



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 the "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 equal pay, giving rise to a regular country-by-country review; Orange's policy is steered by an ad hoc committee, some of whose members also sit on the Executive Committee.
 - work-life balance, aided by flexible working hours and remote working.
 - In France, the 5th company agreement on workplace gender equality dated January 2018 and valid for 3 years has been extended to cover work-life balance.
 - equal representation of women and men in all Group professions, with the introduction of measures to encourage young women to take up technical roles.
- The integration of people with disabilities is one of Orange's long-standing concerns.
 - In France the 6th agreement for the employment and integration of people with disabilities was signed in 2017 to cover the period 2017-2019 with a target of achieving a total employment rate of 6%. As well as material remuneration, employees can be rewarded with training or work organisation arrangements.
- To combat these types of discrimination, Orange forges partnerships with organisations in which over 750 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, etc.).
- Fighting prejudice associated with sexual orientation
Orange supports the Group's LGBT employee association, Mobilisnoo, including through awareness-raising campaigns; in France, Orange is a signatory of the Autre Cercle charter and in 2017 backed the UN's *Corporate Standards of Conduct on Tackling Discrimination against LGBTI People*.

Stakeholder Dialogue on workplace gender equality and diversity

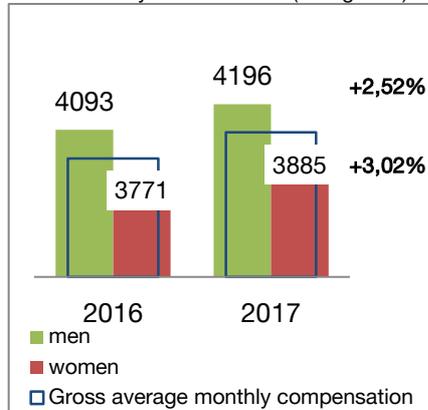
In 2017 Orange won the Défis RSE (CSR Challenges) award for its on-the-ground listening process on the topic of workplace equality, which lasted eight months in six countries (France, India, Jordan, Romania, Russia and Senegal), with more than 120 interviews carried out with external figures and over 700 with Group employees.

Gender Equality & Diversity for European & International Standard (GEEIS) Certification

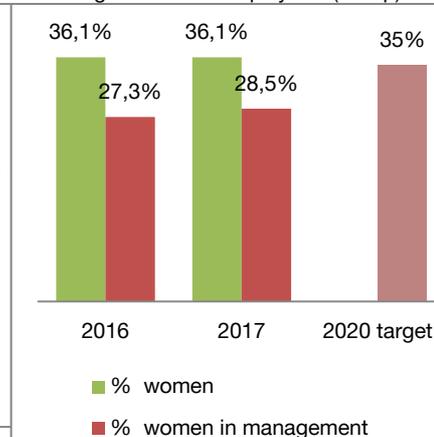
Orange achieved this certification in 2017 at Group level and in seven countries: Belgium, Brazil, Spain, France, Mauritius, Poland and Romania. It was also achieved, albeit in its original format pertaining to workplace gender equality, by four countries: Luxembourg, Moldova, Slovakia and Tunisia. Orange becomes the first large company among the founder members of the label to achieve GEEIS Diversity certification.

Indicators / Key figures

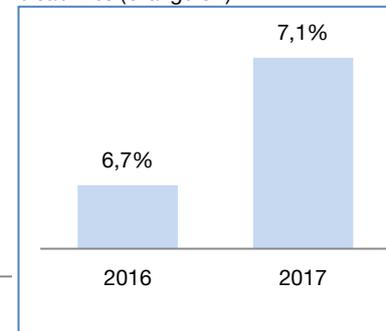
Gross monthly remuneration (Orange SA)



Percentage of Female Employees (Group)



Employment rate of people with disabilities (Orange SA)



Employment rate calculated based on DOETH criteria

News / achievements

- In 2017, 33% of members of the Group's Executive Committee were women. Special attention is paid to identifying talented women: the Group's talent pool is now at gender parity. Mentoring or development programmes are offered to employees with potential, in several countries. Orange also promotes the in-house development of networks contributing to workplace gender equality and has 17 diversity networks, with over 6,000 male and female members.
- Strengthening of local policies in particular those related to disability.



Thematic data sheets

Corporate Social Responsibility

- In France, the employment rate for people with disabilities is 7.1%, and has been increasing steadily since 2014. The number of employees with disabilities declared¹ in 2017 by Orange SA was 5,547 people (+2.2% compared with 2016), and the value of contracts invoiced to the sheltered sector was €17.8 million in 2017 (+5.3% compared 2016).
- 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 "handicapation" site, the Piazza community (the Orange corporate social network), training in recruiting and supporting people with disabilities...

Going further

- [Orange signs the UN's principles on women's rights](#)
- [Orange a partner of the Women's Forum 2017](#)
- [Stakeholder Dialogue on workplace gender equality and diversity](#)

¹ Mandatory Declaration of the Employment of Disabled Workers