

JCDecaux North America's Inclusion, Diversity & Equity Policy Statement

1. Our commitment

Joining JCDecaux North America means choosing the number one outdoor advertising company worldwide and seeing new horizons in a team recognized for its momentum, creativity, and sense of innovation. Our goal is to create a motivated and diverse workforce by being a truly balanced organization where everyone belongs.

The success of JCDecaux North America relies on employees with a passion to make a significant contribution to the continued growth of our business. We value individuality and desire an inclusive culture where variety is positively encouraged, and all employees are genuinely appreciated for what makes them unique. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

At JCDecaux North America we are committed to:

- Providing a workplace which is free from discrimination, harassment, bullying, victimization and vilification.
- Creating a working environment that is fair and flexible and treats all employees with respect.
- Attraction, retention, and development of a diverse range of talented people following the standards of our [Equal Employment Opportunity Policy](#).
- Equitable frameworks and policies, processes and practices that limit potential unconscious bias.
- Facilitating an environment where employees feel supported to bring their whole selves to work.

2. Details of Policy:

JCDecaux North America's Diversity, Equity & Inclusion (DEI) policy covers 4 areas: recruitment & promotion, education & training, supporting our communities, and a commitment to listening & learning. This policy applies to all employees, prospective employees, customers, clients, and all others who do business with or in contact with JCDecaux North America.

2.1 Recruitment, Selection & Promotion

We recognize the value of recruiting, selecting, and promoting employees with different backgrounds, knowledge, and experience. We are committed to continuously assessing and modifying our recruitment and selection practices and policies to ensure alignment with our diversity recruitment goals. We will continue to identify and leverage candidate sources which provide the most diverse pools of applicants.

2.2 Education & Training

To succeed in creating a true environment of balance and belonging, the value of a diverse workforce must be recognized by all employees. We will provide JCDecaux North America employees with training and resources to understand and embrace the benefits of an inclusive and diverse environment.

All JCDecaux North America employees are required to complete a minimum of two annual training programs:

- Anti-Harassment Training
- Unconscious Bias Training

All leadership and supervisory roles are required to complete additional training to develop the skills needed to effectively hire, promote, evaluate, and manage an inclusive and diverse team.

2.3 Community Support

JCDecaux continues to be committed to providing our services and resources to all communities, including those where minority audiences heavily reside. We support underserved communities by providing resources through our people, services, and communication platforms.

2.4 Listening & Learning

Whether related to accessibility, gender, ethnicity age or sexual orientation, it is important to find intentional ways to grow in our understanding and support of others. JCDecaux recognizes the innovation that can be achieved when all employees' voices are heard. As part of our commitment to fostering an inclusive environment of listening and learning, we pledge to:

- Create an 'Interruption Free' culture where everyone has the opportunity to share their input and ideas.
- Continuously consult and engage with our staff through surveys, focus groups, and to listen to gain insight into potential barriers to an environment of balance and belonging.

3. Policy Enforcement:

3.1 Monitor

All employees are expected to be aware of JCDecaux's commitment to, and policies around, inclusion, diversity and equity and share the responsibility of upholding these policies as a condition of employment at JCDecaux North America. If an employee notes that a section of the policy is not being upheld, they should bring it to the attention of the People Team.

3.2 Enforce

Issues and non-compliance will be brought to the attention of the Chief People Officer and dealt with on a case by case basis by management and the individuals involved in the incident or non-compliance.

3.3 Review

The DEI policy will be reviewed annually by the Co-CEOs and Chief People Officer.

4. Communication of Policy:

All new employees will be given this policy upon commencement of employment. Updates will also be distributed annually if changes are made during the yearly review. The policy will be posted on the People Team intranet page at: