

MISSION REPORT

2024



TABLE OF CONTENTS

Editorial **03**

Human & Work group **04**

Our purpose, our DNA and our values

One ambition: To build the european leader in Human at work

Human & Work and its French entities,
mission-driven companies **08**

What is a mission-driven company?

Why this choice?

Our mission

Our first steps as mission-driven companies

Our governance **14**

Role, mission and operation of the Mission committee

The composition of our committee

1st year of the mission committee

Our mission in practice **22**

Building a responsible and ethical future of work

Developing mental health, well-being and health in the workplace

Acting for an inclusive growth

Review and vision for the future **37**



HÉLÈNE SANCERRES

CHAIRWOMAN OF THE COMMITTEE,
CONSULTANT-COACH AND *FORMER*
DIRECTOR OF CHANGE MANAGEMENT
AND CSR AT CISCO

On the occasion of our first year as a mission-driven company, I am proud to address you this message as Chairwoman of the Human & Work Mission Committee. This commitment, formalized in 2023, testifies to Human & Work's clear and sincere ambition to make its purpose a reality: to place people at the heart of work, and to support companies towards more humane, inclusive and sustainable work environments.

Today, we are pleased to publish **our first mission report.**

This document obviously marks an official step in our approach as a mission-driven company, but it symbolizes above all the formalization of thoughtful, coherent and carefully matured work. This report illustrates our early successes and the first steps we have taken thanks to the commitment of our teams and the trust of all our stakeholders.

I would like to express my deep gratitude to the members of the Mission Committee. Their energy and commitment were decisive in affirming our determination to work in depth on our mission objectives and their measurement elements. Thanks to their unfailing commitment, we have been able to define clear and ambitious indicators to assess our impact and guide our future actions.

This mission report is just the beginning of our long-term commitment. We're ready to build on it.

A large, stylized human figure in a light orange color is centered on the page. The figure is composed of simple, rounded shapes for the head, torso, and limbs, with a slightly blurred or soft-edged appearance. It is positioned behind the main text.

HUMAN & WORK GROUP

HUMAN & WORK GROUP

OUR PURPOSE

“ BUILDING TOGETHER AN **INCLUSIVE,**
RESPONSIBLE AND SERENE WORKPLACE ”

The first European advisory group dedicated to the challenges of Human at work, Human & Work helps HRMs to take care of their teams and their organizations. With offices in France, Italy, Spain and Germany, the group's 255 staff members support **over 1,000 companies** and their **8 million employees** throughout the world.

Thanks to our multidisciplinary team, Human & Work provides unique expertise regarding mental health in the workplace, diversity and inclusion, managing careers and developing leadership.

OUR DNA

We are experts of Human at work.

Our leadership relies on:

- A hyper-specialization policy
- Premium brands acknowledged on their markets
- High-level expertise and scientific anchors
- European culture and capacity to act internationally
- Searching for permanent innovation and improvement
- Extreme attention paid to customer experience

OUR VALUES

1

EXCELLENCE

Be part of a continuous improvement process, individually and collectively. Aim for the highest level of expertise, experience and impact.

2

SOLIDARITY

Cultivate co-responsibility. Create a climate of mutual aid and conviviality. Make the success of each individual a collective success. Encourage respect and benevolence.

3

BOLDNESS

Encourage everyone to challenge their habits or preconceived ideas. Value risk-taking and the will to innovate. Do not be afraid of mistakes and learn from them.

OUR EXPERTISE

STRATEGIC CONSULTING FOR HRMS

LEADERSHIP DEVELOPMENT

MENTAL HEALTH AT WORK

EXECUTIVE COACHING

DIVERSITY & INCLUSION

CAREER COACHING

One ambition : **building the European leader of Human at work**

STIMULUS

EQUILIBRES



NEXMOV

talentis

255

work experts

+1,000

companies
supported

8M

beneficiaries

€35M

of turnover

80

shareholder
employees

HUMAN & WORK AND ITS FRENCH ENTITIES, MISSION-DRIVEN COMPANIES

HUMAN & WORK AND ITS FRENCH ENTITIES, MISSION-DRIVEN COMPANIES

In July 2023, convinced that companies have a political role to play and a duty to act in the general interest, Human & Work and all its French subsidiaries, Stimulus, Nexmove, EQUILIBRES and Talentis, obtained the status of mission-driven companies.

By taking this significant step, we are anchoring our purpose in our identity, and inviting all our stakeholders to get involved with us.

WHAT IS A MISSION-DRIVEN COMPANY?

The PACTE law, enacted on May 22, 2019, introduced the quality of mission-driven company. It redefined the role of companies in society by introducing a legal and innovative framework.

Human & Work has chosen the highest and most demanding commitment: **the quality of a mission-driven company**.

The purpose of the mission-driven company is to combine the quest for economic performance with a contribution to the general interest.

Eligible companies are those that:

- Have a mission statement consisting of a purpose and social and/or environmental objectives, set out in the **company's articles of association**.
- Have set up a **mission committee**, the governance body, which assesses progress and questions the relevance of the actions and strategies chosen.
- Have appointed an **Independent Third Party (ITP)** to check that the mission is being fulfilled every two years.

The credibility of our commitments rests on a control system involving these three players: Human & Work, the mission committee and the Independent Third-Party Body.

MISSION BUILDING BASED ON OUR CORE BUSINESS

At Human & Work, our mission is clear: "Building together an inclusive, responsible and serene workplace". As a mission-driven company, we have set ourselves ambitious goals.

For our statutory objectives, we have chosen to focus on our core areas of expertise and activity, which **underpin the first three pillars of our impact strategy**.



JULIETTE CERDAN-GUYON

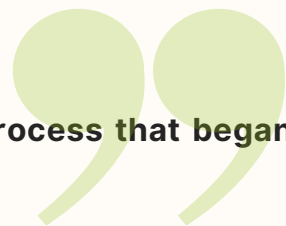
PARTNER PEOPLE, IMPACT & CULTURE
HUMAN & WORK

"Becoming a mission-driven company is **the outcome of a process that began several years ago**, with the definition of our purpose in 2020.

By becoming mission-driven companies, we make our purpose enforceable, committing ourselves to regular accountability.

Above all, as a mission-driven company, we have the freedom to formulate our own purpose and objectives, **enabling us to express and cultivate our own uniqueness and convictions**.

Finally, the creation of a mission committee enables us to involve our entire ecosystem: partners, suppliers, customers, beneficiaries of our services, ... without forgetting, of course, our teams; for whom this approach gives a clear direction to our collective mission, nurtures a sense of meaning at work and encourages the attraction of new talents."



OUR MISSION

“ BUILDING TOGETHER AN **INCLUSIVE,**
RESPONSIBLE AND SERENE WORKPLACE “

1

Building a responsible and ethical future of work

Supporting **skills development, mobility and career development**

Promoting and sharing an **ethical and responsible vision** of management

Engaging and nurturing dialogue with our stakeholders

2

Developing Mental Health, Well-Being and Health in the Workplace

Opening up the debate on mental health in the workplace by sharing our expertise

Measuring satisfaction and impact **for excellence**

Cultivating **serenity and balance**

3

Acting for an inclusive growth

Acting for the inclusion of **people with disabilities** as an employer, partner and expert on the subject

Promoting **gender equality** among our employees, customers and partners

Acting to promote **equal opportunities** and inclusion for all

Purpose

Statutory objectives

Operational objectives

OUR FIRST STEPS AS MISSION-DRIVEN COMPANIES

2018

Joining of the Global Compact France

2019

Structuring and promoting of the first actions in our impact strategy

2021

Publication of our 1st impact report

2022

Publication of our 2nd impact report

from
september
2023

Communication campaign to promote our mission-driven company status to all our stakeholders

october
2023

1st meeting of the mission committee: meeting of members and definition of roles, presentation of the Group

may
2019

Promulgation of
the PACTE law

january
2020

- Publication of the decree implementing the PACTE law
- Reflection and formalization of our purpose and values

july
2023

- Inclusion of our purpose in our Articles of Association
- Creation of our mission committee
- Sharing our mission-driven company status throughout the Group
- Joining of the Community of Mission-driven Companies
- Publication of our 3rd impact report

march
2024

2nd Committee meeting: definition of objectives and indicators, setting up a roadmap

june
2024

- Publication of our 1st mission report
- Publication of our 4th impact report

OUR GOVERNANCE

OUR GOVERNANCE

ROLE, MISSIONS AND FUNCTIONING OF THE MISSION COMMITTEE

The Mission Committee brings together people who are committed to supporting Human & Work and its French entities in implementing their mission.

ROLE

The Committee's role is defined by law:

- He is responsible for overseeing the execution of Human & Work's mission and the strategic and operational implementation of its purpose.
- The Committee also monitors the proper application over time of the 3 statutory objectives and the associated roadmap.

MISSIONS

- It assesses the effectiveness of the actions implemented to achieve our objectives: it provides an impartial, constructive and attentive viewpoint and is the guarantor of our commitment.
- It validates the overall coherence of the mission model and assesses the ambition and achievement of the selected objectives.
- Finally, it anticipates societal trends and emerging solutions.

FUNCTIONING

- The Committee meets face-to-face at least three times a year, with intermediate meetings scheduled according to the subjects to be dealt with and the Committee's requests.
- It submits an annual report on the execution of the mission.

COMPOSITION OF THE MISSION COMMITTEE

The mission committee, made up of four members from diverse backgrounds and with complementary personalities and viewpoints, offers a global, impartial perspective on Human & Work issues.

MISSION COMMITTEE MEMBERS



H  L  NE SANCERRES

CHAIRWOMAN OF THE COMMITTEE,
CONSULTANT-COACH AND *FORMER* DIRECTOR
OF CHANGE MANAGEMENT AND CSR AT CISCO

As a pioneer of corporate citizenship for a high-tech company in France, H  l  ne Sancerres defines and implements an ambitious program for Cisco to accelerate digital transformation, the fruit of a close partnership with the French government. 25 years' experience at the heart of the governance of a leading new technology company has led her to develop numerous partnerships on subjects of general interest: societal impact, cybersecurity, smart cities, digital training...

Motivations for joining the committee

"The sincere coherence I felt between the company's purpose, values and activities, as well as a team committed to the approach, were key factors in my willingness to contribute to the Human & Work mission committee. I got to know the Group through its Nexmove subsidiary in particular, and was able to verify " on site " that there was a real understanding of everyone's responsibility to adopt and implement the approach, both internally and with customers and partners."



AX  LE LOFFICIAL

TALENTIS ASSOCIATE DIRECTOR
EXECUTIVE COACH HUMAN & WORK

After working as a financier, change management consultant and then HR Director in major international groups, Ax  le Lofficial set up her own coaching practice in 2006. In 2016, she joined BPI group, an HR consulting firm, as head of the BU Development, before joining Talentis as Associate Director in 2022. In parallel with these activities, she has been involved in a number of associations, both at HEC au F  minin to support women's careers, and through Business Professional Women (BPW) to promote gender equality in companies with the French Ministry of Gender Equality. A keen observer of changes in organizations and leadership styles, she has co-authored several books.

Motivations for joining the committee

"Having worked in a variety of professional environments in France and abroad, and being familiar with the consulting business, I was struck as soon as Talentis joined the Human & Work group by its real commitment to its purpose. The actions carried out over the last few years are evidence of the company's growing impact over the long term. Thanks to my knowledge of the customer ecosystem and the group's various business lines, I wanted to contribute in my own way by joining the mission committee."



ANNE-SOPHIE NOMBLOT

PRESIDENT OF THE SNCF MIXITÉ NETWORK
AND MEMBER OF THE SNCF GROUP CSR
EXECUTIVE COMMITTEE

After more than 15 years with SNCF in various positions (station manager, services manager, innovation and development manager), Anne-Sophie Nomblot has been President of the SNCF Mixité network and a member of the SNCF Group's CSR and Transformation Codir since 2020. Her commitment to gender diversity and CSR has grown alongside the SNCF Mixité network, in which she has successively been a mentor, intrapreneur and ambassador. Winner of the "Femme d'impact 2022" award, she now chairs France's leading corporate diversity network, with over 12,000 volunteer members.

Motivations for joining the committee

"EQUILIBRES, a Human & Work Group entity, has designed a gender diversity awareness program for SNCF. The values espoused by the Group and the sincerity of its mission-driven company approach made me want to contribute to its mission committee. It's a great opportunity for me to promote a more humane working model that respects individualities."

DENIS MAILLARD

CO-FOUNDER
TEMPS COMMUN

Originally trained as a political philosopher, Denis Maillard has pursued a parallel career in the corporate world - editor-in-chief of Médecins du Monde publications (1996), deputy director of communications (1999), head of the Unédic press office (2002), director of communications (2008), director of communications and strategy at Technologia (2011), a professional risk prevention firm, then co-founder of **Temps commun**, a collective intelligence agency -, and also an intellectual career - creation of the Revue Humanitaire (2001), editor-in-chief of the Revue politique et parlementaire (2017-2018) publication of essays: *L'humanitaire, tragédie de la démocratie* (Michalon 2007), *Quand la religion s'invite dans l'entreprise, malaise dans le travail* (Fayard 2017), *Une colère française, ce qui a rendu possible les Gilets jaunes* (Observatoire 2019), *Tenir la promesse faite au tiers Etat* (Observatoire 2020) and *Indispensables mais invisibles: reconnaître les travailleurs en première ligne* (Aube 2021). He is a specialist in social issues and the transformations of work.

Motivations for joining the committee

"Human & Work is a partner of the Social Domain program, which aims to identify and train fifty people under the age of 35 each year, capable of questioning the model and boundaries of social work. This link testifies to the sincere commitment of a group seeking to bring its activities into line with its values; it was natural for me to join the mission committee to help achieve this coherence."

MISSION MANAGEMENT



JULIETTE CERDAN-GUYON

PARTNER PEOPLE, IMPACT & CULTURE
HUMAN & WORK



JULIE PLANCHARD

CSR AND POSITIVE IMPACT MANAGER
HUMAN & WORK

The mission committee is supported by:



DAVID MAHÉ

PRESIDENT & FOUNDER
OF HUMAN & WORK



"I am very proud of this 1st mission report from Human & Work and salute the successful work of our new mission committee. This document illustrates the commitment of our teams to embody and implement our mission: to build together an inclusive, responsible and serene workplace. It shows the consistency of the actions we have been taking for many years to **take into account and improve our impact with all our stakeholders.**"

1ST YEAR OF THE MISSION COMMITTEE

During its first year of operation, the mission committee met four times:

- on October 26, 2023
- on January 17, 2024
- on March 13, 2024
- and on June 10, 2024.

This first year has enabled us to lay the foundations for our future work.

PLENARY SESSION ON OCTOBER 26, 2023: A LOOK BACK AT OUR FIRST EXCHANGES

The first meeting marked the official launch of the Committee's work. It enabled members to get to know each other, to understand the mission-driven company model, and to clearly define their roles and the functioning of the Committee. During this session, Human & Work presented key concepts to facilitate the appropriation of the Group's identity, its strategic stakes, its internal functioning and its economic context. In addition, the Committee reviewed and approved its charter, setting out its operating procedures.

INTERSESSION ON JANUARY 17, 2024: 2023 REVIEW AND 2024 OUTLOOK

David Mahé opened the meeting with an update on the Human & Work Group. A retrospective of the impact strategy for 2023 was presented, enabling the progress and successes of the past year to be measured. The mission managers then detailed the objectives and action plan for 2024, specifying the priorities and actions to be undertaken.

Finally, there were constructive exchanges on the work program and provisional timetable, clarifying key milestones and aligning all committee members with upcoming deadlines. These discussions reflected our shared commitment to moving forward consistently and effectively towards our objectives.

PLENARY SESSION ON MARCH 13, 2024: VALIDATION OF OPERATIONAL OBJECTIVES AND INDICATORS

The mission committee met for a second time in March. At this meeting, Human & Work proposed **operational objectives and performance indicators** for each statutory objective. These proposals were discussed and validated by the Committee, which will monitor the objectives and resources implemented.

These objectives and indicators may evolve to adapt to progress made, new challenges and any constraints. In addition, a **roadmap** was presented and approved by the Committee. In addition, the structure of the mission report was introduced, enabling reflections to begin on its composition and content.

INTERSESSION ON JUNE 10, 2024: MISSION REPORT

The purpose of the June 10th meeting was to finalize and validate the **mission report** with a view to its publication at the end of June. This key stage involved all members of the mission committee.

Prior to this meeting, we had several exchanges to validate the framework and content of the report. Human & Work took charge of drafting the report, incorporating feedback from committee members.

This meeting provided an opportunity for an overall re-reading to ensure coherence and consistency of tone and wording. The mission report was drawn up in close collaboration between the mission committee and Human & Work.



REVIEW OF THIS 1ST YEAR

HÉLÈNE SANCERRES

CHAIRWOMAN OF THE COMMITTEE,
CONSULTANT-COACH AND *FORMER*
DIRECTOR OF CHANGE MANAGEMENT
AND CSR AT CISCO

“This first year was a **learning phase**: the first twelve months were essential to clarify our vision and develop our roadmap as well as clear objectives, in a considerate and rigorous manner.

Thanks to the **collaborative governance** established, it was a year rich in tests and experiments, which allowed us to sharpen our convictions and chart our course.

Today, this learning phase is over: we are now entering the implementation and **concretization of our action plan.**”

OUR MISSION IN PRACTICE

OUR MISSION IN PRACTICE

OUR PURPOSE AND OUR OBJECTIVES

To bring its mission to life, the Group has chosen to translate each of its three statutory objectives into **three operational objectives**, which constitute the company's levers of action.

These objectives, validated by the mission committee, are designed to be actionable, positively impactful, and accelerators of transformation.

The operational objectives make the statutory objectives **concrete and measurable and form the roadmap for the mission**. They are associated with performance indicators and targets to be achieved.

In a continuous improvement approach, some indicators may evolve or be supplemented over time.

1

purpose

3

statutory
objectives

9

operational
objectives

20

performance
indicators

Building a **responsible and ethical** future of work

Building a responsible future means:

- Establishing transparency and commitment at every stage
- Implementing a management style aligned with our values
- Listening and involving everyone in strategic decisions
- Being a learning organization that trains its teams

To successfully achieve and monitor the realization of this first statutory objective, Human & Work and the mission committee have selected the **following operational objectives and indicators:**



1

Supporting **the development of skills, mobility, and professional growth**

| Selected indicators | 2023 results | 2024 objectives |
|---|---|---|
| Average duration of an outplacement (Nexmove) | Between 1 and 10 months | Between 1 and 9 months |
| Number of people trained in leadership (Talentis) | 2,500 people trained | 2,500 people trained |
| Training: Global revenue generated by Human & Work's training offers | <p>Approximately €3.7M for France (Stimulus France + EQUILIBRES)</p> <p>Approximately €525K for International (excluding Stimulus Germany which was not integrated into Stimulus in 2023)</p> | <p>Approximately €3.12M for France</p> <p>Approximately €900K for International</p> |

Emblematic internal actions

What we promote to our clients and advocate externally, we also apply internally, with the ambition of setting an example for our employees.

In 2023, our flagship initiative was the implementation of **a return-to-work support process**.

This process includes a return interview aimed at fostering **a positive and inclusive return** after a long absence, parental leave, or maternity/paternity leave. Depending on their needs, employees can benefit from up to three interviews:

- An interview with their managers, focused on information sharing and inclusion within the team.
- An interview with Human Resources to discuss changes that occurred during the absence and address new needs.
- A career development interview to discuss career prospects and development opportunities.

2

Carry and share an **ethical and responsible vision of management**

| Selected indicators | 2023 results | 2024 objectives |
|---|--|-----------------------------------|
| <p>Number of clients who have acquired our e-learnings / trainings / workshops (Stimulus + Talentis)</p> <ul style="list-style-type: none"> • Stimulus : <ul style="list-style-type: none"> ◦ Identifying and supporting a struggling colleague, ◦ Strengthening team cohesion, ◦ Enhancing the feeling of recognition among colleagues, ◦ Participating in giving meaning to the work of colleagues, ◦ Supporting the autonomy of colleagues. • Talentis : <ul style="list-style-type: none"> ◦ The Art of Feedback, ◦ Imagine, ◦ Responsible management, ◦ People developer (levels 1 and 2), ◦ Transition to team management, ◦ People manager, ◦ Horizon program, ◦ Management fundamentals... | <p>Approximately 80 clients and 619 sessions</p> <p>Approximately 50 clients</p> | <p>Stability</p> <p>Stability</p> |

Emblematic internal actions

To embody and share an ethical and responsible vision of management requires **training our employees in healthy management practices**. To this end, we have developed a training program titled 'The Art of Feedback' for our managers and executives

This program aims to establish and formalize a genuine managerial culture by aligning practices and clarifying expected behaviors. In 2023, 19 employees attended two coaching workshops, each lasting two hours. In 2024, it is planned that 11 employees will participate in these workshops.

3

Engaging in and nurturing **dialogue with our stakeholders**

Opening access to capital means involving our teams differently in the future of the Group and providing them with greater benefits from the value they create. It's also a way to **raise awareness** among teams and **equip them with economic and financial skills** for a better understanding of the company's mechanisms.

| Selected indicators | 2023 results | 2024 objectives |
|--|---|-----------------|
| Share (%) of capital held by employees | 70% | Stability |
| Proportion (%) of suppliers/partners having signed our ethical charter | 23% (suppliers of the Human & Work group with a turnover exceeding €5,000 per year) | 30% |

Engaging in and nurturing dialogue with our stakeholders is **crucial** because it allows us to understand their needs, integrate their perspectives, and co-create solutions that promote a responsible and virtuous work environment.

Developing **mental health**, **well-being** and **health** in the workplace

We prevent psychosocial risks and work towards improving psychological health and well-being in the workplace.

Developing mental health, well-being, and workplace health involves fostering open discussion about mental health in the workplace. This is precisely what our entity, Stimulus, achieves through training and awareness efforts.

1

Fostering open discussion about mental health in the workplace by disseminating our expertise

| Selected indicators | 2023 results | 2024 objectives |
|--|---|--|
| Number of employees trained in psychosocial risks (PSR) - Stimulus | 9,247 employees trained | 10,000 employees trained |
| Number of outreach initiatives: articles, webinars, podcasts, interventions... | <p>Stimulus Care Services :</p> <ul style="list-style-type: none"> • 48 content pieces produced and distributed • 8 webinars hosted <p>Stimulus (excluding SCS) :</p> <ul style="list-style-type: none"> • Approximately twenty articles • 4 podcasts • 3 webinars for the Quality of Life and Working Conditions Week (QVCT) • 1 theatrical conference | <p>Stimulus Care Services :</p> <ul style="list-style-type: none"> • At least 47 planned contents • 9 webinars planned and to be scheduled • 8 webinars hosted <p>Stimulus (excluding SCS) :</p> <ul style="list-style-type: none"> • 11 demo webinars scheduled from February to December • 1 theatrical conference • 5 podcasts already produced |

2

Measuring satisfaction and impact in service of excellence

Evaluating excellence in terms of satisfaction and impact involves not only **surveys** but also the analysis of **numerous other criteria**. This is precisely what we have undertaken to identify and analyze. The level of maturity varies across entities, brands, and activities.

| Selected indicators | 2023 results | 2024 objectives |
|---|---|---|
| <p>We have not selected an indicator for this objective, but we have the following action plan:</p> <ul style="list-style-type: none">• Inventory of satisfaction and impact measures conducted across all Group entities• Considerations to increase response rates for various surveys and measures of satisfaction and impact | <p>Inventory conducted across 9 entities: Stimulus Care Services, Stimulus Conseil France, Spain, Italy, Germany, Nexmove and Talentis</p> <p>To increase this rate, we have reflected on guidelines to implement:</p> <ul style="list-style-type: none">• Identifying a focal point for each entity,• Sharing an example of an inspirational questionnaire for each audience,• Systematically analyzing the results... | <p>Our ambition for 2024 is to have measurements in place for all activities</p> <p>Ensuring the follow-up of the roadmap</p> |

3

Fostering **serenity and balance**

| Selected indicators | 2023 results | 2024 objectives |
|---|--|----------------------|
| Total revenue generated from diagnostic missions (Stimulus) | €1.8M - this amount includes assessments for PSR / WLB / Observatories / DUERP / Expert opinions / IHA | Approximately €1,81M |
| Number of employees covered by Stimulus Care Service (SCS) | 8 millions | Stability |

Promoting psychological health in the workplace starts with **exemplary policies within our organization.**

Measuring, supporting, preventing, and implementing an environment conducive to everyone's well-being are key priorities supported by complementary actions and tools.

In 2023, we covered **61 of our employees** through the Stimulus Care Services program.

Acting for **inclusive growth**

We are building an open work environment and providing everyone with equal opportunities, rights, and material conditions, while respecting each person's individual differences.

Promoting inclusive growth means **supporting all stakeholders in our ecosystem, especially the most vulnerable**. It also involves mobilizing to combat exclusionary criteria by questioning our practices and raising awareness among our teams. This third and final statutory objective focuses on two of our brands: EQUILIBRES and Talentis.

1

Advocating for **the inclusion of people with disabilities** as an employer, partner, and expert in the field

Selected indicators

2023 results

2024 objectives

Number of clients who have acquired our services and training on disability

0 (1st year of selling)

3

% of purchases made from suppliers / subcontractors employing people with disabilities

1 : Café Joyeux across all our Parisian sites

3

Emblematic internal actions

For the Human & Work group, promoting inclusive growth is reflected in all our interactions with clients and in our internal practices. We strive to set an **example in diversity and inclusion for our employees**, particularly regarding disabilities.

Our initiatives primarily focus on two areas:

- **Awareness and engagement**

We implement various awareness campaigns in which our employees actively participate.

In 2023, the results of these actions were as follows:

- **Activ' Challenge:** It raises awareness about disability in the workplace and encourages engagement as Progress Activators. This fully digital challenge takes place annually in June over three weeks. In 2023, we mobilized 62 employees, ranking us 129th out of 900 participating companies.
- **EWEPD (European Week for Employment of People with Disabilities):** This week aims to raise awareness and highlight our actions and ambitions regarding disability, as well as strengthen the role of disability referents in all our subsidiaries. In 2023, we raised significant awareness among our employees.
- **DuoDay:** During EWEPD, we organized a discovery internship day for 4 people with disabilities at our French offices. This inaugural event was a great success for our Group, and we plan to repeat the initiative in November 2024.

2

Promoting **gender equality** among our employees, clients, and partners

Promoting gender equality in the professional domain requires a **comprehensive and structured approach**, including training all stakeholders in the company on key topics such as gender equality and the prevention of sexist and sexual violence, led by EQUILIBRES.

Simultaneously, supporting female talent, provided by Talentis, is also **crucial to ensuring equitable progression and supporting the professional development of women within the organization.**

| Selected indicators | 2023 results | 2024 objectives |
|--|--|----------------------------|
| Number of trainings sold on gender equality: <ul style="list-style-type: none"> • Embodying gender equality (EQUILIBRES) • Promoting gender equality in professional management (EQUILIBRES) • Acting in favor of gender equality (EQUILIBRES) | 29 | 35 |
| Number of trainings sold on Gender-based Violence (GBV) | 250 | 270 |
| Support for female talent: <ul style="list-style-type: none"> • Number of leadership seminar programs for women, mentoring programs (Talentis) • Number of individuals participating in a female talent development program - women and mentors (Talentis) | Approximately 20 100 women per year | Stability Stability |

Emblematic internal actions

On this operational objective, Human & Work undertakes internal actions aimed at setting an example.

We focus on three main axes:

- **Our formal policy against Gender-based Violence (GBV)**

We have implemented an awareness and prevention campaign against sexist behaviors and sexual harassment:

- All our employees are informed about the mechanisms, alert procedures, and designated contacts, achieving a 100% knowledge rate in 2023 through biannual email communications and onboarding sessions.
- 63% of new arrivals in France underwent the 'Prevention of Gender-based Violence' training in 2023.

- **Gender Equality Index**

We maintained a high score of 89 in 2023, demonstrating our continued commitment to gender equality in the workplace. For more information: www.humanandwork.com/#index

- **Balance between team gender diversity and governance**

We ensure a balanced and fair ratio in line with our predominantly female workforce structure. Consequently, we aim for a more balanced executive committee, which contrasts with other companies.

3

Acting for **equal opportunities** and fostering inclusion for all

We firmly believe that diversity and inclusion enrich work environments and strengthen social cohesion.

As an employer, company, and stakeholder, we have a **crucial role to play in this effort.**

| Selected indicators | 2023 results | 2024 objectives |
|---|--|-------------------------------------|
| Number of young people supported by the association Nos Quartiers ont du Talent (NQT) and employment rate (apprenticeship, internship, permanent contract...) after one year. | 14 young people supported | 16 |
| | 3 : 1 permanent contract + 1 apprenticeship + 1 internship | 4 |
| Number of beneficiaries of our Aidants+ offering in partnership with Prev&Care | 0 beneficiaries (internal et external) | This number is yet to be determined |
| Number of trainings sold on inclusion (EQUILIBRES) | 43 | 50 |

NQT: Nos Quartiers ont du Talent (NQT) is a French nonprofit organization. Its main objective is to promote the professional integration of young graduates from priority neighborhoods designated by urban policy. NQT offers personalized support to young talents by connecting them with mentors, experienced professionals from the business world.

PREV&CARE : In June 2023, Stimulus integrated Prev&Care into its Employee Assistance Program, Stimulus Care Services, offering its beneficiaries a comprehensive range of psychological, social, legal, and family caregiver support services (Aidants+).

Emblematic internal actions

At Human & Work, we are committed to applying the same values internally as those we promote externally.

To achieve this operational objective, we have implemented actions across three fundamental axes:

- **Parenthood:**

To support parenthood, we have reached an agreement, the 'Family Act', with elected representatives, and have established support measures for employees:

- We have decided to maintain salaries during maternity and paternity leave without any length of service requirement, contrary to what is stipulated in the collective bargaining agreement.
- We have negotiated with our health insurance provider so that health coverage for children does not result in any additional contributions for parent employees.

- **LGBTQ+ :**

EQUILIBRES has created several awareness academies for LGBTQ+ issues. These academies were presented to the teams at Stimulus Care Services and EAP in 2023.

- **Aidants+ :**

We have implemented a support program for caregivers and ensure it is accessible to our employees, recognizing the specific needs of this population within our company.

REVIEW AND VISION FOR THE FUTURE



REVIEW OF THIS 1ST YEAR

ANNE-SOPHIE NOMBLOT

PRESIDENT OF THE SNCF MIXITÉ
NETWORK AND MEMBER OF THE SNCF
GROUP CSR EXECUTIVE COMMITTEE

"The activities of Human & Work naturally enable it to have a positive impact on the world of work. Clarifying its mission and defining performance indicators is a **demanding process** but also sends a **strong signal** to its teams, clients, and funders. This experience has allowed me to collaborate with **passionate and committed professionals**, whose expertise and diversity of perspectives have been a source of inspiration."



AXÈLE LOFFICIAL

TALENTIS ASSOCIATE DIRECTOR
EXECUTIVE COACH HUMAN & WORK

"This first year provided an opportunity to discover the role of the mission committee and meet its members, united around common values and with diverse and enriching profiles. **Through collaborative analysis, we built a roadmap together**, defined our work axes and objectives, and identified action strategies aligned with our professions. These indicators are essential for shaping our trajectory, while remaining consistent with the path established since Human & Work adopted its purpose and impact report. Here we go!"



DENIS MAILLARD

CO-FOUNDER
TEMPS COMMUN

"This report synthesizes our initial mission exercise. However, these texts do not only represent the objectification of the actions taken and their richness; they also underscore **the enthusiasm with which Human & Work is transforming into a mission-driven company**. They reflect the pleasure the Committee had in guiding this process through questions, discussions, and shared reflections."



PERSPECTIVES FOR TOMORROW

After a year filled with valuable lessons, our focus in 2024 will be on implementing all our plans.

Our roadmap is clear and established, defining both short-term and long-term objectives. Carefully crafted performance indicators will gauge our progress and ensure transparency in our actions. All of this is detailed in our mission report, serving as a guide and reference for our future initiatives.

This report marks the beginning of a new chapter. We will continue to embody our mission with passion, engage our collaborators in this journey, and diligently pursue our goals to amplify our positive impact. We are at the outset of a promising and exciting journey!



**LEARN MORE IN DETAIL
ON ALL OUR ACTIONS IN
OUR IMPACT REPORT**

HÉLÈNE SANCERRES

CHAIRWOMAN OF THE COMMITTEE,
CONSULTANT-COACH AND *FORMER* DIRECTOR
OF CHANGE MANAGEMENT AND CSR AT CISCO



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