

Trust

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Supporting diversity and workplace equality

Challenges / vision / beliefs

Creating a digital and caring employer model is one of the five drivers of the Essentials2020 plan. Orange makes diversity and equality during recruitment and the professional career an asset for innovation and attractiveness.

Our diversity policy is organised around a dual approach:

- an overall approach based on fostering talent and encouraging the inclusion of all employees, regardless of their differences,
- a thematic approach focusing specifically on workplace gender equality, the integration of young people from underprivileged backgrounds, the integration of people with disabilities, and the company's anti-discrimination measures. All while identifying "weak signals" of other diversity issues.

Roadmap

- Workplace gender equality has been identified as a driver of transformation with the potential to unite, shared by all Group entities. This involves in particular:
 - women's access to high-level roles. With one objective: to increase the proportion of women in management bodies to 35% by 2020.
 - monitoring of pay equality, leading to a regular diagnosis for each country. In France, with the corporate agreement on workplace gender equality signed on 9 July 2014, valid for 3 years, Orange is innovating by seeking to ensure workplace equality throughout its employees careers.
 - equal representation of women and men in all Group professions, with the introduction of measures to encourage young women to take up technical roles.
 - work-life balance, which is an area of major importance for our employees and in the combat against discrimination related to parenthood, via flexible hours and remote working. And yet family and domestic responsibilities still too often fall to women, which can limit their professional ambitions. Which is why men's commitment to workplace gender equality initiatives is essential.
- The integration of people with disabilities is one of Orange's long-standing concerns.
 - In France the 5th agreement for the employment and integration of people with disabilities was signed in 2014 to cover the period 2014-2016 with a target of achieving a total employment rate of 6%.
- To combat these types of discrimination, Orange forges partnerships with organisations in which over 850 employees are involved.

- Supporting young people from underprivileged backgrounds, individually or collectively, in accessing the world of business (Capital Filles, Passeport Avenir, Nos Quartiers ont des Talents,...).
- Fighting prejudice associated with sexual orientation
 - Supporting the Group's LGBT employee association, Mobilisnoo, in particular through awareness campaigns.

Stakeholder Dialogue on workplace gender equality and diversity

This on-the-ground listening process ran over eight months in six countries (France, India, Jordan, Romania, Russia and Senegal), with more than 120 face-to-face interviews carried out with external figures and over 700 with Group employees.

Conclusions from the stakeholder dialogue confirmed recognition of our general mobilisation around diversity, and particularly of the diversity within the company. Orange encourages professional gender equality, inclusion, diversity, and equal opportunities inside and outside the company.

On 6 December 2016, Orange was awarded the 2016 Grand Prize for Diversity by Diversity Conseil, for its Global Diversity Policy and in particular the implementation of this stakeholder dialogue.

Gender Equality European & International Standard (GEEIS) Certification

for the Group, Orange in France, all European subsidiaries, OBS France, Italy, Germany, Brazil and Egypt, and Orange Egypt.

Indicators / Key figures

27%
Total number
of women hired
in France in 2016

34%
Total number
of women hired
for the whole Group
in 2016

6.8%
Employment rate of
people with disabilities
for Orange SA (France)

News / achievements

- increase the proportion of women in management bodies (2020 objective: 35 %)
 - 2016: 27.3% women in our management networks (25% in 2015).
- Increased monitoring of workplace gender equality initiatives and implementation of assessment processes.
 - Female representation among new recruits in France in 2016: 27.6%
 - Female representation among new recruits for the whole Group in 2016: 34.4%
 - In 2016, the Executive committee was made up of 33% of women and 30.65% for the Steering Committees. The Group's subsidiaries in Cameroon, Romania and the Central African Republic are run by women. The Orange Tunisia Steering Committee is made up of 38.5% women and Romania's committee is 43% women.

- Strong in-house employee involvement:
 - 11 female and/or mixed networks: Innov'Elles, Support'Her, Mix'IT, Double You, 50/50, etc.
 - 15 communities devoted to workplace equality on the corporate social network, Piazza.
 - Happy Men Share More: 14 active circles, 34 points of contact, 126 members
- Strengthening of local policies in particular those related to disability.
 - In France, the employment rate for people with disabilities rose to 6.8% in 2016. This employment rate has grown consistently since 2014 (5.4% in 2014 and 6.1% in 2015). We will continue our efforts to carry on down this path.
 - Many operations were led internally to raise employees' awareness about these situations: a week of "Hangagement" (a play on the French words handicap = disability and engagement = commitment); internal communications via various sources, including the "handicap" site, the Piazza community (the Orange corporate social network), training in recruiting and supporting people with disabilities...
 - Launch of a virtual reality application to build awareness of the challenges of disability at work: Appility. Using a virtual reality headset or a smartphone with a 360° view, the Appility application provides an immersive and entertaining way for the user to imagine they are an employee with a disability, who must deal with various accessibility challenges in the workplace. As the user progresses in Appility, they discover a short questionnaire on disability in the world and the solutions offered by Orange. Appility has been demonstrated in-house and in stores.

Going further

- [Orange signs the UN's principles on women's rights](#)
- [Orange a partner of the Women's Forum 2016](#)