

DIVERSITY, part of Sofrecom

We believe that the richness of skills and cultural diversity contribute to the development and attractiveness of our company. So why at Sofrecom, we all committed to promoting diversity, gender equality and equal opportunity.

A strong commitment reflected by a voluntaristic human resources policy that covers the entire career of employees from the hiring to training, internal mobility, remuneration and promotion, up to final departure, allowing all current and prospective employees to be confident that they will receive equal treatment.

We make sure to regularly evaluate all human resources processes to ensure that they remain equitable.

In short, Sofrecom acts in favor of diversity, gender equality and equal opportunity through its human resources policy and in cooperation with representative bodies, the Executive Board and the entire workforce.

Equal opportunity and gender equality, a priority for Sofrecom

Gender equality is an important part of the human resources policy of Sofrecom :

- **Jobs** : starting salaries for graduates are now strictly identical for men and women, at Sofrecom
- **Training** : in addition to a common set of training accessible by all employees, there are specific modules for women, particularly in leadership development
- **Career development and remuneration** : promoting gender equality to reach positions of responsibility : 36% of women in the Executive Board, with a target initially set at 35%.
- **Balance between private and professional life** : promoting flexibility of working hours when appropriate, and reserving places in inter-enterprise day nurseries, we work to develop balance private and professional life.

We are also pursuing other actions to aid the professional integration of people who find it particularly difficult to get a job, notably young people from disadvantaged backgrounds, through partnerships such as :

- **"Nos Quartiers ont des Talents"** : sponsorship of young people with at least 4 years of higher education or more that are still seeking their first job, to promote their employability (Our Neighborhoods Have Talent),
- **"Passeport Avenir"** : support of the non-profit association (passport to the future) which helps students from working classes to graduate from high schools or universities.

Sofrecom and disability

Awareness, welcome and support employees with disabilities is the goal that has set Sofrecom. In this context we lead different actions regularly :

- **Hangagement Week** : once a year, Sofrecom employees have the opportunity to participate in a day of discovery and disability awareness within the company premises
- **Special Olympics France** : Sofrecom also supports the international "Special Olympics" organization which drives the social integration of people with intellectual disabilities through sporting activities.
- **Recruitment** :
 - o **Publication of job offers** : All our recruitment offers are published on specialized sites : Agefiph, Cap Emploi, Embauchehandicap.fr, HandiCaPZéro, Handicap.fr, Handicap-Job.com, Handijobs, Handiplace, Jobekia, Departmental Houses of Disability, Handicap Missions of universities
 - o **Specialized recruitment forums**: in collaboration with Orange, Sofrecom develops its presence in recruitment forums
- **Work station adaption** depending on the needs of people with disabilities
- **Job retention of employees which become incapacitated during their career**
- **Enlargement of the services entrusted to the protected sector**

DIVERSITY, OUR OBJECTIVES

>= 100 % of managers trained on diversity issues

>= 40% of CDI feminization of recruitments in France and in all our local offices

>= 50% of male/female promotion in France and in all our local offices

>= 35% of female managers by 2016 in France and in all our local offices

20 tutors by 2016 within the "Nos Quartiers ont des Talents" and « Passeport Avenir » associations

DIVERSITY, 10 YEARS OF SOFRECOM COMMITMENT INTO AN ACTIVE POLICY

2014

- Sofrecom renews its **gender equality agreement** for France
- Sofrecom signs the agreement with the association "**ChildFund Alliance**" which aims to fund over 3 years a girl youth education project in Indonesia
- Sofrecom deploys the "**Passport Avenir**" initiative in Morocco in order to open sectors of excellence (colleges and universities) for young students from modest backgrounds
- Sofrecom signs and disseminates its **Diversity Policy** and its **Management Commitment Letter**
- Sofrecom creates a **Diversity Commission** to ensure the deployment of the diversity policy in all Group entities (only in France)
- Sofrecom sets up Allodiscrim complaint tool

2013

- Creation of the **diversity dedicated section** on our portal Group Sof'Link
- Sofrecom implements a **Disability Policy**
- Renewal by France Telecom of **the Intergenerational Agreement**

2012

- Renewal of our **Ethic Intelligence International certification**
- Creation of the **Corporate Social Responsibility Direction**
- Sofrecom Indonesia Launches its **Diversity Policy**
- Creation of a **section dedicated to the diversity** on our intranet **Sofrecom France**

2011

- Sofrecom adapts **Orange's commitment to employment of seniors in France** including measures that help to simplify **the later part of people's careers** :
 - o Special recruiting arrangements.
 - o Anticipation of late-career evolutions.
 - o Improved working conditions and avoidance of onerous situations.
 - o End-of-career schemes to smooth the transition between activity and retirement, including part-time working.
- Sofrecom aligns with Orange's policy of aiding **the professional insertion of young people in France** to enable them to enrich their school or university courses with a first recognized work experience :
 - o Attractive remuneration for interns and work-study participants.
 - o Access to residences offering temporary furnished accommodation.
 - o Resumption of seniority for any young recruited on permanent contract within **12** months after the end of a fixed term contract or the end of a work-study, ...

- Signature by France Telecom of **the Agreement experiments** to improve **working conditions**
- Signature by France Telecom of **the GPEC agreement – Management planning of jobs and skills**

2010

- Sofrecom gets **Ethic Intelligence International certification** attesting to compliance of all its practices and operations to international ethical standards
- Signature by France Telecom of **the intergenerational Agreement**
- Signature by France Telecom of **balance private and professional life Agreement**
- Signature by France Telecom of **the general principles Agreement of work organization**

2009

Sofrecom formalizes its rigorous approach to **Corporate Social Responsibility** with a special focus on **ethics** and respect by all, of the values and principles of collective action and individual behavior.

2004

Orange signs the **Charter of the French Diversity** and the **UNI agreement** on non-discrimination