



DIVERSITY  
AND INCLUSION  
*POLICY*

AUDEMARS PIGUET  
*Le Brassus*

## INTRODUCTION

Since 1875, Audemars Piguet has grown thanks to the talents, perspectives and creativity of our people. Rooted in the *Vallée de Joux*, the company has developed through independence, bold thinking and a human centred culture that values respect, collaboration and care.

Our people-first approach reflects a broader ambition: to create an environment where everyone can thrive, develop their potential and contribute meaningfully to our collective success. Diversity and inclusion are essential to this culture. They contribute to a working environment where each person feels welcomed, respected and able to contribute. They also support the quality of our relationships with colleagues and clients and strengthen the way we work together over the long term. This policy reflects Audemars Piguet's commitment to maintaining a workplace where people are treated fairly, where harassment and discrimination are not tolerated, and where decisions are guided by consistent principles and practices.

Audemars Piguet's approach to diversity and inclusion is structured around the EDGE management framework, a leading and internationally recognised certification awarded to the company. EDGE provides a recognised, robust and data driven reference to assess practices, guide action plans and monitor progress over time, supporting a consistent and objective approach to fairness across the employee lifecycle.

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This document sets out the guiding principles, expectations and responsibilities that shape how diversity and inclusion are embedded across the company.

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## 1. PURPOSE AND OBJECTIVES OF THE POLICY

This policy provides a common reference framework for our people related decisions and supports consistent, fair practices across the organisation. It complements existing policies and procedures.

Through this policy, Audemars Piguet seeks to:

- Promote a working environment where every person is treated with respect and fairness;
- Prevent and address any form of discrimination, harassment, or inappropriate behaviour;
- Support fair access to opportunities, including recruitment, development, and progression;
- Provide a common reference framework for managers and employees when making decisions that affect people;
- Align internal principles with recognised frameworks, including the EDGE management framework.

## 2. SCOPE OF APPLICATION

This policy applies to all Audemars Piguet entities worldwide.

More specifically, it applies to:

- All employees, regardless of function, contract type or seniority;
- Contractors and subcontractors working on Audemars Piguet sites or representing the company;
- Recruitment, employment, development, performance, promotion, mobility and other people related processes.

This policy applies not only within our physical workplaces but also at any location where employees gather for work related purposes, including company events, off site meetings, business trips, and social gatherings organized or supported by the company. All employees are expected to uphold the same standards of respectful conduct in these settings.

### Definitions

- Employee: Any collaborator with a contract with Audemars Piguet, as well as all temporary workers hired through an agency;
- Contractor / subcontractor: any person working for or on behalf of Audemars Piguet under a service agreement or mandate, including agency workers and external staff operating regularly on company sites.
- Harassment: any repeated or serious behaviour, verbal or non-verbal, that undermines a person's dignity or creates a hostile, intimidating, degrading or offensive environment;
- Discrimination: any unfair or unfavourable treatment of a person that is not based on objective and relevant criteria.

### 3. CONTEXT AND KEY CHALLENGES

Audemars Piguet operates in the luxury and watchmaking industry, which relies on specialised skills, long-term careers and collective expertise. Historically, the sector has faced challenges linked to representation at different levels of responsibility. In parallel, expectations regarding fairness, inclusion and professional conduct in the workplace have continued to evolve among employees, candidates and society at large.

The company is present in multiple countries with different legal frameworks, labour practices and cultural norms. This diversity enriches Audemars Piguet, but it also requires a clear and consistent approach to how people are treated and how decisions are taken.

In this context, diversity and inclusion are important for several reasons:

- Supporting a respectful and safe working environment where inappropriate behaviour, including harassment and discrimination, is not tolerated;
- Ensuring that recruitment, development, performance and promotion are guided by relevant, objective and consistent criteria;
- Responding to expectations from employees, candidates, clients and other stakeholders in terms of responsible conduct and credible internal principles;
- Creating an environment where everyone can thrive, develop their potential and contribute meaningfully to our collective success.

### 4. ORGANISATIONAL COMMITMENTS

Audemars Piguet is committed to maintaining a workplace where everyone is treated with dignity and fairness. The company:

- Prohibits discrimination and harassment in any form;
- Recognises the importance of equal pay and consistent treatment in comparable situations;
- Requires behaviour that is respectful and compatible with a professional work environment;
- Applies people related decisions, such as recruitment, development and promotion, based on relevant skills, experience, performance and potential;
- Seeks to ensure that policies and practices do not create unjustified barriers to access or progression;
- Takes appropriate preventive, corrective and, where necessary, disciplinary measures in the event of any breach of this policy, in accordance with applicable laws, collective agreements and internal disciplinary frameworks.

Audemars Piguet recognises the EDGE framework as a key reference for assessing its corporate practices related to workforce data, pay equity, and representation at management levels, supported by a company wide employee survey. A global action plan is defined and regularly updated in alignment with this framework and forms part

of the company's formal commitments linked to EDGE certification. The implementation and progress of this action plan are monitored through dedicated governance processes and committees, while allowing for the deployment of local actions where appropriate or required by applicable local law.

Audemars Piguet aims to integrate diversity and inclusion considerations across all its activities and decision making processes, in order to support sustainable performance, preserve expertise over time and strengthen collective engagement.

## 5. OPERATIONAL INTEGRATION

The principles of this policy are reflected in recruitment, performance and development processes, internal mobility, and access to learning opportunities. These processes are designed to follow clear, relevant and consistent criteria and are periodically reviewed in line with recognised frameworks, including EDGE. Diversity and inclusion are closely connected to wellbeing, learning and leadership practices, and are supported by training and awareness initiatives across the company. Flexible working practices – where possible and applicable – and wellbeing measures, governed by dedicated internal policies, also contribute to a working environment that supports people across different roles and life situations.

More specifically, the principles of this policy are integrated into:

- Recruitment: ensuring that job descriptions, selection criteria and hiring decisions are based on relevant requirements and conducted in line with non-discrimination principles;
- Onboarding and training: offering onboarding processes and training initiatives that support understanding of the policy, responsible management and day-to-day inclusive practice, including specific programmes for managers;
- Performance and development processes: aligning performance reviews, feedback and development discussions with transparent and consistent criteria, in line with annual performance and review frameworks;
- Career progression and mobility: applying fair and objective decision-making processes for promotions, role changes and internal mobility, with regular review of practices in line with the EDGE management framework;
- People related policies and procedures: ensuring coherence between this policy and other internal frameworks (such as the Code of Professional Ethics, Human Rights Policy and SpeakUp Line policy);
- Monitoring pay equity through structured analysis, in alignment with EDGE principles.

## 6. MONITORING

Implementation of this policy is monitored through existing internal reporting, including analysis of workforce data, employee feedback tools and periodic assessments using recognised external frameworks such as EDGE. Key findings are shared with selected internal stakeholders.

More specifically, implementation of this policy and related practices is monitored by:

- Workforce data and pay structure analysis
  - › Regular analysis of workforce data and pay structures in line with the EDGE management framework to support fair and consistent treatment.
- Employee feedback tools
  - › Use of employee surveys and other internal feedback tools to understand perceptions and experiences related to diversity and inclusion;
  - › Use of internal reporting mechanisms, including the SpeakUp Line channel for employees to raise related concerns.
- EDGE assessments and sustainability reporting
  - › Follow-up of EDGE assessments and recertification exercises;
  - › Reporting in the sustainability report and to selected internal stakeholders on key developments, progress and challenges related to diversity, diversity and inclusion.

This analysis is carried out in compliance with applicable data protection laws, including the principles of data minimization, confidentiality, anonymization or aggregation where appropriate, and in coordination with the relevant data protection governance (including the Data Protection Officer where applicable).

## 7. GOVERNANCE, ROLES AND RESPONSIBILITIES

Responsibility for diversity and inclusion is anchored at the highest level of Audemars Piguet.

Governance of this policy is overseen by the Board of Directors and the Chief Executive Officer, who ensure alignment with the company's overall strategy.

Operational departments are responsible for integrating diversity and inclusion principles and requirements into their daily activities and projects, including alignment with the EDGE management framework, integration into people-related processes and preparation for EDGE assessments and verifications.

These efforts are supported by Human Resources through awareness raising and capability building initiatives to ensure consistent application of these principles.

Managers are responsible for applying the principles of this policy in their teams, particularly with respect to respectful conduct, fair treatment and consistent decision-making, and act on any concerns raised by employees.

Employees, contractors and subcontractors are expected to comply with this policy and related internal rules, behave in a way that is consistent with its principles, and raise any concerns.

The application of this policy takes place in compliance with applicable collective bargaining agreements and without prejudice to the rights and prerogatives of employee representatives, where required by local law.

## 8. LINKS AND REFERENCES

This policy should be read in conjunction with the following internal documents:

- Code of Professional Ethics
- Human Rights Policy
- Health & Safety Policy
- Responsible Purchasing Policy
- Data Protection & Privacy Policy
- SpeakUp Line Policy
- Annual performance and review framework
- Human Rights Due Diligence and Risk Mapping Procedure
- Relevant external frameworks include:
- EDGE Certification framework and verification methodology
- International Labour Organization (ILO) fundamental principles and rights at work
- Applicable national labour and non-discrimination laws in the countries where Audemars Piguet operates.

This policy is applied in compliance with local labour and non-discrimination laws, while maintaining consistent principles across all countries where the company operates.

## 9. COMMUNICATION AND ACCESSIBILITY

This policy is made available to employees through the intranet and is communicated via internal channels such as newsletters, information sessions and management briefings. Key elements of the policy are integrated into onboarding processes and selected training modules for managers and employees.

It may be shared with contractors, subcontractors or other stakeholders where relevant to clarify expectations.

Updates to the policy are communicated to relevant audiences in a timely manner.

## 10. REVISION AND CONTINUOUS IMPROVEMENT

This policy is reviewed annually, or more frequently if required by changes in legislation, internal governance or external frameworks such as EDGE. Reviews take into account internal feedback, the outcomes of assessments and audits, and developments in recognised good practice, including external frameworks such as EDGE and the outcomes of recertification cycles.

Implementation of the policy is monitored through existing governance structures and consolidated reporting tools.

Progress and key developments are reported to management and the Board of Directors in line with internal governance arrangements.

Internal and, where relevant, external audits or reviews may be conducted to assess implementation and identify opportunities for improvement.

## 11. SIGNATURES



**Alessandro Bogliolo**  
Chairman of the Board of Directors



**Ilaria Resta**  
Chief Executive Officer

