



Neuroteam

Manifesto of the program dedicated to taking into account neurodiversity in the workplace

At Orange, we want to allow everyone - regardless of their differences - to be able to fulfill their potential to play an active role in the company's development. That is why we have decided to make neurodiversity a key part of our equal opportunities policy - just like age, origin, opinion, disability, sexual orientation, or gender identity.

Taking neurodiversity into account in the workplace means accepting and valuing different ways of thinking, communicating, and dealing with situations that are unique to the different ways the brain works.

This approach includes people whose neurological functioning is considered 'normal', as well as so-called atypical individuals or neurominorities, as they have one or several cognitive differences.

Currently, it is estimated that around 20% of the global population is a neurominority, and various research work and outreach initiatives are carried out involving people with autism spectrum disorders (ASD), attention deficit/hyperactivity disorder (ADD/ADHD), high intellectual potential (HPI) and "dys" disorders (dyscalculia, dyslexia, dysorthographia, dysphasia, dyspraxia...).

Situations relating to cognitive differences can be recognized as a disability if they lead to discomfort whose severity or intensity requires support.

Neuroatypical individuals are not always officially diagnosed or identified, and the list of profiles is not exhaustive: it is expanded over time, as scientific papers are released.

Our vision

We are confident that diverse talent is a benefit for the community. It is a catalyst for well-being at work and a positive driver of performance (key factor of success?) for the company and its stakeholders.

Committed to a bold CSR policy for many years, our proactive approach includes agreements, charters, and programs in support of diversity and inclusion.

Because neurodiversity creates genuine added value for teams and the organization, we decided to create the Neuroteam program in April 2021.

It aims to facilitate collaboration within teams, limit bias and stereotypes, open up to new talent from the recruitment stage and think about innovation differently.

We intend to make the program international.

Our strategy

Supported by two members of the Orange Executive Committee on CSR and Human Resources issues, the program is multidisciplinary. It covers members of the employee community *Les Z'Atypiques*, and representatives from all business departments.

Neuroteam offers a space for awareness, group intelligence and creativity to suggest actions to promote neurodiversity with managers, employees, and our external environment (partners, customers, suppliers, etc.).

It is also a space for innovation based on a new form of proactive contribution by neurominority employees. Multiple points of view are an advantage to enrich development projects for the Group, whether in our business processes, our working spaces or our products and services.

To support this momentum, Orange is involved with external groups with the same objectives. There are multiple benefits: pooling resources, expertise, producing deliverables accessible to all.

The Orange Group is a founding member of the international forum "Neurodiversity in Business" and an active member of different international organizations such as "The Valuable 500," "ILO GBDN (business and disability branch of the International Labor Organization)," "SAP Autism Inclusion Pledge," "PurpleLightUp"... within which we share our experiences and progress made by the program.

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