensure and promote a fair, diverse, inclusive, and respectful corporate culture. In particular, the firm takes appropriate measures in terms of recruitment, work organization, corporate culture, and staff awareness. The firm is also committed to promoting these principles in its relationships with its clients, partners, and the legal community, and to contributing to a more equitable and inclusive professional environment.

2.3. Respect for human rights. *id est avocats* publicly commits to respecting human rights across all its activities. This commitment encompasses in particular:

- a) the **United Nations Guiding Principles on Business and Human Rights** (Ruggie Principles), which constitute the international reference framework for corporate responsibility with respect to human rights;
- b) the **Universal Declaration of Human Rights**, as well as the fundamental rights enshrined in the **European Convention on Human Rights (ECHR)**;
- c) the **International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work**, covering in particular freedom of association, the elimination of forced labour and child labour, and non-discrimination in employment.

id est avocats acknowledges that the exercise of certain rights may, in limited cases, need to be constrained in order to prevent harm to others. Accordingly, freedom of expression and freedom of religion may not be invoked to justify discrimination against any person or to incite hatred. This policy shall be interpreted in light of this principle.

3. RECRUITMENT

3.1. Hiring. During the hiring process, *id est avocats* takes care to identify and eliminate factors or mechanisms that are detrimental to fairness or diversity. Job descriptions and announcements are drafted with particular attention to avoiding bias. Applications are processed and selection procedures are carried out in such a way as to ensure equal treatment of all applicants, in accordance with the fundamental principles of non-discrimination.

¹[IE - Plan d'action JEDI v.26.3.xlsx](#)

3.2. Talent retention. *id est avocats* considers the potential of its staff members without distinction based on gender, sexual orientation, origin, age, or disability, among other factors.

3.3. Human resources. *id est avocats* ensures that staff responsible for human resources management are aware of and receive ongoing training on issues such as gender bias and other unconscious biases.

4. WORK ORGANIZATION

4.1. Principle. *id est avocats* recognizes that balancing personal and professional life is essential to the well-being and dignity of everyone in the workplace.

4.2. Flexibility. *id est avocats* offers and promotes flexible working arrangements, part-time work, and teleworking, in accordance with its Employee Handbook.

4.3. Maternity. *id est avocats* takes particular care to ensure that pregnancy and maternity situations among staff members do not give rise to any discrimination whatsoever and strives to facilitate the return to work after maternity leave, the organisation of breastfeeding breaks or milk expression, and the implementation of part-time work, in accordance with its Employee Handbook.

4.4. Paternity. *id est avocats* provides two weeks of paid paternity leave for all births or adoptions and allows for the implementation of part-time work, in accordance with its Employee Handbook.

4.5. Initiatives. *id est avocats* makes its premises and resources available to its staff members to support internal initiatives that promote diversity and inclusion in the workplace.

5. WORK ENVIRONMENT

5.1. General commitment. *id est avocats* ensures that the personality of each member of its staff is respected and protected, in accordance with the fundamental rights recognized by the International Bill of Human Rights and the ECHR, and does not tolerate any violation of personal integrity or discrimination based on gender, sexual orientation, maternity, origin, age, ethnicity, religion, disability, or other factors.

5.2. Corporate culture. *id est avocats* supports and encourages an open, respectful, diverse, and inclusive corporate culture, by implementing initiatives and organizing events that promote exchanges among its staff.

5.3. Awareness. The firm's staff are made aware, through appropriate measures, of the fight against all forms of discrimination, whether based on gender, sexual orientation, maternity, origin, ethnicity, religion, disability or other factors. Staff are frequently reminded of their rights and obligations with regard to diversity in all its aspects.

5.4. Training. *id est avocats* regularly offers its staff mandatory or optional continuing education, both internal and external, on inclusion, diversity, and combating all forms of discrimination.

6. MENTORING PROGRAM

6.1. Principle. *id est avocats* has set up a mentoring program, which aims, on a voluntary basis, to promote the inclusion and successful integration of all new staff members within the firm.

6.2. Framework. The process and conditions of this mentoring program are defined in a charter, which is given to each member wishing to take on this role and to each new member of the firm upon their arrival.

7. FINAL PROVISIONS

7.1. Effective date. This policy is in force since its adoption by the partnership. Any amendment thereto shall enter into force upon their respective adoption by the partnership.

7.2. Amendments. *id est avocats* reserves the right to amend this policy at any time and shall inform its staff by any appropriate means.

7.3. Responsibility and governance. The implementation and oversight of the commitments set out in this policy are the responsibility of the management of the firm. Management ensures that these principles are integrated into the firm's policies, practices, and decisions, and monitors their application on a regular basis. This policy is reviewed periodically to ensure its continued relevance and effectiveness.

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