

Company-wide agreement on engagement and well-being List of measures

Ensure an environment conducive to engagement and well-being

1. Define a comprehensive process to support transformations
2. Offer a personal safety commitment (to be formalized in an annual interview if the employee agrees)
3. Provide Safety Box training every two years for PSA employees
4. Include workplace first-aiders in STOP observations
5. Organize a safety challenge each year at the various sites
6. Reaffirm the fundamental ergonomics commitments (develop pre-shift preparation procedures and stretching at workstations)
7. Organize an annual Health and Safety week at the Group level
8. Increase the use of the workplace alert system (plants and R&D)
9. Continue occupational health initiatives (health screening services, healthy workplaces campaign, e-active challenge)
10. Audit living spaces and implement corrective actions
11. Set up support for family carers
12. Allow employees to donate leave days, especially to parents and grandparents
13. Organize social events (neighbors day, etc.) to boost camaraderie
14. Publicize existing local services (sports associations, retiree clubs, etc.)

Implement best management practices

15. Develop a leadership model based on Group values (mobilizing, agile, determined)
16. Train all managers in “creating the conditions for sustainable performance”
17. Develop “Talent Development” and personal and collective development projects (coaches, manager trainers, monitoring program)
18. Manage work loads
19. Implement new ways of working, work in the now (e.g., via mindfulness training)
20. Become a “self-learning” company through the introduction of a seven-day training credit each year for engineers, managers and supervisors
21. Continue to develop new ways of working: increase the number of remote working days to 30, experiment with remote working for RUs, introduce 10-day remote working counters for teleworking employees
22. Enforce the right to disconnect (digital tools regulation)
23. Roll out collective work rules (meetings, email usage, etc.)
24. Develop collective intelligence (through conferences, workshops, etc.)
25. Implement more modern, collaborative and flexible tertiary spaces

Encourage employee expression

26. Ask for employees' opinions on the work environment (weather team report)
27. Scale up collaborative, usage-oriented tools (which tool for which usage)
28. Deploy the BEST experience (sharing and problem solving) in the plants and extend it to R&D
29. Carry out an annual satisfaction survey
30. Encourage the transfer of knowledge between generations
31. Ensure access to employment and workplace inclusion
32. Promote diversity, a guarantee of employee rights