



Orange committed to encouraging girls to study sciences and join the telecoms sector

On March 3, 2009, Orange signed up to the European Code of Best Practices for Women and ICT, which aims to encourage women scientists to make a career in the information and communication technologies sector.

Overseen by the European Union, this code has been drawn up with the support of five businesses from the new technologies sector and aims to:

- respond to the global lack of engineers in Europe by encouraging women to study sciences and embark on careers as engineers
- increase the feminization rate for technical sectors

To achieve these goals, the businesses that have signed up to the code are looking to develop effective initiatives across all European businesses. These initiatives cover every stage in a career, starting off with advice at school.

Rolling out Orange's best practices throughout the Group in Europe

By signing up to this code, Orange is taking a further step forward with its policy to promote gender equality in the workplace, in line with its commitment over the past few years, one of the aims of which is to promote and encourage the feminization of scientific and technical sectors.

In this way, Orange wants to get its best practices adopted as widely as possible within the Group, taking the specific contexts of each country into consideration. For instance, the Group will be inviting all of its countries to adopt a rule applied by Orange Spain, which involves keeping all recruitment procedures open until at least one woman has put themselves forward as a candidate.

Orange is also committed to developing a "shadowing" program at European level, as already developed by Orange in France, based on a simple principle: a school girl "shadows" a woman engineer during one day at work, giving her an insight into what a scientific career might be like. One of the immediate objectives of this program is to break away from any preconceived ideas in terms of how young women see the technological sector and its professions, in this way encouraging school girls to study sciences.

Among its various initiatives, the Group has launched a review with the Lyon School of Management to identify the key success factors for a woman engineer within the business.

These actions are intended to encourage the hiring of women at Orange and enable a better gender mix. There is still room for progress: indeed, women account for 37% of France Telecom-Orange employees in France, while 20% of the Group's managers around the world are women. Women represent 11% of the workforce for network professions, 22% for jobs in IT and 25% for innovation jobs.





Orange is also committed to the development of women's careers

- **Orange is committed to the development of women's careers: the Women's Forum and SciTechGirls**
Orange has been partnering the Women's Forum for the Economy and Society since its creation in 2005, in addition to the "SciTechGirls" program, launched in 2007 to encourage girls to pursue studies and careers as scientists or engineers. Furthermore, to promote scientific sectors with women, Orange takes part in a number of forums in order to present its businesses, professions and need for skills, as part of its Education Relations policy. Particular attention is also paid to the feminization rate for new recruits in relation to the feminization rate for candidates interviewed for a given position.
- **In emerging countries, the Orange Foundation is committed to education for girls**
More than 70 million girls around the world do not have access to education. The Orange Foundation has signed a partnership with UNICEF and, in conjunction with the Group's subsidiaries and local associations, is carrying out major programs to support the education of girls, particularly in Senegal, Mali, Ivory Coast, Madagascar and Jordan. A total of nearly 20,000 children around the world are being supported by the Orange Foundation.

More generally, because Orange firmly believes that gender balance, across all functions and all levels of the business, represents a key success factor for its economic performance, the Group has over the past few years been implementing a professional equality policy and aims to set the standard in this area in all of its businesses and professions.

About Orange

Orange is the key brand of France Telecom, one of the world's leading telecommunications operators. With 123 million customers, the Orange brand now covers Internet, television and mobile services in the majority of countries where the Group operates. At the end of 2008, France Telecom had consolidated sales of 53.5 billion euros and a customer base of more than 182 million customers in 30 countries. These include 122 million mobile customers worldwide and 13 million broadband Internet (ADSL) customers in Europe. Orange is the number three mobile operator and the number one provider of broadband Internet services in Europe and, under the brand Orange Business Services, is one of the world leaders in providing telecommunication services to multinational companies.

The Group's strategy, which is characterized by a strong focus on innovation, convergence and effective cost management, aims to establish Orange as an integrated operator and benchmark for new telecommunications services in Europe. Today the Group remains focused on its core activities as a network operator, while working to develop its position in new growth activities. To meet customer expectations, the Group strives to provide products and services that are simple and user-friendly, while maintaining a sustainable and responsible business model that can be adapted to the requirements of a fast-paced and changing eco-system. France Telecom (NYSE:FTE) is listed on Euronext Paris (compartment A) and on the New York Stock Exchange.

For more information: www.orange.com, www.francetelecom.com, www.orange-business.com

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Press contact: +33 1 44 44 93 93

Sébastien Audra, sebastien.audra@orange-ftgroup.com

