

"Responsible Group Employer" Statement

28 June 2022



**Caisse
des Dépôts**
GROUPE



Foreword

As a public group serving the public interest and the country's economic development, the Caisse des Dépôts Group applies its values as a trusted, public interest and long-term third party -including in its practices with its employees -, and formulates 12 commitments for all of its entities as responsible employers.

"A unique alliance of public and private economic players, the Caisse des Dépôts Group is committed, at the heart of the regions, to accelerating the green transformation and helping provide a better life for all."

The Caisse des Dépôts group's raison d'être

Equal opportunity

- 1) The Caisse des Dépôts group asserts its intention to encourage all forms of diversity and to promote equal opportunity, by developing human resource and social policies that respect individuals, their privacy and their differences, in every entity. These policies strive to promote all employees, and their many talents and skills, as factors of collective performance.
- 2) The Group is committed to protecting its human capital, which is key to the development of its activities, and each entity intends to develop their employees' employability through training and skill management schemes.
- 3) In particular, the Group underlines the priority of ensuring equality between women and men, both in terms of remuneration and career development. Each of the Group's entities undertakes to create a favourable environment for employees, who are parents and carers, to comply with the principle of non-discrimination as regards their career development and to contribute towards changing the perceptions relating to parenthood in the broad sense in all their activities.
- 4) The Group is committed to protecting its human capital, which is key to the development of its activities, and each entity intends to develop their employees' employability through training and skill management schemes.

Working conditions

- 5) The Caisse des Dépôts Group recognises the responsibility of each of its entities in respect of their employees and, in this regard, the central nature of concerns relating to their health and safety, and to that of its partners working on its sites.
- 6) The Group is committed to ensuring that each entity takes all measures to protect its employees' physical integrity and prevent psycho-social risks, verifying that each individual carries out their duties in a safe and secure environment, and aims in particular to work towards a zero accident goal.
- 7) Convinced of its importance both in terms of individuals' well-being and organisations' performance, the Group is actively committed to promoting the quality of its employees' life at work, in all its entities, by taking care of determinants such as working conditions, work organisation and work content. Each entity ensures that it promotes a work-life balance and complies with the right to disconnect, by offering an organisation that is both stable and adaptable as soon as possible.

- 8) The Group is committed to promoting implication and participation schemes for all employees, in all its entities, by strengthening collective intelligence and developing high-quality management practices.

Respect for human rights, fundamental freedoms and democratic principles

- 9) The Group is committed to promoting and respecting key international principles pertaining to human rights in all its areas of activity and spheres of influence, whether they be fundamental principles and rights set out in the Universal Declaration of Human Rights and the United Nations International Charter of Human Rights, the International Labour Organization's Declaration and conventions, or the Principles of the United Nations Global Compact of which Caisse des Dépôts is a signatory.
- 10) The Group underlines that each entity acting in a foreign country must strictly comply with the applicable labour code or similar standards.
- 11) The Group undertakes to promote in all entities the implementation of a working environment that is respectful of individual freedoms and privacy, taking account of the neutrality and secularism challenges that they must take on in their field of activity.
- 12) The Group reasserts the importance of lively and constructive social dialogue, which each entity must promote in order to enable effective employee representation and the evolution of working environment and employment conditions through collective bargaining.

**Ensemble,
faisons grandir
la France**



Caisse des Dépôts
 |  |  [caissedesdepots.fr](https://www.caissedesdepots.fr)