



# company parenting charter

Facilitating parenting within the business means accompanying fathers and mothers in terms of balancing their pace of life: living better and working better.

Employee parenting is taken into consideration in line with a commitment to respecting gender equality in the workplace.

It is encouraging a working environment in which parent-employees are able to better reconcile their professional and family lives.

Our company, by signing this charter, is confirming its commitment to taking concrete actions to support parenting.

under this charter, we undertake to:

- develop representations linked to parenting within the business:
  - raise awareness among our human resources and other managers on the key issues for taking parenting into consideration more effectively in-house,
  - inform all staff about our commitment;
  
- create a favorable environment for parent-employees, and more specifically pregnant women:
  - facilitate the reconciliation of their work life/personal life for parent-employees,
  - adjust working conditions for pregnant women;
  
- respect the principle of non-discrimination for the professional development of parent-employees
  - prevent and eliminate discrimination practices for parent-employees within our human resources processes,
  - promote management practices and behaviors respecting the professional development of parent-employees.