

PRESS RELEASE #ManifesteInclusion

Press release
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Manifesto for the inclusion of people with disabilities in economic life: more than a hundred companies commit

On 11 July 2019, Sophie CLUZEL (Secretary of State to the Prime Minister, responsible for disability), entrusted the task of rallying companies in favour of integrating and maintaining people with disabilities in employment to Jean-Pierre Letartre (President of Entreprises et Cités, and former President of EY) and Christian Sanchez (Social Advisor to LVMH), alongside Group Les Echos Le Parisien.



This task was concluded today at the headquarters of Group Les Echos Le Parisien, with the historic signing of a **charter of operational commitments** by already more than one hundred companies. This action sets in motion a strong ambition around a proactive approach in favour of the employment of people with disabilities.

One of the objectives of this approach is that companies commit to various structuring concepts favouring the professional integration of people with disabilities: developing and perpetuating the link between schools and companies; enabling young people, through internships and apprenticeships, to define their professional project; raising awareness of disabilities among employees; developing a managerial culture of diversity; committing to responsible purchasing and creating bridges with adapted companies.

The general mobilisation of companies in favour of the employment of disabled people is a priority. The employment of people with disabilities should no longer be considered as the sole responsibility of specialist companies. More than 500,000 people with disabilities are currently unemployed: the situation calls for an unprecedented commitment from all players, be they associations, the State, public employment bodies, local authorities, companies, social partners, adapted sector companies and the medical-social sector.

THE SIGNATORIES' 10 COMMITMENTS

1. To welcome disabled students to our companies, including the mandatory internship of 14-year-olds, to enable them to clearly imagine a professional future and to orient their studies.
 2. To offer access for disabled pupils and students to the world of business, particularly through apprenticeships and internships.
 3. To offer access to recruitment interviews for all applications from people with disabilities who meet the profile and skills requirements for all available positions.
 4. To regularly implement internal awareness-raising actions to combat stereotypes and discrimination against people with disabilities.
 5. To inform all new employees on the issues of disability in the company during their induction and integration process.
 6. To optimise access to corporate tools, particularly digital tools, for people with disabilities.
 7. To integrate "digital accessibility" in the design of information systems and the development of digital solutions.
 8. To develop economic commitments with adapted companies employing disabled workers and independent workers with disabilities, with a view to entrusting them with orders and subcontracting assignments that meet our quality requirements.
 9. To develop bridges with adapted companies to foster the integration of disabled people in all companies.
 10. To integrate social criteria relating to disability and inclusion in calls for tender and the pre-requisites for responding to them, in order to engage all our partners in this inclusive approach.
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ALREADY MORE THAN 100 SIGNATORIES

ACCOR GROUP, ADECCO, ADEO, ADP GROUP, AIR France, ALTICE MEDIA GROUP, AMAZON, AMUNDI, AON, ARES GROUP, ARKEMA, ASSYSTEM, ATOS GROUP, AUCHAN, AUSTRALIE, BAYER, BNP PARIBAS, BOUYGUES, BPCE GROUP, BPIFRANCE, CAFE JOYEUX, CAP GEMINI, CARREFOUR, CASINO GROUP, C.DISCOUNT, CGI, COVEA, CREDIT AGRICOLE S.A. GROUP, DECATHLON, DELOITTE, DENTSU AEGIS, DOCTOLIB, DOMINIQUE DE LA GARANDERIE, ECONOCOM, EDF, ENGIE, ESSEC, EXPLEO, EY, FINANCIERE HERVE, FNCA, FONCIA GROUP, FONDATION ENTREPRENDRE, FRANCAISE DES JEUX, FRANCE TELEVISIONS, GRDF, GROUPAMA GROUP, HACHETTE LIVRE, HAVAS, IPSEN, JULES, KLESIA, LA BANQUE POSTALE, LA POSTE, LEGRAND GROUP, L'OREAL, LVMH, MACIF GROUP, MANPOWER, MANULOC, MEDEF, MICROSOFT FRANCE, MOLOTOV, MONOPRIX, OFI AM, ORANGE, ORANO GROUP, OUI CARE, PARTNAIRE GROUP, PLASTIC OMNIUM, PRISM'EMPLOI, PSA, PWC, RADIO France, REXEL, RICOL & LASTEYRIE, ROCHER GROUP, RTE, SAFRAN, SALESFORCE, SAMSIC, SCHNEIDER ELECTRIC, SCOR GROUP, SEMMARIS, SIEMENS FRANCE, SILL ENTREPRISES, SNCF, SOCIETE GENERALE, SOFINORD, GROUP SOS, STEF, STMICROELECTRONICS, SUEZ, SYNERGIE, Groupe TF1, THALES, THUASNE, Groupe TOT AL, U2P, UNIBAIL RODAMCO WESTFIELD, VALEO, VEOLIA, VERLINGUE, VINCI, WAVESTONE

For Sophie Cluzel, Secretary of State, responsible for Disability



The challenge of professional integration and maintaining in employment people with disabilities can only be met with the help of companies. This is why I have entrusted Jean-Pierre Letartre and Christian Sanchez with the task of rallying companies around concrete commitments that are accessible to all, regardless of their size. Hiring a person with a disability is first and foremost hiring a skill and developing opportunities for innovation and collective work. The companies that have taken the step are pleased to have done so. Moreover, it is a question of carrying out a common social and environmental project, which is a strong marker in the social and economic responsibility of organisations.

Jean-Pierre Letartre, President of Entreprises et Cités, and former president of EY

Welcoming different people into the company means bringing in new perspectives. It forces us to revise judgments and points of view that are sometimes ingrained in our minds, developing new capacities for innovation, and being attentive to all the weak signals that, once detected and resolved, can encourage the development of "living together" within the company, so that we can continue to grow. I am convinced that only by combining our differences, by pooling our talents and skills, will we be able to meet the challenges of transformation imposed by the digital revolutions that all companies and organisations now face.

Christian Sanchez, Social advisor to LVMH

The purpose of this manifesto is to demonstrate the commitment of companies to the integration of people with disabilities in economic life. It is also to encourage as many of them as possible to develop, on their own initiative and alongside public authorities, significant actions in favour of employment: with the inventiveness, creativity and particular resources that characterise them.

Pierre Louette, CEO of Les Echos Le Parisien Group

The Group's commitment strategy is an essential part of our development plan. Our leitmotiv is to support, offer ideas and encourage the emergence of a more sustainable model of society and economy - permanently. I agree that this is an ambitious challenge. The momentous signing of this Manifesto is strong proof of our ambitions.

Aziliz De Veyrinas, Executive Director of Les Echos Le Parisien Événements

We are very proud to have supported this mission with Christian Sanchez and Jean-Pierre Letartre, for the government. We are all aware that a new state of mind is needed to face current major challenges and to positively transform society and the business sector. The Group and the events division, for which I am responsible, are part of this dynamic to support companies in the service of social innovation.



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This document is an 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.

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