



Trust

Benchmark employer / Customer experience / Personal data / Support for families / Radio waves / Responsible purchasing

Developing agile ways of working

Challenges / vision / beliefs

Collective agility is essential to be more responsive to our customers' expectations and market trends. In a Group with over 155,000 employees, this is crucial in order to combine adaptability, attractiveness and performance. Our agility depends on our ability to generate, foster, develop, and advance local organisational and social innovations.

Roadmap

Developing new agile ways of working and thinking transversally in our organisation and operating methods, focusing on digitisation and simplification and promoting innovation, initiative, and experimentation.

Special Jury Prize for social exploration

This prize, organised by the RH&M Group, was awarded to Orange for its exploration of the impact of digital technology on working methods carried out at its Villa Bonne Nouvelle co-working facility. This award recognises a company and a team for a Human Resources project that contributes to the digital transformation of the company. The prize is also recognition for Orange of the initiatives carried out by the Human Resources department in the field of social innovation.

eCAC40 2016

The 2016 eCAC40 ranking, put together by French business newspaper Les Échos and Gilles Babinet, digital expert, puts Orange in 2nd place among companies that have best handled the arrival of digital technology.

News / achievements

- First agreement on supporting digital transformation: this agreement is intended to support Orange's women and men through the digital transformation, so that every individual can find his or her place and take part in the process. The agreement underlines the opportunities, impacts and risks of digital transformation and will:
 - ensure our employees benefit from new opportunities related to digital transformation,
 - reduce the risk of a digital divide by enabling each employee to learn about and receive training on digital technology,
 - ensure work/life balance is respected by guaranteeing the right to log off,



Thematic data sheets

Corporate Social Responsibility

- ensure the confidentiality of our employees' personal data.
- Implementation of the Orange Learning platform in 2016, accessible on all devices, with a unique catalogue to support employees in their skills development and to enable everyone to be proactive in their development by managing their own skills development journey. This platform is available to 110,000 employees in 8 countries.
- Continuation of work to unite employees around Piazza, the social network for Orange employees. At end 2016, Piazza had 32% of active users.

Going further

- [Treating the company as a laboratory for the digital revolution](#)