

Strengthen equal treatment of candidates during recruitment

- Provide systematically to all managers guidelines regarding good practice prior to any recruitment.
- Promote the feminisation of certain professions through public relation initiatives.

Promote equal access to training and skills development

- Offer a meeting with HR to all employees absent for more than 6 months (parental leave, long-term sick leave, sabbatical leave) to evaluate the need for job-specific training when returning to work after a long absence.

Support employees' work/life balance

- Raise managers' awareness of working time rules.
- Maintain partnership with the '*Soleil levant*' nursery in Lagor and the funding of crèche places in Paris to help employees with childcare.

Ensure equal pay for equal work

- Ensure that all staff on maternity, parental and adoption leave benefit from an increase that is at least equal to the average general annual pay rise for staff in the same pay grade.