

“Parity is a key  
priority for  
our Group”



**Alexina Portal**

Director of Human Resources

**Our actions**

Wendel's industrial past, its illustrious heritage, is at the root of all the attention it pays to health and safety in the workplace, which are major challenges for employee development.

More recently, gender parity issues have been added to previous ones. As a result, these three areas are among the four priorities that the Group has defined in its 2020-2023 ESG strategy.

These issues are a real challenge for Wendel, which is particularly attentive to the skills and profiles of its teams and aims for excellence through individualized talent management to ensure their development and fulfillment at work. It is developing targeted action plans to support the key issues of equality and well-being at work. Alexina Portal, Director of Human Resources since 2020, is in charge, along with the entire HR team, of implementing the actions that will support Wendel in achieving its ambitions.

**As Wendel's HR Director, you are in charge of matters relating to employee health and safety. What does this mean in practice?**

Whether we are talking about working conditions, psychosocial risks or work/life balance, all of these elements guarantee the long-term commitment of our teams. They are therefore the levers of our HR policy in terms of health and safety.

In 2020 we revised our teleworking charter to offer employees who so wish more flexibility in the way they work. It goes without saying that Wendel has also scrupulously complied with the government's recommendations for monitoring telework since the beginning of the Covid pandemic. In parallel with this development, we stress the importance of employees' right to disconnect. In 2021, the Group continued to make its teams aware of this charter, particularly during periods of confinement or reinforced teleworking.

Concerning paid vacations, a charter, limiting, among other things, the excessive carry-over of vacation days from one period to another, was signed in 2020. This chart aims to ensure that all employees are able to take full advantage of the annual rest periods they are entitled to, and which are necessary for their physical and mental well-being.

We also believe that the work-life balance depends on proper organization of family "logistics" for employees with children. Since 2010, Wendel has offered to finance daycare places for the first three years of a child's life to employees who request them, and is also developing projects to support parenthood. In 2021, a parenting platform was opened for employees. This new service offers parenting coaching, suggestions for additional childcare, examples of workshops for children according to age groups, support for new parents, and conferences on topics dedicated to parenting.

Thus, from an organizational point of view, Wendel offers its employees more flexibility in terms of working conditions, while maintaining its range of parental benefits, achieving a real synthesis between the possibility of taking responsibility for the accomplishment of one's missions, and the possibility of fulfilling oneself in a framework that is not intrusive.

Training is an integral part of our corporate culture. Continuous learning is thus an ambitious part of our approach to employee development. In 2021, Wendel placed considerable emphasis on health and safety training. In particular, the prevention of psychosocial risks has been the subject of a dedicated training course. A large majority of employees in France and Luxembourg, including corporate officers, have been made aware of and trained in psychosocial risks and their implications.

This training is part of a continuous improvement approach to the quality of life at work. To this end, the company has been conducting regular psychosocial risk assessment surveys since late 2019. The last one was conducted in September 2021, after 18 months of the health crisis. For this new campaign, an indicator "ease of remote collaboration" was added. As in previous surveys, the results are very positive and almost similar to the employee feedback as shared in previous surveys (favorable work environment, employees' interest in their work, stress level under control). The results obtained show that the sub-indicators most appreciated by employees are the ease of collaboration, the company's values, the atmosphere and the ratio between workload and autonomy.

Finally, going back to the ancient motto *mens sana in corpore sano* ("a healthy mind in a healthy body") is the best approach, not only

in the interest of Wendel employees, but also to ensure the company's performance.

**And when it comes to parity, how does Wendel approach the subject?**

The issue of parity, often wrongly summarized as simple gender balance, is in reality broader, and requires that we have a much more comprehensive view of the people who are part of our organization (be it their gender, age, career, etc.). In short, the key word that takes precedence over parity is equality.

In order to meet this ambition, numerous actions are implemented each year and monitored by key performance indicators in terms of recruitment, training, compensation and so on. Every aspect of a career at Wendel is viewed through the prism of equality, for the betterment of everyone.

Parity is a priority for our Group; it is an issue that requires collective effort and ongoing commitment. This is why our company signed the France Invest Gender Equality Charter, published in March 2020.

*To learn more, consult Chapter 4 of our 2021 Universal Registration Document.*