

ESG REPORT



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Unédic
ESG Report 2023

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**COMMITMENT IS A VALUE WE ALL
SHARE
AT UNÉDIC, BOTH SOCIAL PARTNERS
AND EMPLOYEES.**

It is reflected in the way we work together in an integrated and cross-functional manner, in our ability to be reactive and proactive for proposals to bring social democracy to life, as well as in our desire to maintain trust and the quality of synergies with our institutional partners. A commitment to staying on course, in the service of working people and employers.

Unédic's CSR strategy also embodies this ongoing commitment, as it arises from a working group set up within the Unédic Lab, comprising internal volunteers from all departments who are keen to integrate social concerns and environmental concerns in our missions and interactions.

Our ESG report is directly in line with Unédic's strategy and is structured according to the 3 axes of ESG: Environment, Social and Governance. It enables us to report on Unédic's impact and sustainability, according to specific and quantifiable criteria. It is aimed both at the general public, to help them understand our concrete ESG commitments, and at financial market participants, to guide their investment decisions.

1.

**ENVIRON-
MENT**

All Unédic employees work from offices at 4 rue Traversière, 75012 Paris.

The number of employees has risen steadily in recent years. Energy consumption has fallen over the same period. This reduction is linked both to the energy-saving measures taken by Unédic (renovation work on facades, elevator, sanitary facilities; installation of motion detector lights, etc.) and to the deployment of teleworking, which has reduced the time spent on site.

While the volume of waste collected increased slightly between 2021 and 2022, corresponding to the return of employees to the site after the confinement periods of 2021, it decreased again in 2023 thanks to the elimination of individual waste garbage cans in offices and the installation of collection points.

1.1 - ENERGY CONSUMPTION OF BUILDING AT 4 RUE TRAVERSIÈRE

In 2023, energy consumption was significantly lower compared to 2022 (257,266 kWh vs. 291,556 kWh), while the number of employees increased from 115 to 117. There has been a steady decline in consumption since 2020, even after the Covid period when teleworking was implemented.

→ SEE TABLE ON PAGE 37

⚡ Building energy consumption (in kWh)



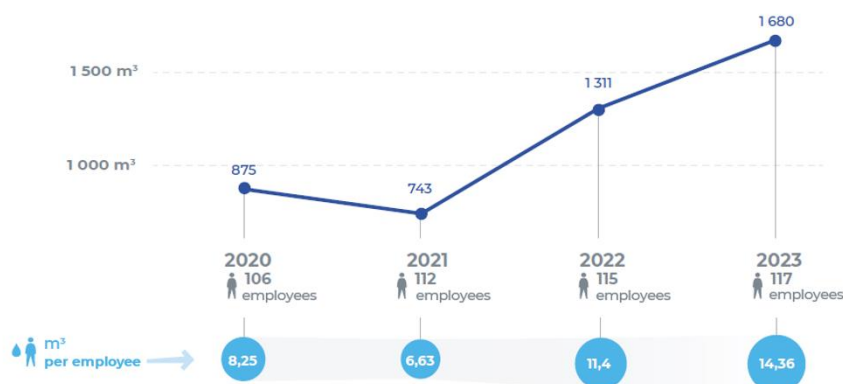
Source: "Unédic" annual operating reports - Engie Solutions and bureau SETEC - non-public

1.2 - WATER CONSUMPTION OF BUILDING AT 4 RUE TRAVERSIÈRE

The increase in the building's water consumption between 2022 and 2023 (1,680 m³ vs. 1,311 m³) is explained by a significant increase in the number of receptions of external personnel (meetings, negotiations, etc.). In addition, the summer of 2023 was proved to be warmer than the summer of 2022, resulting in higher water consumption.

→ SEE TABLE ON PAGE 37

💧 Building water consumption (in m³)



Source: "Unédic" annual operating reports - Engie Solutions and bureau SETEC - non-public

13 - WASTE COLLECTED ON SITE 4 RUE TRAVERSIÈRE

There was an increase in waste produced between 2021 and 2022 (2.481 tons versus 3.352 tons) corresponds to the period of returning on site after a period of full-time teleworking over the years 2020 and 2021 (Covid-19 pandemic). As a guide, in France, an employee produces an average of 120 to 140 kg of waste per year in the workplace (compared with 18 kg per employee at Unédic in 2023)*. The reduction in the volume of waste collected between 2022 and 2023 (3.352 tons versus 2.058 tons) was due in particular to the elimination of individual waste garbage cans in offices and setting up collection points.

→ SEE TABLE ON PAGE 37

* Source: ADEME - Agency for Ecological Transition

🗑️ Waste collected on site (in tons)



Source : Reportings environnementaux annuels 2023 et Le Petit Plus 2023, prestataire de collecte et de recyclage des déchets de bureau – non public

Focus on collected paper and cardboard waste

Paper and cardboard waste represented more than ¾ of the waste collected at Unédic (1.584 tons out of a total of 2.058 tons in 2023).

In 2023, each Unédic employee produced 14 kg of paper and cardboard waste. As a guide, in France, an employee consumes in average 60 to 65 kg of paper per year.*

→ SEE TABLE ON PAGE 37

* Source: ADEME - Agency for Ecological Transition

📄 Paper and cardboard waste collected on site (in tons)



Source: Annual environmental reports 2023 and Le Petit Plus 2023, office waste collection and recycling service provider - non-public

14 - BIODIVERSITY

Unédic has no sites or operations in or near sensitive or protected areas.

Unédic has been sponsoring two beehives in the Île-de-France region since 2023, with a view to preserving biodiversity.

15 - CARBON FOOTPRINT REDUCTION AND ENERGY EFFICIENCY POLICY

To limit its carbon footprint, Unédic has been implementing a waste reduction initiative as part of its ESG policy since 2020. The actions implemented are aimed firstly at limiting plastic consumption, in particular bottles and cups:

- installation of water fountains on all floors and in large meeting rooms ;
- replacement of coffee machines with capsules by bean-to-cup machines (coffee from an eco-responsible French roaster) ;
- eliminate the use of cardboard and plastic cups ;
- delivery of a kit consisting of a ceramic mug and a glass flask ;
- provision of glasses, mugs and carafes in meeting rooms.

In 2022, to develop the waste sorting approach, Unédic modified its collection system by abolishing individual garbage cans and providing collection points for paper, glass, and CIW (non-hazardous industrial waste).

In addition, as part of the ALUR decree, which sets a target for companies to reduce their energy consumption by 40% by 2030, work has been carried out on the building.

In 2016, the refurbishment of facades with technical isolation from the outside, the installation of double glazing, the elimination of an elevator, the exclusion of hot water use in sanitary facilities, the installation of motion detector lights and the replacement of obsolete equipment within the building led to around 33% of energy savings. The remaining 6% of energy savings to be achieved by 2030 will be attained by installing a thermo-fridge-pump system and LED lighting in the course of 2025. [Source: "Unédic" annual operating reports - Engie Solutions - non public](#)

An energy-efficiency policy has been also applied to business travels. A framework note sets out the internal processes. For example, train travelling is systematically preferred to airplane travelling within metropolitan France.

Unédic achieves its first carbon footprint in 2024

Unédic, keen to measure its impact on the environment and implement a concrete action plan as part of the development of its CSR policy, is currently being supported in the completion of its first carbon footprint by the end of 2024. The assessment will cover greenhouse gas (GHG) emissions produced at Unédic's head office. In particular, it will take into account the emission related to on-site energy consumption, business travel, employee commuting, purchasing, waste production, fixed assets...

In addition, awareness-raising initiatives had been organized for employees in 2022, 2023 and 2024, both within the organisation and in society at large:

- **the Climate Fresk** in December 2022, attended by 80% of Unédic's workforce - this event enabled every employee to understand the functioning, scale and complexity of the challenges linked to climate disruption;
- **the MyCO2 workshops** in June 2023, in which 20% of Unédic's workforce had participated - this event enabled volunteer participants, in particular by calculating their carbon footprint, to understand the orders of magnitude of carbon, based on its French carbon footprint distribution benchmark.
- **the Anti-waste workshop** in June 2024, in which 15% of Unédic's workforce took part, with the aim of combating food waste, encouraging the consumption of local products and giving food sustainability a focus.

2.

SOCIAL

At the end of 2023, Unédic had 117 employees, 92% of whom had permanent contracts, and a majority of whom were women (57%). Between 2021 and 2023, the men/women breakdown of the Executive Committee approached parity (44% women vs. 38% in 2021). Managers are still more likely to be men (62% in 2023). The gender equality index for 2023 achieves 88/100, at the national average. Source: [travail-emploi.gouv](https://travail-emploi.gouv.fr)

In terms of remuneration, salary gaps are moderate. The highest salary is 6.2 times the lowest.

Concerning about working conditions, an agreement promoting professional equality in terms of work-life balance and an agreement on the integration of young people and the retention of older employees were signed in 2023.

21 - EMPLOYMENT DATA

2.1.1 - TYPES OF CONTRACT

	31/12/2023		31/12/2022		31/12/2021	
	NB	%*	NB	%	NB	%
CDI	108 105.8 FTE monthly average	92 %	104 101.8 FTE monthly average	88 %	104 101.8 FTE monthly average	91 %
Fixed-term contracts excluding apprentices	3 3 FTE monthly average	3 %	3 1.62 FTE monthly average	1 %	2 2.71 FTE monthly average	2 %
CDD pro	0 0 FTE monthly average	0 %	0 0 FTE monthly average	0 %	0 0 FTE monthly average	0 %
Apprentices	5 5 FTE monthly average	4 %	7 10 FTE monthly average	9 %	5 4.92 FTE monthly average	4 %
CIFRE (student researchers)	1 1 FTE monthly average	1 %	1 1 FTE monthly average	1 %	1 1.46 monthly average FTE	1 %
Interns	8 1.4 FTE monthly average	7 %	1 1.29 FTE monthly average	1 %	0 0.65 FTE monthly average	1 %
Temporary workers**	6 1.9 FTE monthly average	-	1 2.17 FTE monthly average	-	2 0.39 FTE monthly average	-
Outside workers / subcontracting***	2,062.7 days people	-	2,390.61 days people	-	2,335.4 days people	-

* The percentage is calculated on the basis of monthly average FTE.

** Reason for use: temporary increase in activity or absence likely to generate a very short-term recruitment need, or job in short supply (profiles rarely available on fixed-term contracts).

*** Subcontracting is mainly used for non-core operational activities that are not intended to be internalized (routine and recurring maintenance work), or for projects requiring specific and one-off skills (particularly in connection with IT systems or projects). When the corresponding activity tends to be sustainable over time, the aim is to internalize these skills.

2.12 - TURNOVER

	2023	2022	2021
Turnover CDI	13%	12%	10%

While the trend in employee turnover over the last three years has been upwards, this must be qualified by the health context engendered by the Covid-19 pandemic in 2020 and 2021. During these two years, employees were less likely to change companies.

As for comparison, the average turnover in France in 2023 rose to 15%. [Source: INSEE](#)

2.13 - WORKING TIME

	31/12/2023		31/12/2022		31/12/2021	
	NB	%	NB	%	NB	%
Full-time	105 employees	90 %	103 employees	90 %	100 employees	89 %
Part-time work > 30h per week	4 employees	3 %	4 employees	3 %	4 employees	4 %
Part-time work between 20 and 30 hours per week	8 employees	7 %	8 employees	7 %	8 employees	7 %
Part-time work < 20h per week	0 employees	0 %	0 employees	0 %	0 employees	0 %

Unédic facilitates part-time work to enable employees to reconcile their professional and personal lives. Part-time work is at the employee's discretion, and is always accepted by the employer, never imposed. There is no request for derogation from the minimum working week. In 2023, no request to return to full-time work was refused.

Part-time employees benefit from the same rights as full-time employees under the law and the organization agreement, in proportion to their working hours, unless a special provision is stipulated in the agreement:

- in order to facilitate the choice of employees wishing to work part-time, without impair their pension contributions, they are offered the possibility of contributing on a basis reconstituted at the full rate;
- by means of a collective agreement, employees wishing to take voluntary retirement within 12 months may opt to reduce their working hours by up to 20% of a full-time equivalent, while retaining the benefit of their remuneration prior to entering the scheme;
- in accordance with the provisions of the organization agreement, in the event of continued activity after the age of 60, and from that age onwards, working hours are reduced by one hour a day, with salary maintained. To facilitate this reorganization of working hours, additional provisions have been adopted by means of organization agreements (for employees on individualized or collective schedules, the optional possibility of accumulating these hours on Mondays or Fridays. For employees covered by the "day-package" system: the possibility of one day not working during the month, while retaining their remuneration; combined with an additional contribution of 6 days per year to their CET);
- reduction of one hour's work per day, without reduction in salary, from the time of medically certified pregnancy until the end of the 9th month following the birth of the child, for employees working variable or collective hours, and the benefit of one day not worked during the month, without reduction in salary, for the same duration, for employees working a fixed number of days.

2.14 - OVERTIME

	2023	2022	2021
Average FTE over the year	1.63	1.71	2.20

Downward trend over the last three years.

Every year, of the total volume of overtime, 50% is worked by the business departments (Research and Analysis, Legal and Institutional Affairs, Finance and Accounting), and is due to the periodic increase in production.

2.15 - AGE AND SENIORITY

	2023	2022	2021
Average age	41.8 years	41 years	41.61 years
Average seniority	9.5 years	9.58 years	10.53 years

2.16 - NATIONALITY

	2023	2022	2021
French	93 %	93 %	94 %
Other	7 %	7 %	6 %

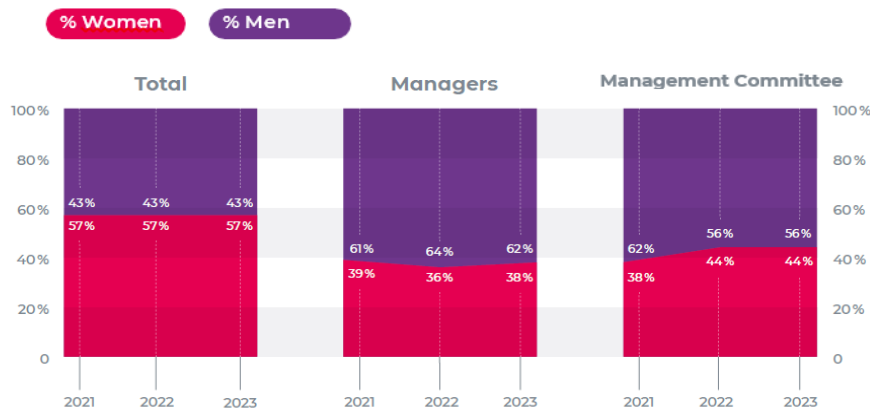
22 - GENDER EQUALITY DATA

2.2.1 - BREAKDOWN OF MEN/WOMEN EMPLOYEES

In 2023, the majority of Unédic employees were women (57%). This proportion has remained stable since 2021. Conversely, managers are mostly men (62%) in 2023. The Management Committee is closer to parity, with 56% of men by 2023.

→ SEE TABLE ON PAGE 37

👤 Breakdown of men/women employees

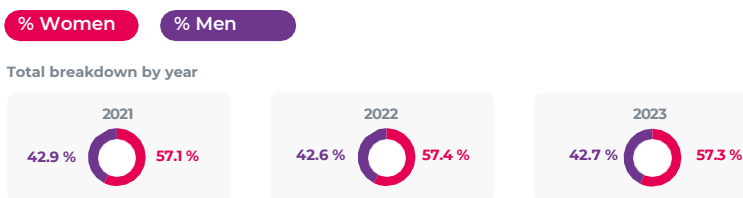


2.2.2 - PROFESSIONAL CATEGORIES MEN/WOMEN

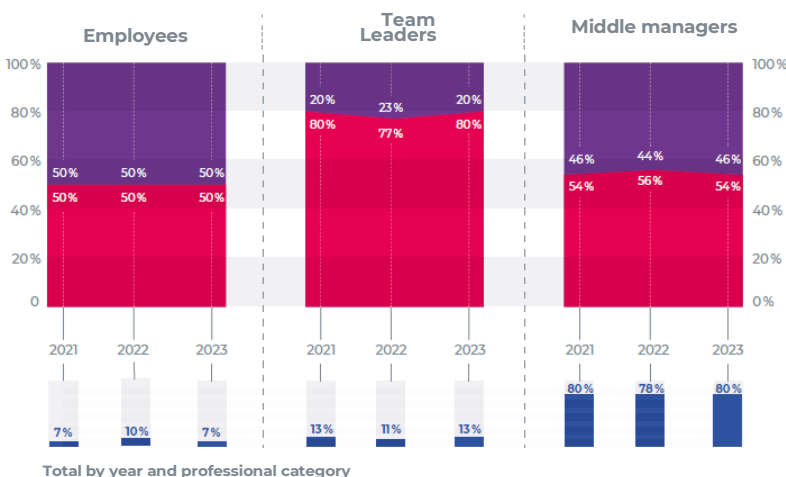
The majority of Unédic employees are middle managers (80.34% in 2023), of whom 54.26% are women. The team leaders account for only 12.82% of Unédic's workforce, and the vast majority of these are women (80%). Finally, 6.84% of employees are workers (50% of whom are women).

→ SEE TABLE ON PAGE 38

👤 Men / women occupational categories



Breakdown by professional category



Total by year and professional category

2.2.3 - AGREEMENT ON GENDER EQUALITY IN THE WORKPLACE OF 10/27/2023

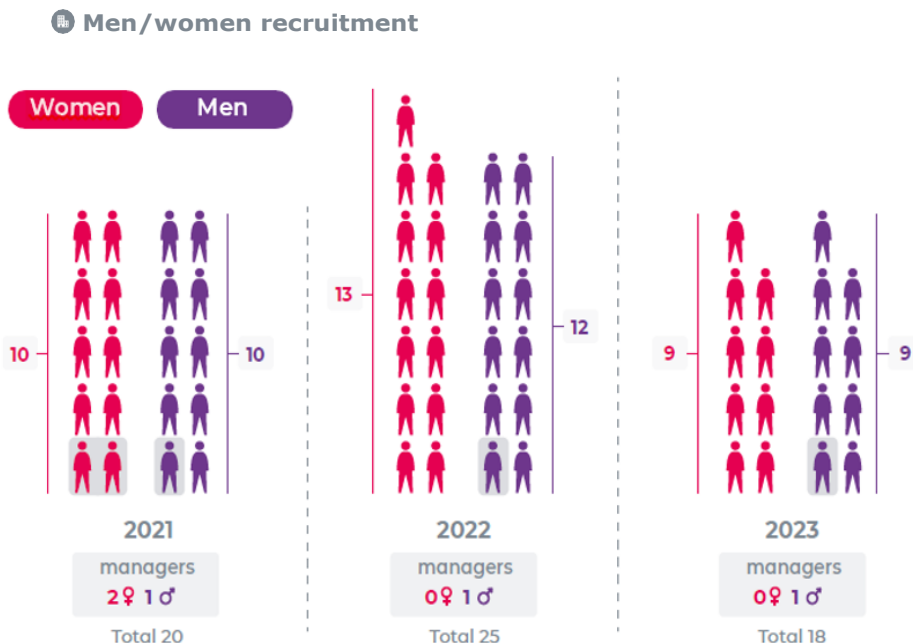
On October 27, 2023, an organization-wide agreement on professional equality between men and women was signed. The main provisions promoting professional equality in terms of career development are :

- **the organization of meetings**, most of which are scheduled to take place at fixed times (between 9:45 and 11:30 a.m. or between 2:00 and 4:30 p.m.), taking into account employees' personal constraints;
- **fair access to training and career paths**, through refresher courses (where necessary) for employees returning from leaves of maternity, adoption, parental or family presence;
- **setting up interview arrangements** before departure and/or on return from parental leave (maternity, paternity, adoption, parental...), to examine and anticipate the conditions of the employee's return;
- **the guarantee of an identical level of classification and remuneration on hiring** between employees for the same position with equal training, skills and experience, regardless of gender, gender identity or possible gender transition;
- **on returning from maternity leave, employees receive a salary increase** equivalent to the average increase for their category (a legal requirement to which Unédic pays close attention);
- **the guarantee of a salary level on recruitment of** an employee recruited on a part-time basis proportionally equivalent to that of an employee recruited on a full-time basis, for the same type of position and with an identical profile.

2.2.4 - MEN/WOMEN RECRUITMENT

Since 2021, the men/women split in recruitment has been almost equal: 10 women and 10 men in 2021, 13 women and 12 men in 2022, 9 women and 9 men in 2023.

→ SEE TABLE ON PAGE 38



23 - WORKING CONDITIONS, WORK-LIFE BALANCE

2.3.1 - WORKING CONDITIONS

Within Unédic, there are no arrangements for the organization of day/night/weekend shifts or assembly-line work. In addition, no employee is exposed to painful work conditions as defined in article D.4121-5 of the French Labor Code.

IT and property standby duty has been set up. They concern 5 employees in the case of IT standby duty and 2 employees in the case of property standby duty.

2.3.2 - PROVISIONS FROM THE COLLECTIVE BASE

The provisions of the organization agreement promoting a better work-life balance are as follows:

- 10 paid-days for "sick children or spouse's helper" (5 days with full pay and 5 days with half pay) ;
- reduction of one hour's work/day, without reduction in salary, for the duration of the medically certified state of pregnancy and until the end of the 9th month following the birth of the child;
- Salary maintenance during maternity/paternity/adoption leave;
- Paternity leave for a maximum of 25 calendar days in the case of a single birth and 32 calendar days in the case of a multiple birth;
- Paid family event days (birth, adoption, marriage, medically-assisted procreation, death of a close relative, moving house);
- Parental presence leave when the illness, accident or disability of a dependent child is particularly serious, making a sustained presence with the child and constraining care indispensable;
- Leave for the preparation for adoption;
- Adoption leave;
- Parental leave;
- International solidarity leave;
- Possibility of full-rate pension contributions for part-timers.

The October 27, 2023, organization's agreement on professional equality between women and men includes the following provisions to promote professional equality in terms of work-life balance:

- the possibility of converting the vacation allowance into exceptional leave days (22 working days) to be taken within 12 months of returning to work, in order to facilitate the return from maternity, paternity, adoption or parental presence leave and enable the employees to make the most of his or her new life arrangements;
- promoting the donation of paid leave, when the situation requires it with regard to the employee's family situation;
- the introduction of a tax-exempt childcare bonus, available up to the child's 6th birthday, up to a maximum of €201.75 per month, for the types of childcares provided for by collective agreement and on presentation of valid proof, to be paid to all employees working a minimum of 0.5 FTE per month.

On October 27, 2023, an agreement was signed on career endings and the integration of new trainees. The main provisions are as follows:

- in the 12 months prior to retirement: each employee (irrespective of his or her working hours) wishing to retire on his or her own initiative, within the following 12 months, can choose to benefit from a reduction in his or her working hours to 20% of a full-time equivalent, while retaining the benefit of his or her remuneration prior to entering the scheme; or, the possibility for employees in an equivalent situation, to opt for a skills sponsorship resulting in their being voluntarily made available to a public-interest association ;
- for employees over 60 years of age: the possibility of transferring paid vacation days and vacation days linked to their age to their CET, over and above the current 60-day ceiling (these additional days can be used before the employee actually leaves the organization). For employees on individualized or collective working hours, the possibility of benefiting from a reduction in working hours of up to 1 hour per day, with continued payment of salary, while granting the optional possibility of accumulating these hours on Mondays or Fridays. Flat-rate "day-package" employees can benefit from: on the one hand, a day not worked during the month, while retaining their pay; on the other hand, an additional 6 days/year to be added to their CET.
- Unédic promotes the integration of young people, notably *through* the recruitment of apprentices (4% of its workforce by 2023), interns (8 in 2023) and a research student (Convention Industrielle de Formation à la Recherche - CIFRE). To this end, Unédic is developing partnerships with schools and universities (Sciences Po Bordeaux, ENSAE, etc.). A tutor supports each student in the development of their skills and follows their academic career.

24 - COMPENSATION

24.1 - COMPENSATION STRUCTURE - ORGANIZATION AGREEMENT

Unédic employees are paid over 14.58 months, which includes a benefits allowance and a 13th month bonus.

As the organization is a nonprofit organization, employee remuneration does not include a financial performance-based bonus, but there are discretionary bonuses linked to individual performance.

Employees are reimbursed up to 75% of their public transport fares, even when the distance from home is due to personal conveniences. Please note that the legal minimum reimbursement rate is 50%.

In addition, under the terms of a collective agreement signed on October 27, 2023, employees who commute to work using a soft mobility mode (personal or rented bicycle, scooter, self-service electric scooter, etc.) benefit from a **sustainable mobility package** of €700 maximum per year, provided that the employee travels at least 2 km per day. This allowance is paid in the form of an annual lump-sum bonus.

24.2 - NAO AGREEMENTS 2023 AND 2024

In 2023 and 2024, the mandatory annual negotiations on salaries have resulted in :

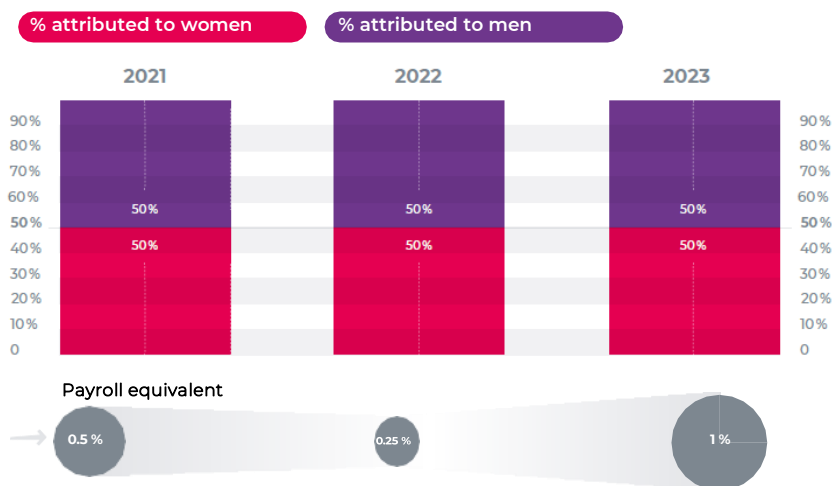
- **3.8%** general increase effective from January 1st 2023;
- **3%** general increase effective from January 1st 2024.

24.3 - BREAKDOWN OF PERENNIAL INDIVIDUAL PROMOTIONS

The breakdown of individual promotions between men and women has been strictly parity since 2021. The budget for individual promotions was 1% of total payroll in 2023, up from 0.25% in 2022.

→ SEE TABLE ON PAGE 38

➤ Breakdown of perennial individual promotions



24.4 - BREAKDOWN OF BONUS ALLOCATIONS DURING THE PEOPLE REVIEW (excluding Codir variables)

The budget dedicated to individual performance bonuses has been smaller in recent years, for the benefit of general increases granted within the framework of the mandatory annual negotiations.

Bonuses are not awarded on the basis of gender, but objectives and representative of individual performance. By 2023, 60% of bonuses awarded during the people review was to women.

→ SEE TABLE ON PAGE 38

⊙ Breakdown of People Review bonuses (Excluding Codir variables)



2.4.5 - GENDER EQUALITY INDEX, ORGANIZATION SCOPE

	2023	2022	2021
Pay gap	33/40	34/40	36/40
Difference in individual increases	35/35	20/20	10/20
Promotion gap	Not applicable	15/15	15/15
Percentage of employees receiving a raise after returning from maternity leave	15/15	15/15	15/15
Number of employees gender under-represented among the 10 highest earners	5/10	10/10	10/10
Total	88/100	94/100	86/100

The national average is 88/100 in 2023. [Source : travail-emploi.gouv.fr](https://travail-emploi.gouv.fr)

Please note: the organization's scope has changed. In fact, one of Unédic's establishments (Délégation Unédic-AGS, i.e., DUA) has been transferred to another organization (Association de Garantie des Salaires, i.e., AGS), resulting in the calculation of the professional equality index for 2023 on the basis of 120 employees (compared with 350 previously).

25 - CAREER DEVELOPMENT

2.5.1 - ANNUAL PERFORMANCE REVIEW

Each employee is entitled to an annual performance review, at which he or she can highlight the events that have marked his or her professional life (whether these events are of his or her own making, or emanate from his or her professional environment, such as organizational or strategic developments), assess his or her working environment, and give his or her perception of key professional and social skills. A support for this interview enables the exchange between the employee and his/her manager to be traced.

During the interview, the managers analyze:

- the level of mastery of the employee's main job activities;
- achieving the employee's objectives;
- the employee's key professional and social skills.

At each stage of the interview, the manager and employee are free to express their perceptions. The interview also provides an opportunity to set objectives for the following year (operational objectives linked to the activities of the position held and to current projects, personal objectives for the employee's improvement in terms of job performance, social skills and anticipation of future changes). This is followed by a discussion of the employee's aspirations in terms of job, within and out of his/her department, and remuneration. Finally, an assessment is conducted regarding the training courses attended during the past year, and a list is drawn up of training courses linked to the employee's job and personal development for the coming year.

2.52 - 6-YEAR REVIEW

In addition to this annual interview, and as part of the process of monitoring career development, every 6 years the employee is given **a report on his or her career over the last six years**. This document remaps:

- training activities carried out;
- certification elements acquired;
- any career progression (changes in functions, progress in terms of individual or collective remuneration, etc.).

2.53 - INTERNAL AND INTER-ASSOCIATION MOBILITY

All job openings are systematically advertised internally to promote internal mobility. Applications received in this way are systematically given priority consideration.

A job exchange has been set up between Unédic and AGS for a period of 3 years **from January 1st, 2024**, with a view to promoting inter-associative mobility.

26 - TRAINING

2.6.1 - SKILLS DEVELOPMENT PLAN 2023

3 orientations had been defined for 2023:

1. SUCCEEDING IN OUR MISSIONS

- **Developing key skills:**
 - welcome kit;
 - our webinars;
 - occupation expertise (upgrading or developing occupational knowledge and skills).
- **Sharing the nuts and bolts of our occupations:**
 - Legal and Institutional Affairs Department;
 - Digital Services and Data Strategy Department;
 - Research and Analysis Department.
- **Speaking out about Unédic:**
 - branding ;
 - public speaking.

2. IMPROVE THE EMPLOYEES' EXPERIENCE

- **Get an overview:** the Information and Communication Department's "inspiration" meetings, during which employees can exchange ideas in a friendly format with outside speakers (researchers, association leaders, etc.) on topics related to unemployment.
- **CSR, health prevention, solidarity:** awareness-raising and prevention initiatives are deployed among employees.
- **Increase employability** through the training programs available to employees.

3. COACHING, ACTION TRAINING

→ For the collective

→ For people

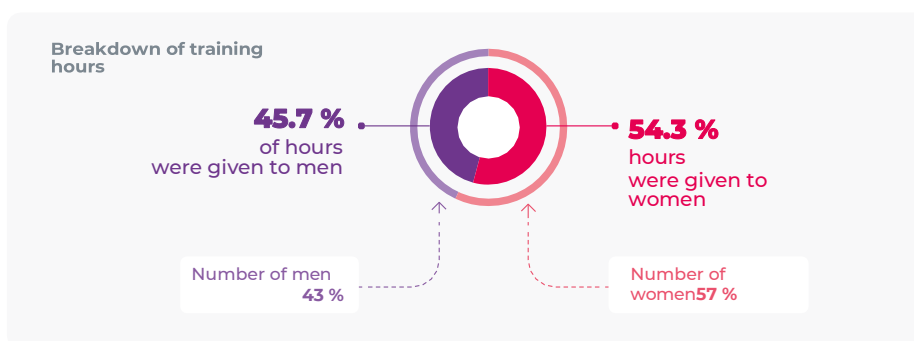
In 2023, women received 54.3% of the training hours dispensed, compared with 45.7% for men (57% women / 43% men in terms of headcount).

In 2023, Unédic spent **€364,108.41 on all vocational training schemes**, i.e., 4.14% of payroll (legal minimum: 1%):

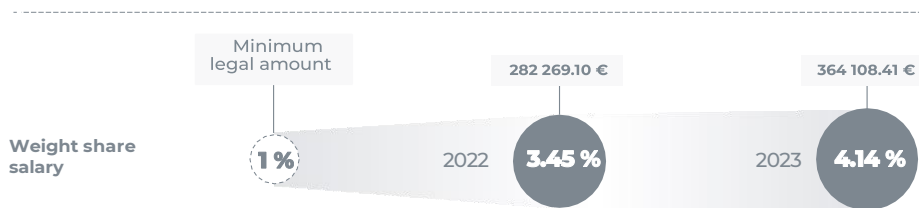
- €152,966.72 for teaching and related expenses;
- €120,178.26 to maintain salary during training;
- €90,693.43 for the professional training contribution paid via the DSN (this contribution finances continuing training schemes for employees and jobseekers).

By way of comparison, in 2022, Unédic spent €282,269.10 on all vocational training schemes, or 3.45% of payroll.

📊 Training Plan 2023



364 108.41 €
have been allocated by Unédic in 2023 to all vocational training schemes



2.6.2 - TRAINING REPORT

	2023	2022
Training hours	2 160.5 hours	1 320.5 hours
Number of training plans completed	124	101
Average training hours per trainee**	30.86 hours	21.65 hours
Number of training plans per trainee	2.1	1.7
Training plan completion rate*	62.63 %	91.8 %
Average expenditure per trainee	2 185.24 €	2 117.61 €

* Training cancelled or postponed by the organization or training not attended by the trainee.

** Trainees refer to Unédic's employees who followed at least one training plan in reported period.

The drop in the rate of completion of the skills development plan between 2022 and 2023 is explained by imperatives in terms of the workload to be discharged.

Training needs are identified during the annual performance review. Requests are made by employees, prioritized by managers and validated by the Human Resources Department.

By 2023, 33% of employees who had taken at least one training course were aged 45 or over. Unédic pays particular attention to career development and maintaining the employability of its employees in this age bracket.

Immersion in France Travail agencies are organized on a regular basis to enable Unédic employees to understand the operational impact of unemployment insurance on jobseekers in the field.

8 immersions were organized in 2023, for a total of 26 employees. New recruits can benefit from a 2-day immersion in a France Travail agency, with the following objectives:

- talk with jobseeker advisors and France Travail regional branch management;
- take part in sequences at the branch reception desk and in interviews and/or workshops with advisors and jobseekers.

27 - TELEWORKING

All employees benefit from access to teleworking, which is now common and permanent. Three forms of teleworking are introduced under a dedicated agreement due 1st December 2020:

- regular teleworking (maximum two days a week) ;
- exceptional teleworking in unforeseen and one-off situations, carried out without any regularity over time (e.g. in the event of transport problems or bad weather);
- forced teleworking (in the event of exceptional circumstances of varying duration, such as epidemics or other health risks).

A **monthly teleworking allowance package** of a maximum of €20 is granted to employees concerned to cover the costs associated with working from home (€50 in the case of compulsory teleworking 5 days a week for a minimum of 4 consecutive weeks).

Employees are also entitled to **allowance of the purchase of equipment**. Employers contribute up to 80% of the cost of purchasing equipment, up to a maximum of €240 per employee, including tax.

28 - ABSENTEEISM

	2023	2022	2021
Absenteeism rate (sick leave, work-related accidents/illnesses)	3.26 %	4.80 %	5.41 %

By way of comparison, the average absenteeism rate in France in 2023 is 6.1%.

29 – HOUSING ACTIONS

	2023	2022	2021
Contribution on salaries as part of the construction effort*	34 796 € paid in 2024 in respect of 2023	31 960 € paid in 2023 in respect of 2022	32 294 € paid in 2022 in respect of 2021

* Companies/organizations with 50 or more employees are required to invest in housing by paying a contribution called "Employer Contribution to the Building Effort" (PEEC), also known as the 1% housing.

210 - HEALTH AND WELL-BEING AT WORK

When the employment contract is suspended due to sick leave (lasting less than 4 consecutive months) or maternity/paternity leave, employees benefit from subrogation and continued remuneration (no waiting period applies).

Salary is maintained for the first 8th months of sick leave, with the employer and the provident scheme paying 50/50 from the 5th month onwards. At the end of the first 8th months, the provident scheme takes over.

Recent measures and initiatives implemented by Unédic:

IN 2024

- **Predictive health check-up** with Prédilife for employees aged 40 or over: 17 enrolled in 2024.
- **Quality of Life and Working Conditions Week** in June:
 - for managers: Malakoff Humanis webinar "Results of our Employee Health Barometer";
 - conference "Et si on mangeait équilibré...et équilibrant!" ("And if we ate a balanced diet...and balanced!");
 - seated massage sessions;
 - "Move (30 mins a day), even when I'm in a hurry" workshop;
 - webinar "Tips and advice for a balanced connection";
 - "Tips for a good night's sleep" conference.

IN 2023

- One-hour **meditation sessions** every Tuesday lunchtime, face-to-face and remote.
- **Quality of Life and Working Conditions Week** in June:
 - "Nutrition and well-being" conference on the theme of sugar;
 - "Learn to disconnect to reduce your mental load" conference;
 - seated massage sessions;
 - distribution of fact sheets on key measures for a successful teleworking experience.
- **"Health and well-being" conference** on the theme of dairy products.
- **Sorting books** to benefit Recyclivre.
- **Gourmet rally** in the Saint-Germain-des-Prés district.

- **Back-to-school lunch** with ESAT "Les Fourneaux de Marthe & Matthieu", which supports the insertion of people with psychological or mental disabilities.
- 12 participants in **Collecte nationale of Banques Alimentaires**.
- **Distribution of the first Unédic honey** during a Christmas tea party (sponsorship of 2 beehives in Île-de-France and harvesting of Unédic honey).

EN 2022

- **Mon Bilan Cardio**, an interactive and innovative device set up by Malakoff Humanis for the prevention of cardiovascular disease. The system comprises three stages:
 - an online risk assessment via a secure space created by the insured employee;
 - a preventive interview with measurements taken by a health professional;
 - a pharmacist or a doctor in a teleconsultation - aimed at deepening the initial assessment, and informing and raising the insured's awareness of their risk factors;
 - a personalized restitution of the completed results, where appropriate, by referral to the insured person's primary care physician, who will provide follow-up care as part of his or her usual medical practice.
- **Webinars "Les rendez-vous retraites", "Ma Retraite et moi"** by Agirc-Arrco for employees to ask questions about their future retirement and changes in basic scheme legislation.

SINCE 2021

- **Awareness-raising on musculoskeletal disorders** by ACMS, on site and *via* the distribution of brochures, particularly during medical check-ups. This awareness is reflected in the ergonomics of the workstation on site, in teleworking situations and working on screen.

SINCE 2020

- **Sophrology sessions** of one hour every Tuesday lunchtime face-to-face until the end of 2022.

SINCE 2019

- One-hour distance learning **yoga class** every Friday lunchtime.
- One-hour **Pilates classes** every Thursday, face-to-face and distance learning.

211 - SOCIAL INITIATIVES: CONVIVIALITY AND SOLIDARITY

IN 2024

- **La Cravate Solidaire** in June, consisting of a collection of professional clothing with the aim of combating discrimination in hiring, particularly on the grounds of physical appearance: 50 kg collected.
- **Olympic and Paralympic Games workshops**:
 - challenge collectives et solitaires *via* mobile application from January 22nd, 2024, to February 24th, 2024, and access to videos to move from 10 to 30 minutes;
 - 4 conferences (Romain Barnier, Olympic swimming coach on the quest for performance / Thu Kamkasophou, Paralympic table tennis player on disability, performance and resilience / United for Sport / Optimizing recovery and sleep);
 - initiation to two Paralympic disciplines - 2 x 2h / 3 sessions of 40 minutes (15 participants): Para Taekwondo (blind) and Archery (blind) ;
 - discovery of two team sports: stretching and cardio-boxing.

IN 2023

- **Sénégazelle** (the race): in Senegal, a member of staff runs 10 km every day for a week to reach a school where school supplies collected by Unédic employees in 2022 are distributed to the children.
- **Collecte RecycLivres**: book collection to benefit the RecycLivres association (promoting access to culture through resale or donation or reducing environmental impact through recycling).
- **Food banks**: food collection organized on 24/11/2023 in partnership with La Chorba, in a Carrefour Market store near the Unédic offices.
- **Gourmet rally** open to employees in the Saint-Germain-des-Prés district.
- **Back-to-school lunch** with ESAT "Les Fourneaux de Marthe & Matthieu", which supports the insertion of people with psychological or mental disabilities.
- **Distribution of the first Unédic honey** during a Christmas tea party (sponsorship of 2 beehives in Île-de-France and harvesting of Unédic honey).

EN 2022

- **Collection for the benefit of Ukraine**: collection of new hygiene products (shower gel, shampoo, toothpaste, soap, etc.), healthcare products (sanitary protection, handkerchiefs, co tons, bandages, plasters, compresses, etc.) and small cuddly toys for children.
- **No finish line**: a sports and solidarity challenge with a single goal: to run and collect as many donations as possible!
- 2022 **back-to-school lunch** with solidarity caterer La Table de Cana.
- **Sénégazelle** (the collection): collection of school supplies for a solidarity run by a Unédic employee.
- **Food banks**: food collection organized on 11/25/2022 in partnership with La Chorba, in a Carrefour Market store near the Unédic offices.
- **October Rose**: Unédic, in partnership with Malakoff Humanis, offers videos on breast cancer entitled "patients, treatments, cancers", as well as awareness-raising videos on breast cancer prevention.
- **Novembre Blue**: prevention campaign via video publications and webinars on prostate cancer.
- **Two blood donation campaigns** with the French Blood Establishment.

IN 2021

- **Cravate solidaire**.
- **ADSF (Agir pour la Santé des Femmes) collection**: collection of hygiene products for women in extremely precarious situations whom the association meets on its outreach campaigns or at their various reception centers.
- **Sock in stock collection**: collection of unused "orphan socks". Many people in precarious situations have difficulty accessing pairs of socks in good condition, as they are rarely donated. The association takes charge of washing, sorting and redistributing them free of charge in the form of reconstituted pairs.
- **Rejoué collection**: children's games collection (Christmas). The Rejoué association gives toys a second life by collecting, renovating and putting them back into circulation, thanks to the work of salaried women and men on integration schemes.

IN 2019

- **Food banks**: food collection organized on 29/11/2019 in partnership with La Chorba, in a Carrefour Market store near the Unédic offices.

2.12 - DIVERSITY AND INCLUSION

2.12.1 - DISABLED WORKERS, ORGANIZATION SCOPE

	2023	2022	2021
Number of disabled workers*	> 6% of the workforce	> 6% of the workforce	5.7% of the workforce
Agefiph†	0 (legal obligations met at 100%)	0 (legal obligations 100% satisfied)	333 €

* Legal requirement: a minimum of 6% of the organization's workforce must be made up of disabled workers. Contribution to Agefiph otherwise.

2.12.2 - NON-DISCRIMINATION PRINCIPLE

The Manager of Talent Development and Quality of Working Life, in charge of recruitment, has received training on non-discrimination in hiring. **All managers will also receive training in "recruitment without discrimination" during 2024.**

2.12.3 - ADVOCACY AGAINST ILLITERACY IN THE WORKPLACE

Unédic is a signatory to Advocacy Against Illiteracy In The Workplace, initiated by the National Agency for the Fight against Illiteracy and the Certif Pro association, certifier of the core competencies and representative of the social partners, with the aim of bringing together all players who share the same conviction: investing in training employees to master reading, writing, arithmetic, numeracy and basic skills not only improves the performance of public and private companies, it also means offering everyone quality jobs, improving well-being at work and giving everyone back the power to choose their professional future and social autonomy.

2.12.4 - ACCESSIBILITY

Unédic's online services are accessible to all, including people with disabilities. These services are available on the Unédic website (unedic.org), which was redesigned in 2023.

Digital accessibility is a regulatory requirement (article 47 of law no. 2005-102 of February 11th, 2005). By complying with these standards, Unédic is complying with current legislation, which is essential for any public or private organization. But this commitment goes far beyond the legal obligation: it's about guaranteeing equal access and use for all users.

People with disabilities must be able to use Unédic's online services without obstacles. This means making content perceptible, usable, understandable and robust for all:

- **perceptible:** adapt visual and auditory content to make it accessible, such as offering text descriptions for images;
- **usable:** enable keyboard navigation and provide clear navigation cues;
- **understandable:** ensure predictable interaction and help correct errors;
- **robust:** guarantee compatibility with current and future technologies, including technical aids.

An accessible site is also better referenced by search engines. Accessibility criteria, such as clarity of content and page structure, are also important factors in search engine optimization (SEO).

Unédic's efforts in this area have resulted in 75% compliance with RGAA (Référentiel Général d'Amélioration de l'Accessibilité) criteria.

2.13 - FREEDOM OF ASSOCIATION

Two unions representing employee interests.

A de facto association and a statutory association created and managed by employees and financed by the organization:

→ **Unékip Dynamique:**

The association was born in 2019 following a Hackathon entitled "Réinventons l'Unédic" during which employees were asked to come up with an innovative project to strengthen internal ties, and together reinvent the way we work on a daily basis. The "Unékip Solidaire" project (since renamed "Unékip Dynamique") won the vote by inviting employees to take part in civic actions. It's a good way of getting to know each other better, while at the same time taking part in solidarity actions to support the most vulnerable and help preserve the environment, which are in line with Unédic's values: solidarity collections of toys or foodstuffs, deployment of selective sorting on the premises, and so on. Gathered within this association, a group of collaborators also independently organize events to share moments of conviviality: a gourmet rally, a "galette des rois", an ugly Christmas sweater contest...

→ **Sports association founded in 2019:**

- organization of sports classes (Pilates, yoga, burger burner, etc.);
- organization of sporting events (soccer matches, badminton, etc.);
- organization of table soccer tournaments;
- organization of in-house prediction contests (World Cup and Euro soccer tournaments, Rugby World Cup).

2.14 - PREVENTION OF PSYCHO-SOCIAL RISKS (PSR)

Annual assessment of workload by the employee in conjunction with his/her manager (Annual Professional Interview for flat-rate middle managers).

IN 2024

→ **As a continuation of the managerial transformation program** in which 23 managers were supported in 2023:

- definition of a new jobs and skills reference framework specifying business competencies and soft skills for employees and managers;

- feasibility study on how to develop the annual performance review, so that soft skills become an integral part of it;
 - development of job descriptions and job offers to systematically include a reference to soft skills, differentiating between employees and managers;
 - mobilization of dedicated human resource coaching and career assessments;
 - e-learning soft skills training;
 - continue to encourage involvement in cross-functional activities (Lab, Unékip Dynamique, etc.);
 - support for local managers to enable them to assume their managerial responsibility.
- In crisis situations, use a **firm specializing in RPS prevention** (hotline, on-site psychologist on call) to complement occupational medicine.
- Introduction of a **health check-up for employees aged 40 or over**, with a total of 19 beneficiaries.
- **26 employees trained in MAC** (Maintaining-Updating Skills) **and SST** (Sauveteur Secouriste du Travail).
- **Preventive training initiatives:**
- handicap quiz in March;
 - "Handicap en entreprise RQTH (Reconnaissance de la Qualité de Travailleur Handicapé)" workshop in April.
- A **prevention and information campaign was rolled out on stress in the workplace**, using posters created by the French National Institute for Research and Safety.
- All managers have also received a **practical guide** giving advice and courses of action to prevent RPS on a daily basis.
- **Mental health first aid training** is deployed.
- **Definition of intervention systems:**
- Human Resource Department intervention in analysis, mediation and recommendations;
 - intervention by occupational doctors;
 - joint investigation by employee representatives and management to analyze the situation and recommend corrective action;
 - triggering the right to alert.
- IN 2023**
- An **online psychology teleconsultation service** to facilitate access to sessions with a psychologist for as many people as possible, to be launched on July 1st 2023.
- **Implementation of dedicated services** by Malakoff Humanis for the following situations:
- disability;
 - caregivers;
 - cancer;
 - ageing well;
 - social fragility.
- **Deployment of a managerial transformation program** during which Unédic mobilized its managers, through individual and collective support, to enable them to progress and succeed individually and collectively within the particularly changing framework of the organizational transformation undertaken by the organization. Through the social skills base defined and the measures implemented, this program contributes to the efficiency of cooperative work and a better quality of life at work together.

3.

GOVERNANCE

Unédic is a private law association with a mission of general interest. It is responsible for managing the unemployment insurance scheme.

In 1958, General de Gaulle entrusted the management of the unemployment insurance scheme to the social partners, with a view to defining regulations that were as close as possible to the realities of employment, responding to the needs of employers and protecting and supporting jobseekers. The association was created on December 31st, 1958, as part of the first unemployment insurance agreement signed by the social partners representing employees and employers. To this day, it is the social partners, representing 2 million employers and 27 million employees, who steer Unédic *via* joint decision-making bodies. In particular, they are responsible for negotiating the rules governing compensation, contribution rates and assistance to encourage a return to employment.

Last but not least, Unédic has a local foothold thanks to its **network of regional, territorial and specific joint bodies (18 IPR, 39 IPT and 1 IPS)**, which gives it an insight into the needs that may be expressed in each employment basin, as well as a certain height of vision thanks to the international networks to which it belongs (REIF, AISS).

On an indicative basis, at the end of the 4th quarter 2023, of the 6.1 million people registered with Pôle emploi (currently, France Travail), the unemployment insurance scheme takes responsibility for 3.6 million people (including 2.54 million indemnified claimants). [Source : Unedic.org](https://www.unedic.org)

3.1 - JOINT GOVERNANCE

Unédic's joint governance guarantees a balance between the interests of employees and employers.

3.1.1 - UNÉDIC BOARD OF DIRECTORS

The organization is managed by a **joint Board of Directors** made up of 25 trade union representatives and 25 employer representatives:

- **For the employees' association**, 5 members representing each of national cross-industry trade union organizations of employees who are signatories of the Convention of 22 March 2001 on unemployment insurance institutions;
- **For the employers' association**, a number of members equal to the total number of members of the employees' association, representing each of the national cross-industry employers' organizations who are of the Convention of 22 March 2001 on unemployment insurance institutions.

The administrators of the employees' association are respectively appointed by the confederations they represent (CFDT, CFE-CGC, CFTC, CGT and FO); the administrators of the employers' association are appointed by Medef, CPME and U2P.

Each organization appoints its own administrators, with equal representation for men and women.

The mandate for full and alternate directors is 2 years. The term is renewable.

When renewing mandates, each national employees' and employers' organization ensures parity in delegations, at both full and alternate levels, with a target of a maximum difference of one person between each gender, in the event of an uneven number of representatives being appointed.

Organizations shall limit the number of mandates at the same level held by their representatives to three.

The Board of Directors meets at least twice a year in ordinary session and may also meet in extraordinary session if requested by at least half of the permanent practicing members.

Decisions are taken by a majority of votes cast. In the event of a tie, the decision is postponed until a later meeting. Voting by proxy is permitted; each director may hold only one proxy.

The Board of Directors has the broadest powers to carry out operations relating to Unédic's purpose. In particular, it may draw up internal regulations for the application of the Articles of Association, amend the Articles of Association, apply the Articles of Association and regulations to any special cases that may arise, and manage the association's resources, as well as any funds to assist workers deprived of employment.

The Board of Directors appoints 2 statutory auditors and 2 deputy statutory auditors for a period of 6 years, in accordance with the law. The Board of Directors deliberates and decides on all matters relating to the financial statements for the year just ended.

It may, for specific purposes, choose one or more agents, even from outside its membership, for whom it is responsible and who may themselves be authorized to grant sub-delegations of authority.

Directors' duties are performed free of charge. However, directors are entitled to reimbursement of travel and subsistence expenses, as well as any compensation for loss of salary or bonuses incurred in the performance of their duties.

Members of the Board of Directors and commissions, as well as Unédic employees, are bound by professional secrecy in accordance with the rules applicable to administrators of social security organizations.

3.1.2 - UNÉDIC EXECUTIVE COMMITTEE

Every two years, the Board appoints from among its members an Executive Committee comprising no more than 10 members, including a Chairman, one or more Vice-Chairmen, a Treasurer and an Assistant Treasurer.

The chairmanship must alternate every two years between a representative of the national cross-industry employers' organizations and a representative of the national cross-industry trade union organizations.

The Chairman and First Vice-Chairman may not belong to the same organization.

The Chairman and, if not a second or third Vice-Chairman belonging to the same organization, ensures the regular operation of Unédic, in accordance with the Articles of Association and its regulations.

He/She chairs meetings of the Committee and of the Board, signs all deeds, legal outcomes, and agreements, and represents Unédic in court and in civil matters.

The Board takes all necessary measures to ensure the proper administrative functioning of Unédic, handles day-to-day matters and exercises any delegations of authority that may be entrusted to it by the Board of Directors. It appoints the Managing Director.

The Managing Director of Unédic is responsible for the overall management of the scheme; he/she performs his/her duties and represents the institution within the framework of the delegations of authority entrusted to him by the Board.

He/She chairs meetings of employee representative bodies at national level.

3.1.3 - OTHER CONSTITUENT BODIES OF UNÉDIC GOVERNANCE

The following are added to the Board of Directors and the Executive Committee:

- **a compensation committee;**
- **an audit and accounts preparation committee**, which prepares the review of Unédic's accounts, risk management system, internal control, and external audit for the Executive Committee and the Board of Directors;
- **an ethics and professional conduct committee**, which provides its expertise to the Executive Committee and the Board of Directors on the scope of the Code of Professional Conduct for Unédic representatives, whose purpose is to define the best ethical practices applicable to directors, qualified personalities and technical advisors in the exercise of their mandates within Unédic's governance bodies;
- **a real estate and market committee**, which deals with matters concerning contracts and markets, and participates in monitoring the policy for awarding and executing contracts decided by the Board under the conditions defined by the internal regulations for contracts and markets;
- **a joint committee of Technical Advisors.**

Each national trade union organization managing Unédic appoints a Technical Advisor to Unédic. The national employers' organizations managing Unédic appoint an equal number. The main task of the Technical Advisors, who meet on the initiative of the Managing Director, is to prepare the work of the Board of Directors and the Executive Committee.

3.2 - ETHICS

3.2.1 - RESPECT FOR HUMAN RIGHTS

In terms of respect for human rights, Unédic is a private-sector association which does not subcontract any of its core activities, either in France or abroad. The organization employs around a hundred people, all working on the same site and benefiting from the same collective agreements.

3.2.2 - ETHICS AND PROFESSIONAL CONDUCT COMMISSION

On June 27, 2023, the Board of Directors approved the Charter of Ethics for Agents of Unédic and the internal regulations of the Commission of ethics and professional conduct. This charter sets out the best ethical practices applicable to directors, qualified personalities and technical advisors in the performance of their duties. The Ethics and Professional Conduct Commission is responsible for implementing the Charter. A set of internal rules sets out the Commission's remit, operating procedures and consultation procedures.

An initial campaign to collect declarations of interest from directors was carried out in 2024. This campaign enables the Ethics and Professional Conduct Commission to ensure that a number of principles defined in the Code of Professional Conduct for Unédic representatives are being applied. **The missions and scope of responsibility** of the Ethics and Professional Conduct Commission are as follows:

→ **training and consulting:**

- make proposals for updating the Code of Ethics;
- collect declarations of interest and deal with conflict of interest situations ;
- provide useful advice on preventing or ending conflicts of interest;
- give an opinion on all issues relating to corporate governance ethics.

→ **control:**

- ensure that the rules of the Code of Ethics are applied;
- present an annual report to the Board of Directors. This report describes the implementation of the provisions of the Code of Ethics for Unédic representatives;
- report all cases of proven risk to governance;
- receive internal and external ethics alerts.

In carrying out its duties, the Ethics and Professional Conduct Commission is bound by strict confidentiality regarding the information it gathers.

Unédic provides the Ethics and Professional Conduct Commission with the resources and expertise it needs to carry out its tasks. If necessary, external experts may be called upon.

3.2.3 - MORAL AND/OR SEXUAL HARASSMENT

Unédic condemns any form of moral and/or sexual harassment, subject to disciplinary sanctions, and has three moral and sexual harassment specialists, with mixed representation among the designated contacts: a Human Resources representative and two members from the CSE.

3.2.4 – WHISTLEBLOWER SYSTEM

Whistleblowers benefit from the protection scheme set out in Chapter II of Act no. 2016-1691 of December 9, 2016, on transparency, on the fight against corruption and on the modernization of economic life.

3.25 - RULES OF PROCEDURE

The internal regulations stipulate that all incivility is prohibited within the organization, and that any racist, xenophobic, sexist, or discriminatory behavior as defined in the Labor Code and the Penal Code is liable to disciplinary or even criminal sanctions. In addition, a principle of neutrality is required, given the organization of Unédic. Thus, any ostentatious display of religious or political convictions is prohibited within the organization.

3.26 - RIGHTS OF EMPLOYEE REPRESENTATIVE BODIES

The rights granted to staff representative bodies, trade unions and all employees are exercised in accordance with the legal and contractual provisions governing them, in particular as regards freedom of expression.

3.27 - CONFIDENTIALITY

A confidentiality clause is included in all Unédic employee contracts, as well as in the organization's internal regulations.

3.28 - REGULATIONS FOR THE USE OF INFORMATION SYSTEMS

Unédic has a set of rules governing the use of information systems, which is appended to the organization's internal rules and given to each employee on signature.

3.29 - FINANCIAL SETTLEMENT

The Institution's Financial Regulations govern:

- **powers and delegations of operation** ;
- **Unemployment insurance financing arrangements** (financing requirements, covering needs and investing cash, monitoring cash flow);
- **Unédic's operating expenses**;
- **procedures for reimbursing the expenses** of directors and of trade union and employer organizations;
- **certification and approval of the annual financial statements**;
- the **internal control system** guaranteeing the compliance and treatment performance;
- **procedures for** appointing statutory auditors.

3.2.10 - SERVICE PROVIDER AND SUPPLIER CONTRACTS

The contracts signed with each service provider include:

- a clause stipulating that the latter must **comply with** current **labor legislation** and, in particular, with the applicable regulations on working hours, weekly rest periods, annual leave and the like;
- a clause specifying that the service provider's personnel working on Unédic premises **must comply with the internal regulations, health and safety rules and IT charter** in force on Unédic premises, which will have been communicated to the service provider in advance;
- a clause providing that, in the performance of their obligations under the contract, Unédic and the providers undertake to **comply with all anti-slavery laws**, and to establish and maintain in force, throughout the term of the contract, their own policies and procedures to ensure their compliance with anti-slavery laws. It is further specified that each party undertakes to notify the other party, as soon as it becomes aware of any cases of slavery or human trafficking in its supply chain directly related to the performance of the services;
- **an environmental protection clause** specifying that the service provider must ensure that the services it provides comply with current legislative and regulatory requirements in terms of the environment, personal health and safety, and neighborhood preservation.

In 2023: training for Purchasing Department staff (labor law and working conditions must be standards for the organization's suppliers).

33 - INTERNAL COMMUNICATIONS

Internal communication is organized in a way as to guarantee transparency and a direct link between employees and governance, without systematic prior validation by the hierarchy:

- **staff meetings with governance** with Q&A system;
- **an editorial committee** has been **set up for the internal U-Tube platform**. Run by an editorial committee made up of staff from Unédic's various departments, and with no filter from the Management Committee, the platform provides behind-the-scenes access to Unédic. At once a library of internal resources (organization chart, information on supplementary health insurance, etc.) and an internal communications portal (calendar of internal events, presentation of new employees, promotion of Unédic publications, etc.), U-Tube has rapidly established itself as the place to go to find out everything you need to know about Unédic.

The schedule of external solicitations is totally transparent, accessible on the Unédic extranet website and submitted to the Unédic Executive Committee every month.

Employees are promoted externally through:



The "Sur le vif" videos present Unédic's professions in an entertaining way (to date, 16 employees and 2 presidents of regional joint bodies have presented their professions).



The "#MesDroitsChômage" (My Unemployment Rights) videos that make it easy to understand unemployment insurance regulations (to date, 9 employees have taken part in these videos).

**Financial forecast videos**

(To date, 5 employees have taken part in these videos).



Videos presenting the results of Unédic studies highlighting their authors, in partnership with data visualization agencies.



The videos " Longue vue" which explores the future of the labor market and employment (to date, Unédic President Jean-Eudes Tesson and 2 employees involved in the "Employment and climate change" project within the Unédic Lab took part in these videos).

Institutional communication is employee-driven, which means commitment, transparency, and visibility.

34 - CREATION OF A LAB

An ideas laboratory was set up in March 2023 and launched at a seminar attended by all Unédic employees.

The aim of the Lab is to enable volunteer employees to carry out a project and set up a working group on unemployment insurance and the public employment service ecosystem, with a forward-looking dimension.

To date, **5 employee-initiated projects have been launched**. These projects have been validated by Managing Director:

- Employment and climate change;
- Better measure the effects of unemployment insurance;
- Cooperate more effectively with the Unédic ecosystem;
- Protecting workers in 2033;
- What CSR strategy for tomorrow's Unédic.

35 - CSR AWARENESS CAMPAIGNS

Three e-learning courses deployed in 2024.

	Number of employees who have started training	Number of employees completing training
Digital Responsibility	11	20
Recruiting without discrimination	12	18
Sexism in the workplace	13	2

3.6 - INFORMATION SYSTEMS

3.6.1 - CERTIFICATION



ISO 27001 certification "Information technology - Security techniques - Information security management systems - Requirements".

This certification attests that Unédic has implemented an effective information security management system to protect against any loss, theft or distortion of sensitive data. This is a real guarantee of security in the protection of Unédic's data.

3.6.2 - DATA PROTECTION

Extract from Unédic's RGDP policy

Unédic is committed to the protection of personal data. The confidentiality and security of shared information are considered of vital importance.

The protection of personal data is fundamental, and it is processed in strict compliance with current regulations, in particular the General Data Protection Regulation (RGPD).

Unédic implements technical and organizational security measures to protect data against unauthorized access, revelation, distortion or destruction.

Unédic undertakes not to divulge, sell, rent, or exchange personal data with third parties without prior consent, except in cases provided for by law or when necessary for the performance of its public service missions.

Personal data is kept only for as long as is necessary for the fulfillment of the organization's mission and the purposes for which it was collected, as well as for legal obligations, unless a longer retention period is required by law.

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ANNEX TABLES

SEE
P. 51.1 - ENERGY CONSUMPTION OF BUILDING AT
4 RUE TRAVERSIÈRE

	2023	2022	2021	2020
Energy use in kWh	257,266 kWh	291,556 kWh	311,058 kWh	314,490 kWh
No. of employees	117	115	112	106
kWh/employee	2,199 kWh/employee	2,535 kWh/employee	2,777 kWh/employee	2,967 kWh/employee

Source: "Unédic" annual operating reports - Engie Solutions and bureau SETEC - non public

SEE
P. 51.2 - WATER CONSUMPTION OF BUILDING AT
4 RUE TRAVERSIÈRE

	2023	2022	2021	2020
Water use in m ³	1 680 m ³	1 311 m ³	743 m ³	875 m ³
No. of employees	117	115	112	106
m/employee ³	14.36 m/employee ³	11.4 m/employee ³	6.63 m/employee ³	8.25 m/employee ³

Source: "Unédic" annual operating reports - Engie Solutions and bureau SETEC - non public

SEE
P. 6

1.3 - WASTE COLLECTED ON SITE 4 RUE TRAVERSIÈRE

	2023	2022	2021
Waste collected in tons	2.058 tons	3.352 tons	2.481 tons
No. of employees	117	115	112
kg/employee	18 kg	29 kg	22 kg

Source: Annual environmental reports 2023 and Le Petit Plus 2023, office waste collection and recycling service provider - non-public

Focus on collected paper and cardboard waste

	2023	2022	2021
Paper and cardboard in tons	1.584 tons	2.477 tons	2.026 tons
No. of employees	117	115	112
Kg/employee	14 kg	22 kg	18 kg

Source: Annual environmental reports 2023 and Le Petit Plus 2023, office waste collection and recycling service provider - non-public

SEE
P. 12

2.2.1 - BREAKDOWN OF MEN/WOMEN EMPLOYEES

	2023	2022	2021
Total women	57 %	57 %	57 %
Total men	43 %	43 %	43 %
Women managers	38 %	36 %	39 %
Men managers	62 %	64 %	61 %
Women on the management committee	44 %	44 %	38 %
Men on the management committee	56 %	56 %	62 %

SEE
P. 12

222 - PROFESSIONAL CATEGORIES MEN/WOMEN

		2023	2022	2021
Employees	Total	6.84 %	10.4 %	7.1 %
	Women	50 %	50 %	50 %
	Men	50 %	50 %	50 %
Team leaders	Total	12.82 %	11.3 %	13.4 %
	Women	80 %	77 %	80 %
	Men	20 %	23 %	20 %
Middle Managers	Total	80.34 %	78.3 %	79.5 %
	Women	54.26 %	56 %	54 %
	Men	45.74 %	44 %	46 %
TOTAL Women		57.26 %	57.4 %	57.1 %
TOTAL Men		42.74 %	42.6 %	42.9 %

SEE
P. 13

223 - MEN/WOMEN RECRUITMENT

	2023	2022	2021
Total women	9	13	10
Total men	9	12	10
Women managers	0	0	2
Men managers	1	1	1

SEE
P. 16

2.4.3 - BREAKDOWN OF INDIVIDUAL PERMANENT PROMOTIONS

	2023	2022	2021
Men	50 %	50 %	50 %
Women	50 %	50 %	50 %
Equivalent % of payroll	1 %	0.25 %	0.5 %

SEE
P. 16

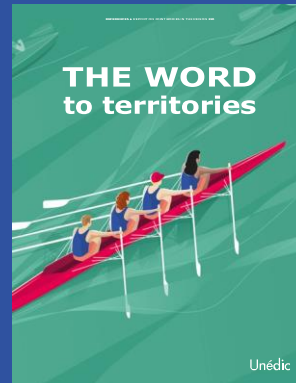
2.4.4 - BREAKDOWN OF BONUS ALLOCATIONS DURING THE PEOPLE REVIEW (excluding Codir variables)

	2023	2022	2021
Men	40 %	59.46 %	35.55 %
Women	60 %	40.54 %	64.45 %
Equivalent % of payroll	0.56 %	0.5 %	0.9 %

SEE ALSO..:



Business report
2023



Report on joint bodies
in the 2023 region



Report on risk
management, control
and auditing 2023



Financial report
2023

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