

## **CORPORATE PARENTHOOD CHARTER**

Encouraging parenthood in companies means supporting fathers and mothers in achieving and maintaining a healthy work-life balance: better living for better working, and better working for better living.

Corporate parenting is part of the social responsibility of employers and responds to issues of general interest: gender equality, quality of life and health at work, professional inclusion, birth rate, well-being and education of children, support for family carers and intergenerational solidarity.

It concerns all employers, whether public or private, small or big, regardless of the sector of activity, as well as all categories of employees on a national and even international scale. It involves the implementation of solutions suited to the status, profession and place of life of each individual.

Showing consideration for employees' parental status represents a clear step towards ensuring the professional equality of men and women.

It also promotes a working environment in which employees who have children can find it easier to reconcile their professional and family lives.

By signing this charter, our Company proclaims its willingness to implement concrete actions aimed at promoting parenthood.

In accordance with this Charter, our Company hereby agrees to:

### **➤ Bring about change in attitudes to parenthood within the company**

- By making Human Resource officers and all other managers aware of the importance of taking parenthood into consideration
- By informing all members of staff of our commitment

### **➤ Create an environment that is favourable to working parents, by taking into account all forms of parenthood**

- By providing them the means to balance their professional and personal lives, in particular in situations of vulnerability
- By offering flexible working conditions to enable people to carry out their family responsibilities

### **➤ Respect a principle of non-discrimination in the professional development of employees with children**

- By fostering managerial practices that guarantee the professional inclusion of employees with children
- By encouraging ways of working that ensure that employees with children are treated equally in the company and in teams

Done in Montrouge, on 18 May 2022

*This document is an unofficial English translation of the original French document.  
In the event of any ambiguity or discrepancy between this translation and the French reference document,  
the French version shall prevail.*

