

Global Group Agreement on Workplace Gender Equality



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within the Group

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signed on **July 17th 2019**
with UNI Global Union

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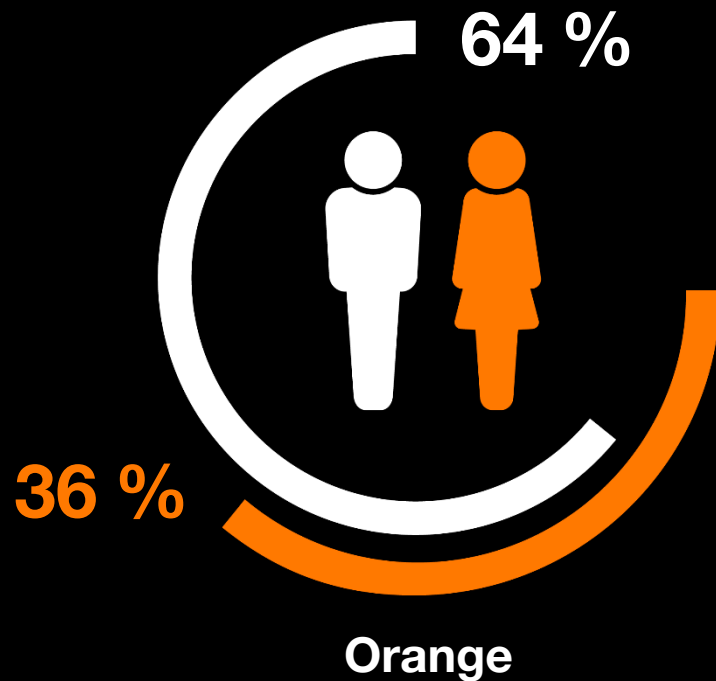
The agreement
theme
by theme

A photograph of three young women embracing outdoors. One woman is seen from the back, wearing a light blue long-sleeved shirt. Another woman, with long blonde hair, is wearing a red ribbed top and has her arm around the first woman. A third woman, also with blonde hair, is wearing a light pink tank top and has her arm around the second woman. They are all smiling and appear to be in a joyful moment. The background is slightly blurred, showing greenery and a white car.

01

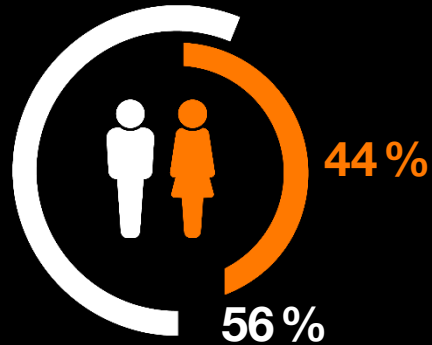
A few figures on **the representation of women** within the Group

Gender balance in the workforce at Orange

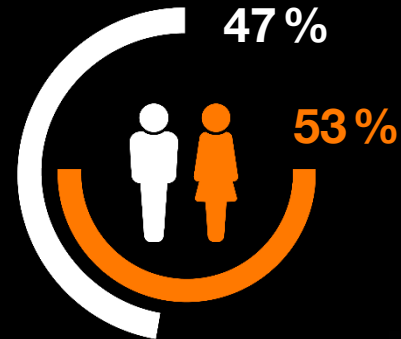


Gender balance per profession

Some jobs are quite balanced...



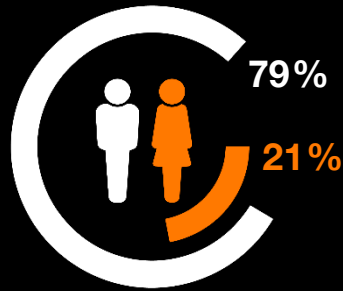
Customers



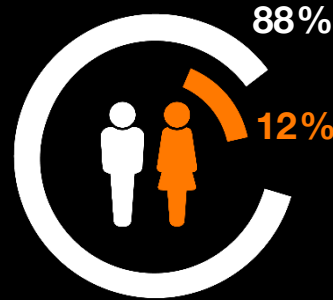
Support functions

Gender balance per profession

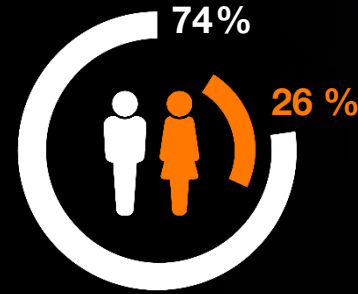
... but there is a major gap in technical jobs



Innovation



Networks



Information
Systems

Women in leadership positions



02

The global agreement
signed on **July 17th 2019**
with **UNI Global Union**

The agreement signatories



The signatories of the agreement (from left to right, starting from the front row):

Christine Albanel (Orange - Group Corporate Social Responsibility, Diversity & Philanthropy), Valérie Le Boulanger (Orange - Group Human Resources), William Coker (UNI Global Union - Orange Alliance), Alke Boessiger (UNI Global Union), Jean-Marc Lis (FO), Isabel Lejeune-To (CFDT), Christian Mathorel (CGT)

A global Group agreement covering 3 main areas

**Gender
equality
in the
workplace**

**Work-life
balance**

**Combatting
discrimination
and
violence**

Unspecified term / Applies to all companies directly controlled by Orange

- Common framework of actions to be adapted to the local context
- Will be implemented thanks to the participation of all stakeholders
- Structured social dialogue with dedicated local committees
- Network of Diversity / GE representatives in the subsidiaries
- Locally-adapted action plans will be reviewed and monitored




**February -
July 2019**
6 negotiation
meetings

17 July 2019
Agreement
signed

**September -
October 2019**
Implementation
starts



The main themes of the agreement



Social Dialogue
Network of stakeholders



Gender balance
in all roles




Equal career
opportunities




Equal pay




Work-life balance



Combatting
discrimination
and violence



Raising awareness
and communication



Supplier
and subcontractor
involvement




Deployment
and monitoring
of the agreement

03

The agreement
theme
by theme...





The agreement theme by theme...

**Social Dialogue
Network of
Stakeholders**

**Workplace
Gender Equality**

**Work-Life
Balance**

**Combatting
Discrimination
and Violence**

**Raising Awareness
and Communication**

**Supplier and
Subcontractor
Involvement**

**Deployment
and Monitoring**

The agreement theme by theme...

**Social Dialogue
Network of
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Social Dialogue - Network of Stakeholders

➤ Who?

Union organizations and/or employee representatives are stakeholders

➤ How?

Implementation of Diversity/ Gender Equality Committees in the subsidiaries (1 meeting / year at least)

- Shared analysis of the local situation
- Preventive and corrective action plans
- Proposal of communication and awareness – raising initiatives



Network of Diversity/Gender Equality representatives

Appointment of Diversity/ Gender Equality representatives in the subsidiaries

- **Representatives in all Group Divisions**
- **Regional representatives (<400 employees)**
- **Representatives in the subsidiaries (> 400 employees)**
- Implement and deploy the Group policy
- Act as members of the Diversity/ Gender Equality Committees

The agreement theme by theme...

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Gender Equality**



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Gender balance in all roles

➤ What?

Increase the female employment rate within teams and in all Group roles, especially in technical roles

Increase the female employment rate of external recruitments for open-ended employment contracts

Promote technical roles both within and outside the company



➤ How?

- No discriminatory criteria in published job offers
- At least one female applicant in short lists for the same skill set
- Implementation of training programmes to encourage the promotion or professional retraining of women for technical functions
- Partnerships with educational and training establishments to open up digital careers to women
- Societal initiatives for girls to encourage them to take courses or training programmes that will lead to jobs as engineers or technicians (Shadowing Days, Capital Filles, SuperCoders etc.)
- Actions to help women become more independent thanks to training in digital technologies (Women's Digital Centers – Orange Foundation)



Equal career opportunities

➤ What?

Reach an overall rate of at least 35% women in management bodies by 2025

Encourage gender balance within teams, at all levels and specifically in high-level roles

Improve support for women who wish to progress at all levels and/or access high-level positions



➤ How?

- The criteria both for identifying potential and for appraisal are based exclusively on skills, experience, qualifications, performance and professional attributes
- Definition of specific targets for the percentage of women in management positions or positions with greater responsibilities
- Equal access to training with a key focus on women's training requirements when returning from maternity leave
- Implementation of internal support programs for female employees (including those working part-time) who wish to progress at all levels or access positions of responsibility
- Creation of internal gender equality networks, whether all-women or mixed, under the umbrella network Wenity



Equal Pay

» What?

Reduce pay gaps between men and women to achieve like-for-like pay equality by 2025 at the latest

Ensure equal pay between men and women for all new hires



» How?

- Measure pay gaps in a consistent way across all countries thanks to the common statistical framework implemented by the Group
- Put together local action plans to reduce the identified pay gaps
- When hiring, guarantee that both men and women with the same job, level of responsibility, education, experience and qualifications, receive the same pay
- Prevent maternity or adoption leave from having any negative impact on pay
- Ensure that part-time workers receive like-for-like pay rises in line with full-time workers

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Work-Life Balance

➤ What?

Facilitate the balance between professional and personal life



➤ How?

- Teleworking: launch/develop teleworking initiatives, encourage pilots and the negotiation of teleworking agreements
- Special work time arrangements, variable working hours
- The right to disconnect: ensuring that meetings and all contact occur within working hours
- Parenthood : alternative working arrangements for pregnant women, interviews between the employees and their managers before maternity/adoption/parental leave and upon returning to work, arrangements to help the resumption of an employee's professional activities following an absence related to parenthood, development of leave for employees welcoming a child into their home (paternity leave), development of specific measures for parenting-related leave
- Care providers: special work time arrangements for employees whose children, spouses or parents are ill, disabled or the victims of a serious accident

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Combatting discrimination

➤ What?

Combatting all forms of discrimination

Criteria taken into consideration: age, sex, origin, ethnicity, nationality or race, pregnancy, health, disability, genetic characteristics, sexual orientation, political beliefs, union activities, philosophical opinions, religious beliefs and adhering to or not to a particular religion.



➤ How?

- Ensure that there is no discrimination when hiring and at any stage of an employee's career
- Implement processes that enable employees to report offences and that punish the employees who are found guilty of discrimination or discriminatory language
- Implement policies and practices which protect people with disabilities against all forms of discrimination
- Promote equal opportunities, develop youth or disability support initiatives based on employee volunteering
- Put in place employee-awareness initiatives regarding stereotypes and decision-making bias (e.g. the Diversity "serious game")



Combatting sexism, harassment and violence

➤ What?

Combatting sexism and harassment in all its forms, be it physical, sexual and/or psychological, workplace or everyday violence, and improper behaviour of any kind.



➤ How?

- Implement a programme to prevent these practices and behaviours, and to rapidly deal with any situations reported
- Avoid leaving any reported cases unanswered and ensure that concrete action is taken, within a maximum of two months
- Offer support to the victims particularly through external mediation in order to guarantee neutrality and objectivity
- Offer to the employees who are victims of domestic violence support that is adapted to their situation
- Develop training and awareness-raising activities for employees and managers on these issues, as well as on related policies and procedures

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Raising awareness and communication

➤ What?

Further strengthen communication and awareness-raising activities concerning the themes of this agreement at all levels (management committees, HR, managers, employees).

Convey a positive image intended to combat gender stereotypes in all internal and external media and communication.

Encourage men to play a part in workplace gender equality or work-life balance.



➤ How?

Tools will be provided by the Group in English in 2020:

- a Diversity serious game to raise awareness of stereotypes and combat discrimination
- a “Gender Equality visa”, a digital tool to raise awareness of workplace gender equality
- e-learning on workplace harassment aimed at managers and HR officers.

Regular communication on these themes must be organised locally by the subsidiaries in their own language: intranet sites and publications in Piazza groups, communication campaigns/events, training and awareness-raising initiatives, internal gender equality networks...

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Supplier and subcontractor involvement

➤ What?

Develop a responsible procurement policy



➤ How?

- Include a CSR clause in contracts with suppliers and subcontractors, and attach the Orange “Supplier code of conduct” to these contracts
- Suppliers must respect the ethical, social and environmental commitments expected by the Group, particularly in terms of combatting all forms of discrimination and promoting diversity and equal treatment. Otherwise, penalties may be applied and ultimately the contract terminated
- Suppliers are evaluated on the basis of documents, either using a questionnaire created by Orange, or via a company specialising in responsible procurement
- Orange deploys a coordinated CSR audit programme on-site to evaluate the suppliers’ degree of compliance with social and environmental standards, and to establish corrective action plans where needed

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Deployment and monitoring

» What?

Mapping the current situation

Deployment of the agreement

Communicating the agreement

Monitoring the agreement



» How?

- Conduct a mapping exercise, within one year, of current practices in terms of workplace gender equality, work-life balance, and combatting discrimination and violence, the priority being subsidiaries with more than 400 employees that have not yet been audited for their GEEIS or GEEIS Diversity certification
- This review and related action plan must be presented to the local dedicated Committee
- A summary of this information will be presented by the Group during the annual follow-up meeting between Orange and UNI Global Union
- The Group and signatory union organisations will meet to draw up a communication and adoption plan
- The indicators listed in the agreement will be monitored on an annual basis: percentage of women, pay gap, training, teleworking...

Thank you

