



Parenthood Charter

Taking parenthood into account in the workplace, whatever the family configuration and throughout the life cycle, means helping working people, particularly employees and civil servants, to reconcile their professional, personal and family lives: living better and working better.

The attention paid to parenthood is part of the social responsibility of employers and responds to issues of general interest: equality between women and men, quality of life and health at work, professional inclusion, birth rate, well-being and education of children, support for family carers and intergenerational solidarity.

It concerns all employers - public and private, of all sizes and in all sectors of activity - as well as all categories of workers on a national and even international scale. It means implementing solutions tailored to each person's status, profession and place of life.

Acting in favour of parenthood means favouring a working environment that enables people to develop both professionally and personally.

By signing this Charter as an employer, we are demonstrating our willingness to implement concrete actions to support working parents, their children and their families.

In accordance with this Charter, we undertake to:

➔ **Change the way parenthood is considered in the workplace**

- Raise awareness within our organisation of the stereotypes and challenges associated with parenthood
- Inform all our teams of our commitment

➔ **Create a favourable environment for working parents by taking into account all forms of parenthood**

- Make work-family balance easier for everyone, particularly in difficult situations
- Adapt the organisation of work to enable people to exercise their family responsibilities

➔ **Guarantee the principle of non-discrimination in the professional development of people in parenthood situations**

- Encourage managerial practices that guarantee professional inclusion
 - Promote operating methods that ensure equal treatment within our teams
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