

International SOS is proud of our cultural, racial and gender diversity. It is one of our main strengths as a company that reflects the wide and diverse population we serve. We are committed to creating an environment that is free from discrimination and bias wherein people can fulfil their potential.

We take an active approach to diversity and inclusion and follow research-based practices. Our approach is overseen by a global Diversity and Inclusion Council, supported by regional and local committees. The Council is chaired by members of our Group Leadership Committee and meets quarterly to review our Diversity and Inclusion strategy and report to the Board. Members of the Council represent all regions, functions and business lines within International SOS.

We strive to ensure that our workforce is truly representative of all different segments of society and that each employee is respected. By leveraging the unique backgrounds, perspectives and experiences of our people, we believe we can improve the provision of excellent customer service to our equally diverse customers.

We do this through the following:

Demonstrating equality, fairness and respect for all our employees, whether part-time or full-time. We also practice this in the selection of and engagement with our vendors and partners.

In making any purchasing decisions, International SOS strives to engage the services of organisations in diverse socio-economic communities towards creating job opportunities for the local workforce.

Opposing and preventing any unlawful discrimination in the workplace on the basis of (including but not limited to) age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

We are committed to:

Actively seeking to recruit with diversity considerations in mind. We work closely with our internal recruitment and our third-party recruiters to ensure diverse candidate pools for the position we are looking to hire.

Encouraging equality and inclusion in the workplace. We create a working environment free from bullying, harassment, victimisation and unlawful discrimination, while promoting dignity and respect for all. Individual differences and the contributions of all staff are recognised and valued.

Considering seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Making opportunities for training, development and progress available to all staff. We help and encourage employees to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Ensuring decisions concerning staff are based on merit and fairness.

Reviewing employment practices and procedures when necessary to ensure fairness. We regularly update policies to take account of changes in the law and ensure we are following the local laws of the countries within which we operate.

Providing Diversity & Inclusion Awareness training for all our employees.

We believe this commitment adds value to our customers and employees.



Arnaud Vaissie
Chairman & CEO

18 October 2022