

Group's responsible employer mission statement

June 28, 2022



**Caisse
des Dépôts**
GROUPE



Foreword

As a public group serving the general interest and the economic development of the country, the Caisse des Dépôts Group applies its values as a trusted third party, in the general interest and in the long term, including in its practices vis-à-vis of its employees, and formulates 12 commitments for all of its components as responsible employers:

“A unique alliance of public and private economic players, we are committed, in the heart of the regions, to accelerating the green transformation and helping provide a better life for all”
Raison d’être of the Caisse des Dépôts Group.

Equal opportunities for all

- 1) The Caisse des Dépôts Group affirms its willingness to encourage all forms of diversity and to promote equal opportunities, by developing, within each entity, human resources and social policies that respect individuals, their privacy and their differences. The policies focus on promoting all employees, as well as the extensive talent and skills as a factor of collective performance.
- 2) The Group is actively committed to ensuring that each entity promotes inclusion within work groups and fights against all forms of discrimination, in recruitment processes and throughout careers.
- 3) The Group emphasizes in particular the priority of ensuring equality between women and men, whether in terms of remuneration or professional development. All Group entities undertake an enabling environment for employees in the situation of parents and caregivers, to respect the principle of non-discrimination in their professional development and to contribute to changing representations related to parenthood in the broad sense in all its activities.
- 4) The Group is committed to protecting its human capital, which is essential to the development of its activities, with the desire of each entity to develop the employability of its employees through training and skills management systems for its employees.

Working conditions

- 5) The Caisse des Dépôts Group recognizes the responsibility of each of its components with respect to their employees and, as such, the centrality of concerns related to their health and safety and those of its partners working on its sites.
- 6) The Group is committed to ensuring that each entity implements the means to guarantee its employees their physical integrity and prevent psychosocial risks by ensuring that everyone performs their duties in a safe and healthy environment and aims in particular to move towards a zero-accident objective.
- 7) Convinced of its importance both for the well-being of individuals and for the performance of organizations, the Group is actively committed to promoting in all its components the quality of life at work of its employees, taking care of its determinants, including in particular, working conditions, work organization and work content. Each entity strives to promote work-life balance and to ensure respect for the right to disconnect, by enabling, as soon as possible, an organization both stable and adaptable.
- 8) The Group is committed to promoting in all of its entities methods of involvement and participation of all employees by strengthening collective intelligence and developing quality managerial practices.

Respect for human rights, fundamental freedoms and democratic principles and standards

- 9) The Group is committed to promoting and respecting the major international principles on human rights in all its areas of activity and spheres of influence, whether these are the fundamental principles and rights proclaimed by the Declaration of Human Rights and the United Nations International Bill of Human Rights, the Declaration and conventions of the International Labour Organization, or the Principles of the United Nations Global Compact to which Caisse des Dépôts is a signatory.
- 10) The Group emphasizes that it is the responsibility of each entity operating in a foreign country to strictly comply with local labour code or similar applicable standards.
- 11) The Group undertakes to promote the implementation by each of its entities of a working environment that respects individual freedoms and privacy while taking into account the issues of neutrality and secularism that fall on them in their field of activity.
- 12) The Group reaffirms the importance of a dynamic and constructive social dialogue, that each entity must promote to advocate the effective representation of employees and the development of the working environment and employment conditions through collective negotiation.

**Ensemble,
faisons grandir
la France**



Caisse des Dépôts
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