



**CHANGING THE WAY WE
SEE DISABILITY**
GROUPE ATLANTIC is committed



Diversity of talent focused on our growth

In keeping with its strong family values, GROUPE ATLANTIC promotes and encourages many local initiatives from its teams all around the world to address the way we perceive disability.



Being open to all sorts of profiles is gratifying for a company; collective efficiency results from a range of experiences. It helps recruitment and it's a way of highlighting our commitment among the general public. Within the company, it fosters a sense of belonging and pride in GROUPE ATLANTIC among its employees. Disability concerns us all.



Arnaud Rollin - HRD GROUPE ATLANTIC

OUR MEASURES PROMOTING THE INCLUSION OF PEOPLE WITH DISABILITIES ARE BASED ON 3 PILLARS:

1

Raising employee awareness and combatting misconceptions

2

Recruiting and promoting the integration of people with disabilities into the company, as well as ensuring job retention

3

Developing partnerships

In more practical terms?

A brief (and not exhaustive) overview of measures implemented:

1

Raising employee awareness and combatting misconceptions

■ **Participating in the national celebration of 'DUO DAY'**

This measure involves welcoming a disabled person into the company as part of a duo with a volunteer employee. The goal: offering immersion into the company (a stepping stone towards employment) and dispelling prejudices internally. Our site in La Roche sur Yon was the first to introduce the approach. Other 'Duos' will surely follow!



■ **Manager training across 4 Group sites and participation in AGEFIPH* mornings:** positive feedback and an approach which should be extended to other sites.



*AGEFIPH : a French government agency promoting the employment of disabled people.

■ **Organisation of hands-on workshops to raise awareness (with emphasis on visual, motor and sensory disabilities) across several industrial sites, focussing on the subject of safety.**



■ **Employee participation in European Disability Week through an adaptive sports 'handi-sport' competition. The 'Handi'Hauts'Lympics' (Hauts de France)**



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This day helped me realise that, with a just a few adaptations (changes in rules or methods, for instance), it's conceivable and fairly easy to see beyond a disability. If it's possible in sport, I think that it's also largely feasible in the working world.
Loïc. V - Process Engineer
”

2

Recruiting and promoting the integration of people with disabilities into the company, as well as ensuring job retention



INTRODUCING A GLOBAL DISABILITY FRIENDLY APPROACH:

■ **As part of their disability friendly policy**, and in cooperation with the public organisation, Disability Confident, our Group presence in the United Kingdom works to improve how the site attracts, recruits and retains disabled employees.

■ **In the Vendée**, our site in La Roche-sur-Yon is also implementing a disability friendly approach, built over several years, with a dedicated quarterly newsletter intended for all employees.

■ **In the north of France**, a disability friendly executive team comprised of managers, HR and disabilities advisors facilitate activities all throughout the year which serve to expose teams to situations of disability and to diversity.



“ Becoming a Disability Confident Employer not only helps us to reflect on how to make our workplace more accessible; it also shows our employees that we are committed to promoting equality in the workplace, which is a great way to encourage them to discuss disabilities that are often invisible.

Debbie Skalli
HR Director
GROUPE ATLANTIC
UK & ROI*

*Republic Of Ireland



POINTING 'DISABILITIES ADVISORS':

Trained by the AGEFIPH*, the advisor is a real source of support for a person with a disability or a person who wishes to obtain the disabled worker status. The advisor will need to be able to provide information and guidance for such a person, directing them towards the proper contacts.

*AGEFIPH : a French government agency promoting the employment of disabled people.

3

Developing partnerships



SUPPORT AND FUNDRAISING FOR ASSOCIATIONS AND SCHOOLS INVOLVED IN SUPPORTING DISABILITY:

Fundraising for an institution for children with disabilities in Ukraine.

Since 2016, Group employees in Ukraine have been joining forces for a fundraiser intended to support an institution for children with disabilities in the town of Krasnosyolka, near Odessa (140 children with physical or mental disabilities).

Approximately 150 employees are taking part in this measure, and 10 of them visit the institution on the Feast of St. Nicholas to spend time with the children and give them presents, as well as to bring useful equipment for helping with the operation of the establishment (donated Group electric convector heaters and water heaters).

A powerful experience for our employees and a measure that raises awareness and changes the way our teams view disability.



ADAPTIVE SPORTS SPONSORSHIP:

Sponsorship of a disabled horse-rider and partner for 3 years of “Handi Equi Compet”, an international para-equestrian dressage competition organised in France.



The idea to establish a partnership with “Handi Equi Compet” started with an employee with a disability who is also an equestrian enthusiast, recalled Arnaud Rollin, Group Human Resources Director. The partnership was an opportunity for the Group to raise in-house awareness about the inclusion of disabled persons and to show an example of excellence and disability combined. The Group has a lot to gain.



ASSOCIATION FINANCING...



Les déglingués du bitume: contributing to the financial support of a sports association that raises funds to pay for equipment for children affected by disabilities.



A pieds à pattes: funding for this association supporting guide dogs for the blind and raising awareness of visual impairment.

..NOT TO MENTION

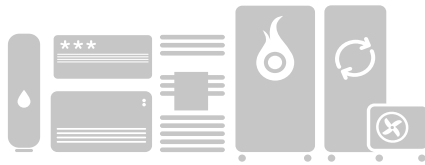
Numerous **ESAT ** partnerships**
Financial support for **CAP EMPLOI**
(Hauts de France)

Partnership with **Officiel du Handicap** launched in 2019









*RQTH: Recognised Disabled Worker Status
**ESAT: Établissement de Service d'Aide par le Travail
[centres providing care through employment]

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