



Statement of Commitment to Diversity

The challenge of a Diversity Policy is to ensure that everyone has employment and career opportunities in line with their skills and aspirations, while respecting their individual characteristics (gender, age, ethnic or social origin, nationality, disability, language, religion or beliefs, political opinions, sexual orientation, gender identity, family situation, customs, surname (non-exhaustive list)).



Consequently, as the manager and sole active member of **EHS 3 Frontières LLC**, I affirm my commitment to diversity, inclusion and equal opportunities in the professional world.

Having signed the **Lëtzebuerg Diversity Charter**, I promise to promote these values in my consulting activity and with my direct and indirect clients, partners and service providers.

As part of my activities, I am committed to:

- ✓ **Raise awareness** among my clients and partners to the importance of diversity and equal opportunities.
- ✓ **Promote inclusive collaborations**, work with partners from diverse backgrounds and value the plurality of profiles.
- ✓ **Apply principles of non-discrimination** in all my professional interactions, especially in the choice of my service providers and subcontractors.
- ✓ **Continue to train** on diversity issues in order to integrate best practices into my consulting activity.
- ✓ **Promote a culture of respect and openness**, share resources and best practices on diversity in my professional network.

Because Diversity is a wealth and a lever for collective performance, I am convinced that an active commitment to inclusion contributes to a fairer and more ethical professional environment.

✦ **For EHS 3 Frontières** – Signatory of the Lëtzebuerg Diversity Charter

On 06/02/2025

Daniel Schmidt