



► Business Leaders' Pledge on Disability-Inclusive Sustainability Practices

Our Commitment to Inclusive and Sustainable Development

Disability inclusion is increasingly gaining importance in corporate sustainability practices, including in Environmental, Social, Governance (ESG) efforts and reporting.

As responsible corporate leaders, we recognize the significant business and social value of fostering inclusive environments that empower people with disabilities as employees, customers, and as business partners. In alignment with the 2030 Agenda for Sustainable Development, the Pact for the Future as well as the United Nations Convention on the Rights of Persons with Disabilities, we commit to promoting the inclusion of persons with disabilities through the perspective of ESG and other sustainability frameworks.

Each component of this pledge touches on critical aspects of sustainability practices, including when using ESG frameworks. We also understand that building a social license to operate requires establishing and maintaining trust with the disability community. This trust is essential for fostering strong relationships and ensuring our initiatives are genuinely inclusive, measurable, and impactful.

Our Pledge

Committing to ongoing improvements towards the following objectives, we commit to:

Leadership and Governance for Inclusion

- Foster corporate leadership and governance structures that prioritize inclusion, with a focus on disability inclusion as a governance priority.

Inclusive Practices and Materiality Assessments

- Incorporate disability inclusion into ESG materiality assessments, with the goal to prioritize the inside-out and outside-in impact of disability inclusion to the business (double materiality).

Empowerment and Career Advancement for Employees with Disabilities

- Expand equitable hiring practices to include employee empowerment, mentorship, and career advancement opportunities, with progress tracked via Diversity, Equity, and Inclusion (DEI) Key Performance Indicators (KPIs).

Accessible Environments and Products

- Apply universal design principles for physical and digital accessibility, ensuring inclusive innovation across all products and services, and track progress.

Supplier Diversity

- Promote supplier diversity by prioritizing engagement with disability-inclusive and disability-owned businesses and track the percentage of procurement spend dedicated to diverse suppliers in ESG disclosures.

Reporting and Continuous Improvement

- Incorporate comprehensive, data-driven reporting on disability inclusion initiatives and outcomes in our annual ESG and other sustainability reports, with clear objectives, progress metrics, and areas for continuous improvement.

Signatories

On 27 November:

1. Angela Beatty, Chief Leadership & Human Resources Officer, **Accenture**
2. Frédéric de Courtois, Deputy CEO, **AXA**
3. Aiman Ezzat, CEO, **Capgemini**
4. Sabine Bonnard, Group Chief HR Officer, **Egis**
5. Margaret Johnston-Clarke, Global Chief Diversity, Equity & Inclusion Officer, **L'Oréal**
6. Christel Heydemann, CEO, **Orange**
7. Carmen Muñoz Pérez, Executive Managing Director of People and Organization, **Repsol**
8. Suzanne DiBianca, Executive Vice President & Chief Impact Officer, **Salesforce**
9. Audrey Duval, Executive Vice President Corporate Affairs, **Sanofi**