

Group Agreement

Quality of Life at Work and Equal Opportunities

WORK/LIFE BALANCE



▶ Parenthood

- **Paternity leave** for **14 calendar days** at **full pay** from 07/01/2021 (half pay until 06/30/2021).
- **Pregnant women: One additional remote working day** from the fourth month of pregnancy.
- **Flexible work schedule** from the sixth month of pregnancy and during the first three months on return from maternity/paternity leave.
- **Program offering last-minute and occasional childcare** in the crèche.

▶ Employee Caregivers

Family caregiver leave

- Allows employees to support **a family member with a disability** or **reduced independence**.
- A renewable period of **three months** that can be divided up or converted into a part-time schedule, with benefits per day from social welfare organizations.

Other measures

- **Mobility clause** waived.
- **One additional remote working day**.

Leave donation program

- To help **employees who take care of a child** with an illness/disability or who has had an accident, as well as **employees who care for a family member** with reduced independence.
- Establishing a **solidarity fund of leave days** and the possibility of **donating leave days between Group companies**.
- A matching contribution from the Group of up to **five days**.

▶ Organization of Work

- **Experimenting with collaborative planning** in selected stores.
- **Equal treatment** in order to ensure a **balanced number of employees working in store at the start and end of the day**.
- **Keeping track of the number of days worked** by employees on a *contract with a set number of working days per annum*.

▶ Seniors

Possibility for employees aged 55+ with 10 years of service to move from full-time to 80% of their hours with the Group offsetting any difference in contributions to the basic and supplementary pension plans.



EMPLOYEE EXPRESSION

Setting up **collective feedback meetings (at least one per year)** within each team to discuss issues related to working conditions, organization and environment, as well as any pain points.



RIGHT TO DISCONNECT

- Limiting emails and messages sent outside of working hours to **exceptional circumstances and/or ad-hoc events**.
- **Two email-free days per year**.
- **E-learning training on the right to disconnect** and how to use digital tools properly.

GENDER EQUALITY IN THE WORKPLACE



- Setting up programs to **promote and support women's careers**: network of allies, mentoring, raising awareness among managers, etc.
- **Commitment to address any potential gender pay gaps** via a catch-up allocation within the annual collective bargaining budget.

2025 Objectives

- **35% female representation in the "leadership group"**
- **>40% of the under-represented gender on the Executive Committee**

For these positions, a commitment to ensure that at least one woman is included in **the applicant shortlist** and that at least one of the **recruiters** is a woman.



DISABILITIES

- **Financial contribution of €500** per beneficiary toward **acquiring personal equipment used as part of the job**.
- **One additional remote working day**.
- Establishing a **disabilities unit**, bringing together representatives from HR and staff from all the Group's entities, with the goal of **setting and implementing targeted action plans**.

COMBATTING DISCRIMINATION



- **The Group has signed and adopted the core concepts enshrined in the Diversity Charter and LGBT+ Charter**



URBAN MOBILITY

- Commitment to **developing green mobility**: The Group is committed to reducing **CO₂ emissions by 50%** by 2030 compared to 2019 levels.
- Commitment to opening discussions about mobility as part of corporate negotiations.