



Cancer@Work

Together, let's reconcile illness and work.

ACTIVITY REPORT

2023



2023 : a year on the theme of internationalisation

2023 is the year of all records for Cancer@Work, first of all in terms of member companies. Indeed, with 148 companies, Cancer@Work has enriched itself with 47 members this year, an unprecedented event in the history of the Club.

A major turn as marked 2023 : the Club's internationalisation. Based on the observation that illness has no borders, it appeared essential to move things up a gear by expanding the Club outside France.

Luxembourg, the pilot country, initiated this turn with the signature of 16 companies. A spin-off scheme is now established, the Club's opening in the United-Kingdom is already initiated. A bilingual campaign, French and English, has also supported this transition.

2023, is also a record year in terms of number of solidarity actions implemented, we are proud to have organized 7 solidarity workshops, called Job Meeting, in person and remotely. It seems essential to us, to keep in mind all those experiencing illness and who need to be supported in their return to work. These solidarity actions give the opportunity to candidates and member companies' representatives, who volunteer their time, to learn from each other.

In 2024, many issues and challenges await us, and we are more than determined to take them up! Deployment perspectives are considerable, the topic will be, like every action taken by Cancer@Work, held by our member companies.

We will pursue our actions and will continue to raise awareness, mobilize and involve every stakeholders to allow this topic to radiate in all Societies : French and international.

Enjoy your reading!



Anne-Sophie Tuszyński
Founder of Cancer@Work
CEO of Wecare@work



Philippe Salle
President of Cancer@Work
President of Emeria

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CANCER@WORK : A NETWORK OF COMMITTED COMPANIES

1st

BUSINESS CLUB DEDICATED TO THE TOPIC OF CANCER, CHRONIC ILLNESS AND WORK

11

YEARS OF EXISTENCE

4

MISSIONS

- **Mobilize** companies on the Cancer@Work Charter
- **Engage** them to act and share good practices
- **Measure** workers expectations and the impact of actions on the scale of companies and Society
- **In solidarity support** the upholding employment of people affected by illness

A FOUNDER, A ,
A BOARD OF DIRECTORS, BUSINESS LEADERS



Nicole ETCHEGOÏNBERRY

Honorary member of Cancer@Work

THE CLUB IN 2023

148 COMPANIES COMMITTED, INCLUDING **47** NEW MEMBERSHIP IN 2023

MORE THAN **10%** OF THE FRENCH WORKING POPULATION IS REPRESENTED

MANY BUSINESS SECTORS - SMB/SM INDUSTRY/ MULTINATIONALS - PRIVATE AND PUBLIC SECTORS



THE CLUB IN 2023



NEW MEMBERS

30 IN MAINLAND FRANCE

1 IN THE REUNION ISLAND

16 IN LUXEMBOURG

				More information on the Club's deployment in Europe.		

11 YEARS OF ACTIONS

2012

June : Cancer@Work is created in France by Anne-Sophie Tuszynski, a pioneering business club to reconcile cancer, chronic illness and work.

1st Symposium : « Your company : where is it at with cancer? »

2013

Anne-Sophie Tuszynski becomes a member of the INCa's users committee (French national cancer institute)

2nd Symposium « Companies, how can you cope with cancer? »

1st national barometer on the topic of cancer at work in France

Launch of the Cancer@Work « Pioneering » program in France to companies with Altran as 1st member company

2014

SNCF and Roche join Cancer@Work « pioneering » program

2015

Novartis and Axa join Cancer@Work « pioneering » program

2016

Elior Group join Cancer@Work « pioneering » program

3rd Symposium « In the company, cancer has value, did you know that? »

2nd national barometer edition on the topic of cancer and work in France

Co-construction workshop between members « And you, your company, where is it at with the donation of days off? »

Multi-company event « Fighting my cancer, I'm working on it! »

Supporting sick employees : 2 Job Meeting in Bordeaux and Paris

2017

4th Symposium « Cancer & work, an economically winning equation? »

Publication of the 1st economic study in France « Working with cancer : turning the will of some into an opportunity for all »

Co-construction workshop between members « Assess and value your CSR actions in favor of the integration of illness in the company » 5 recommendations to better reconcile Cancer & Employment

Development of Cancer@Work practical card

Supporting sick employees : 3 Job Meeting in Bordeaux and Paris

2018

5th Symposium « Mobilize the collective intelligence to reconcile illness & work! »

1st French citizen consultation on the topic of cancer at work

1st French citizen action plan « Reconcile illness and work : making inclusion a reality for all »

1st awareness campaign spread in France with the creation of the "Fighting Cancer" skill on LinkedIn

4 new company administrators are joining Philippe Salle et Anne-Sophie Tuszynski : Nicole Etchegoïnberry, President of the management board of the Caisse d'Épargne Loire Centre, Isabelle Guyomarch, Group President of CCI Productions and of the Ozalys laboratory, Michel Joly, President of Gilead France, Thomas Saunier, General Manager of Malakoff Humanis

Supporting sick employees : 2 Job Meeting in Paris

11 YEARS OF ACTIONS

2019

6th Symposium « Illness and work : acting together, faster, further and stronger! »

1st edition of the Label Cancer@Work : an innovative and one of its kind in the world tool to measure social progress
9 certified companies : Banque Populaire Val de France, Caisse d'Épargne Loire Centre, CCI Productions, Chrymelie, Foncia, Gilead France, Malakoff Humanis, Novartis, Planète Végétal.

3rd national barometer edition on the topic of cancer at work in France

2nd awareness campaign spread in France «The Unstoppable Résumé»

Supporting sick employees : 3 Job Meeting in Paris and in Tours

2020

7th Symposium « Reconcile employees with the company »

2nd edition of the Label Cancer@Work, 7 certified companies : AstraZeneca, Banque Populaire Alsace Lorraine Champagne, Banque Populaire Val de France, Bristol Myers Squibb, Crédit Foncier de France, Foncia, PwC France and Maghreb.

Launch of the Ambassador Program with the 1st ambassador, Anne Liardet, sailor

Supporting sick employees : 3 Job Meeting in an innovative remote format

2021

8th Symposium « Inspire to reconcile illness and work »

3rd edition of the Label Cancer@Work, 3 certified companies : Banque Populaire du Sud, Gilead France, PwC France and Maghreb.

1st year of the ambassador network to spread Cancer@Work's actions

4th national barometer edition on the topic of cancer at work in France

3rd awareness campaign spread in France with « Join the Colleaguehood »

1st inter-company connected sport challenge

Supporting sick employees : 6 Job Meeting done remotely

A new administrator joins Cancer@Work : Elise Paquet, Member of the managing board of the Caisse d'Épargne Loire Centre.

Nicole Etchegoïnberry becomes an honorary member

2022

9th Symposium « Cancer@Work : 10 years of actions »

4th edition of the Label Cancer@Work, 7 certified companies : Caisse d'Épargne Loire Centre, Canal + Groupe, Chrymelie, Dassault Systèmes, Groupe CCI Productions, Malakoff Humanis and Utopies.

2nd year of the Ambassador network to spread Cancer@Work's actions

4th awareness campaign spread in France with the theme « Les petits riens qui font tout » (The little things that make everything)

2nd inter-company connected sport challenge

Supporting sick employees : 6 Job Meeting done remotely

10 years charity reception of Cancer@Work in Paris

2023

10th Symposium « Cancer@Work : members who act to reconcile illness and work »

5th edition of the Label Cancer@Work, 14 certified companies : Aésio, AstraZeneca, Bristol Myers Squibb, Banque Populaire du Sud, Banque Populaire Rives de Paris, Banque Populaire Val de France, Crédit Coopératif, Crédit Foncier, Dassault Systèmes SE, Foncia, GSK, Publicis Groupe, VMS France, White and Case LLP. [More informations](#)

1st international awareness campaign in partnership with Publicis Groupe, with two bilingual videos (French/English)

[More information](#)

3rd inter-company connected sport challenge

Supporting sick employees : 7 Job Meeting, 3 in face to face held in Paris and Marseille, and 4 held remotely

KEY MOMENTS OF THE YEAR



Club's internationalisation Cancer@Work is deploying in Europe

After the Luxembourg, **Cancer@Work is pursuing its deployment in Europe in 2024** with the United-Kingdom, and other countries subsequently.

The international deployment scheme is created : a cluster of partner companies, established in a country, seize the subject and mobilize a network of local companies around Cancer@Work's Charter.

An event is planned by Cancer@Work and its partners in the concerned country to organize the signature of the Cancer@Work Charter by the new members.

Cancer@Work, then provide the new members with its tools and methodology to help them better reconcile illness and work, as they do for any French member companies. With the help of these pioneers, Cancer@Work, adapt its tools and communication medium to be compliant with the country's legislation.

Throwbacks on the 2 events that marked the entry of the 16 Luxembourgish companies into the Club.

We thank Laurent Lafond, Jean-Philippe Chanson and Marc Lauer from LLC Real Estate Fund, first Luxembourgish firm to have joined the Club. Their initiative has brought together a network of companies in the country and committed them to action.

29th of june in the headquarters of LLC Real Estate Fund



29th of septembre at the Banque de Luxembourg

KEY MOMENTS OF THE YEAR



2023 Awareness campaign Two videos with an international outlook

In the beginning of 2023, Publicis Groupe initiated an international campaign, "Working With Cancer", to which Cancer@Work and Gustave Roussy are associated.

The campaign begins with the launch of the digital platform "The Working with Cancer Pledge" in which managers can show their commitment to supporting people with cancer in their company.

Arthur Sadoun, CEO of Publicis Groupe, speaks out with the media to share his experience as a cancer patient and to open the discussion about illness.

In January, the new awareness video "Monday" comes out in Davos during the economic forum.

The awareness campaign kicks off with an unprecedented international impact, it is supported by a large media coverage across the world.

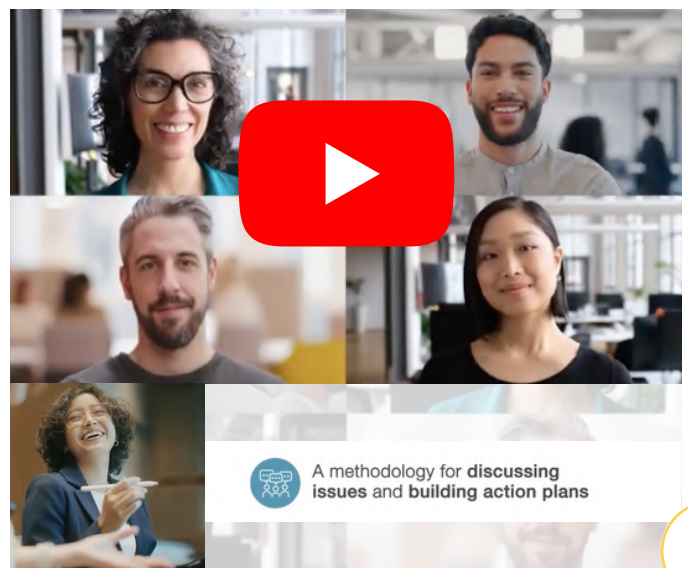
This poignant truthful video, follows the difficult journey of a man and a woman suffering from cancer, till their return to work, and where they are kindly welcomed back by their colleagues.

[Discover "Monday".](#)

In September, a second bilingual video (French/english) is produced by Publicis Groupe, and highlights the deployment of Cancer@Work outside the French borders.

Member companies testimonials punctuate the video and allows the conviction of the Club to echo beyond its borders.

[Discover the awareness video](#)



KEY MOMENTS OF THE YEAR



10th Symposium

« Cancer@Work: members who act to reconcile illness and work »

The 10th Cancer@Work Symposium was held on 9th February 2023, in a digital format with nearly 300 participants : members and non-members leaders, HRD, health professionals, and social action professionals, who gathered to reconcile illness and work. This format enabled the broadcasting of the Symposium with no geographical limit.

Live from a Paris studio, hosted by **Anne-Sophie Tuszynski (1)**, founder of Cancer@Work and CEO of Wecare@work, the Symposium is opened by **Philippe Salle (2)**, President of Cancer@Work and President of Emeria :

"As we do every year, during the Symposium, we give the floor to member companies, they are the one's to daily act to move the lines, and it will also be the case today."

We thank every speaker for their insightful and rich comments, which reinforces the Club's convictions: that a more inclusive and responsible economical scheme will enable people with illness to remain in employment.

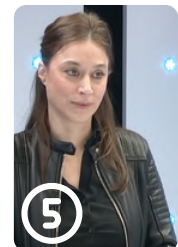
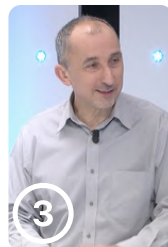


Retain talents and develop innovation

The first round-table discussion, opened up with speeches of 3 member companies speakers, who have at heart to remind us the reasons of their commitment to Cancer@Work.

They spoke about the practical measures implemented within their company to better reconcile illness and work. These actions are powerful levers for uniting employees around their company, and by extension retaining talents.

Franck Martinez (3) Quality of life and working condition manager of Décathlon France, Chairman of the Décathlon foundation, spoke about the launch of the 8th Decathlon handicap agreement, which is mainly focused on maintaining ill coworkers in employment.



Marie Pinel (4) France health sport leader at Décathlon, revealed the story of the Jog Kokoon post mastectomy bra, which created a real enthusiasm among the employees involved in the project.



Stephanie Le Dorner (5) France quality of life and working condition and health prevention at work manager at Malakoff Humanis, presented measures implemented in the company that are dedicated to carers, and has assessed the positive fall-out produced, 2 years after its creation.

KEY MOMENTS OF THE YEAR

Implement the subject in the labour relations



Paul Van Deth (6) Partner Lawyer at Vaughan Avocats, addressed the fact that including the subject of illness at work in the labour relations is the opportunity to review the obligations and the advantages related to this topic.

He then, hosted during the year several co-development workshops on this theme [To know more](#)

Laurence Commandeur (7) Human resources Director at Hewlett Packard Enterprise France, has brought an informed testimony on the subject. She confirms that a company's performance relies in its capacity to support the vulnerabilities of each individuals, a conviction shared by the Club.



VAUGHAN
AVOCATS



Hewlett Packard
Enterprise

Presentation of the international awareness campaign Working With Cancer and its video "Monday"

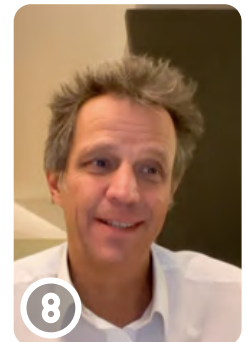
[More information](#)



A committed executives speaks out

Arthur Sadoun (8), CEO of Publicis Groupe, talks about his personal experience of cancer, and the choice he made to share it publicly. As a CAC40 company leader, his open discussion about it, had a strong impact on the medias which participated in changing people's mindset.

During the Symposium, he reaffirmed Publicis Groupe commitment to the Club, and mentioned the awareness campaign Working With Cancer, produced for Cancer@Work and Gustave Roussy.



PUBLICIS
GROUPE

Key moments for Cancer@Work 2023

Nathalie Presson (9), Managing director of Cancer@Work, presented the main actions undertaken by Cancer@Work and its members all year long : Label, co-development workshop, solidarity actions, sport Challenge, ... a rich program!



Access to the 2023 Symposium videos :

[Best of](#)

[Replay](#)



Cancer@Work

Together, let's reconcile illness and work.

KEY MOMENTS OF THE YEAR



Cancer@Work Label

A unique tool in the world for measuring social progress

Indicator of social innovation, the Label aims at fixing the inclusion of illness at work in companies' Human Resources strategy and CSR approaches over the long term.

Since 2019, it provides companies with a unique tool to :

- measure their actions' progress and add value to their best practices for reconciling illness and work,
- Increase the employability of ill people and carers,
- Favor innovative practices,
- Align their approach with international CSR standards and norms.

Cancer@Work's Label contributes to the **Sustainable Development Goals of the United Nations 2030 agenda**. Its frame of reference is complementary and compatible with **national and international sustainable development and corporate social responsibility** (CSR) such as ISO26000, Global Reporting Initiative (GRI).

It gathers all the requirements to be met by firms committed to a social responsibility approach toward the inclusion of illness in a professional environment.

In view of the demanding requirements, a cotation system has been defined, which, according to the number of points obtained determines 3 levels of commitment and maturity of the company.



Level 1

The organization has defined a 3 years strategy and implemented initiatives



Level 2

The organisation measures its performances and improves its initiatives.



Level 3

The organisation shares its best practices and influences its stakeholders in the inclusion of illness at work.

KEY MOMENTS OF THE YEAR



Cancer@Work Label
Companies rewarded in 2023



SINCE 2019, 25 MEMBER COMPANIES HAVE BEEN CERTIFIED INCLUDING 14 IN 2023

Trophies hand-out reception, for the class of 2023, was held in Paris, 28th of November. This lovely moment marked the strong commitment of this 14 companies and encouraged other member companies to fix even more inclusion of illness in their workplace, thanks to this one of its kind tool.

[Discover videos](#) of a few moments from this convivial reception, punctuated by committed and inspiring speeches.



KEY MOMENTS OF THE YEAR



Job Meeting

Solidarity actions to uphold the employment of sick people



Cancer@Work's purpose, is to favor the occupational integration, job retention and improve the quality of life of people affected by a cancer or any other chronic illness.

Throughout Job Meeting, Cancer@Work has a dual mission :

- Help people who have suffered from illness to find their way back to employment
- Raise awareness among companies to better understand illness

Since 2016, near **400 people** have been supported and more than **600 member company representatives have been mobilized**. This solidarity action, is possible thanks to the financial help of sponsor companies.

JOB MEETING IN 2023

Remote sessions :

4 sessions of 3 half-days



85 candidates supported

130 representatives from 65 companies

In person sessions :

- 2 days in Paris, including one in partnership with the non-profit organization Aida.
- 1 day in Marseille



Average age : 42 years old

10% men / 90% women

Île de France : 54%

Other French regions : 46%



KEY MOMENTS OF THE YEAR



Co-development workshop Cancer and labour relations

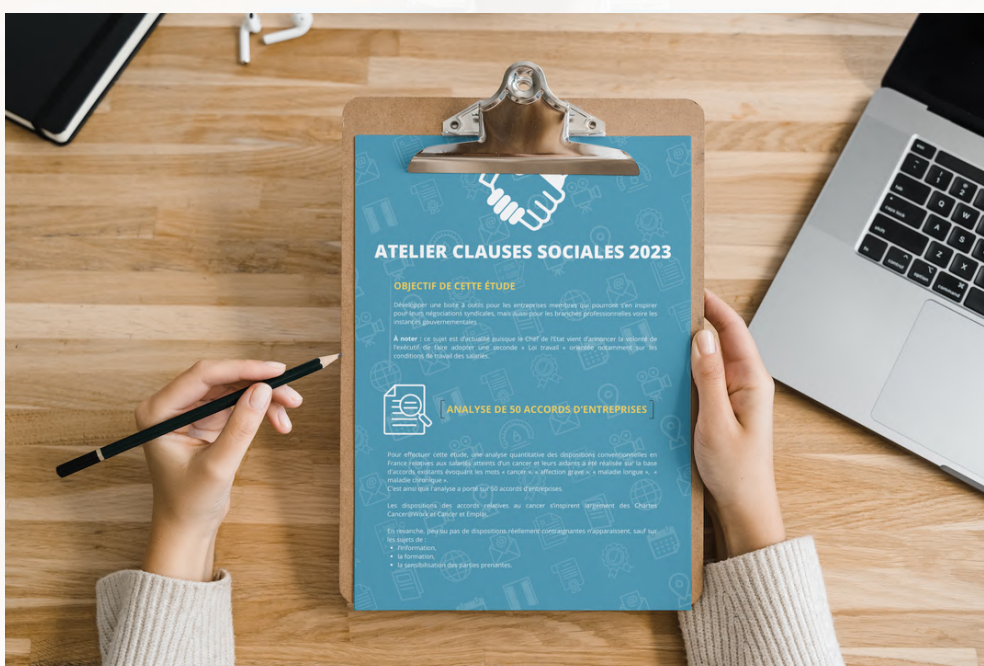


VAUGHAN
AVOCATS

Paul Van Deth, Partner Lawyer at Vaughan Avocats, member of Cancer@Work, hosted this year **3 co-development workshops**, which gathered 10 member companies.

Paul Van Deth has carried out a quantitative study on the conventional measures related to employees with cancer and carers. The analysis covered 50 company agreements. Members of the Club were then asked about their willingness and faculty to implement these measures.

This workshop aimed at providing member companies, at the start of 2024 with a toolbox, which they can use during their union negotiations, as well as for the professional branches and even government authorities.



KEY MOMENTS OF THE YEAR



3rd inter-company connected Challenge « All together for Cancer@Work »



During 4 weeks, between 5th and 30th June, which included the QWL week, employees taking part in the Challenge promoted the values of team spirit, cohesion, sportsmanship and solidarity.

They were committed to promoting the benefits of physical activity and supporting Cancer@Work Job Meeting solidarity actions.

The Challenge in short

19 committed companies

218 teams, + de 2100 co-workers

Impressive results

- 383 333 miles in total : + 15 rounds around the Earth.
- 124 840 miles in bike : + 59 times the Tour de France
- 50 789 miles ran : + 1 900 marathons
- 207 702 miles walked: 15 times the Great Wall of China



DE PARDIEU BROCAS MAFFEI



KEY MOMENTS OF THE YEAR



Anne Liardet

1st ambassador of Cancer@Work, sailor and cancer survivor

Renowned sailor, Anne Liardet wore this year the colors of Cancer@Work for the Mini Transat.

Anne Liardet has participated in some of the greatest oceans races including : the Vendée Globe 2004-2005, the Route du Rhum, the Solitaire du Figaro, the Transat Jacques Vabre, The Transat, without forgetting the Mini-Transat of 1985 which she finishes in 10th place. At the time she was the 1st woman to complete the transatlantic race with a 21.3 feet boat.

38 years later, and after being touched by cancer, Anne is back on the Mini Transat race aboard a boat wearing the colors of Cancer@Work, after a journey that command respect!

Setting out from Les Sables d'Olonne, with a stopover at Santa Cruz de la Palma, Anne Liardet crossed the line 15th of November at Saint-François in Guadeloupe, after 30 days of sailing.

"Thirty eight years after, everything is wrapped up. I wanted to do the Mini again, and I did it. It wasn't the same. At the time, we had more clement whether and now, a very rough and heavy sea."

"Was it fun? By moments. The Milky Way or the last quarter of the moon like a smile above the horizon, it was pretty as anything. At some point I saw a tail straw but it had nothing to do there. And I also seen a 9.8 or 11.4 feet long shark swim pass the boat, chill."

"This will be my last transatlantic race, that's for sure. [...] On the other hand I will continue to work on my boat because that's my world."

It was a fantastic achievement that the Club followed with great enthusiasm and pride! Well done Anne for this latest achievement and thank you for wearing the colors and convictions of Cancer@Work!



KEY MOMENTS OF THE YEAR



Podcasts Club members speak out

Following the success of the podcast series which began in 2022 for the 10th anniversary of the Club, Cancer@Work, is continuing its audio interviews, and giving the floor to member companies of the Club.

[Access the podcast channel](#)



CANCER@WORK'S PUBLICATIONS



National Barometer

Built as a measuring and management tool for the professional, health and social protection stakeholders, this Barometer analysis every 3 years since 2013, the expectations of the French working population as well as the impact of illness on their professional life. The survey is conducted by the Opinion Way institute amongst a representative sample of the population. The 4th edition carried out with the support of Malakoff Humanis, shows that one person out of two is still reluctant to disclose his or her illness.



Economic study

Conducted by Nicolas Bouzou for Cancer@Work, this study aims to assess the economic impact of upholding in employment people with cancer in employment in France, and to measure the benefits for individuals, businesses and Society. The initial findings were presented during the 2017 Symposium.



Citizen action plan

In 2018, Cancer@Work launched in France a major public debate thanks to a collaborative platform, maladie-et-travail.com, to create together the solutions for tomorrow in order to reconcile illness and work. The debate led the creation of an operational and practical citizen action plan divided into four categories: changes to the legislative and social framework, training, information and support.

CANCER@WORK SPEAK OUT



A 360 degrees communication

AWARDS AND NOMINATIONS

Quality of Life Pink Ribbon Award

To Anne-Sophie Tuszynski



Optimistes d'ÉcoRéseau Business trophy - March

Rebound culture trophy awarded to Anne-Sophie Tuszynski

ROUND-TABLES AND CONFERENCES

Conference at the French Senate - March

"Cancer : maintaining employment and returning to work", Nathalie Presson



Presentation to the business Club "Entreprises & Handicap du 92" - March

Intervention of Nathalie Presson in the head quarters of Foncia

Conference at FIDAL Avocats (law office) - April

"Better reconcile cancer, illness and work", Anne-Sophie Tuszynski



Inclusiv'Day in Paris - May

Participation of Nathalie Presson, Ingrid Thoraval (Foncia) and Eric Bardin (Malakoff Humanis) at the workshop "Reconciling cancer and work : challenges and innovative approaches for a better quality of life".

13th scientific day at the breast Henri Hartmann Institute - June

"Consequences of breast cancer on work and on the occupational reintegration"

Tour de France des handicaps invisibles - September and October

Intervention of Nathalie Presson in Marseille and Lille

BPCE SI convention in Paris - September

Stand management, and animation by Cancer@Work's team

Webinar for Mobilians members - November

"How to reconcile cancer and work?", Nathalie Presson



CANCER@WORK SPEAK OUT

16th Encounter of the French oncology (RCFr23) - November

"Cancer and work, fight against professional exclusion", Nathalie Presson

"Prostate instructions" programme, Bayer - November

"Coming back to work after illness", Nathalie Presson

13th TAO CTM (Cancer Toxicity Management) Meeting - December

"Back to work - why and how?", Anne-Sophie Tuszynski

16th discrimination in employment barometer, le Défenseur des droits et l'Organisation internationale du travail (OIT) - December

"What levers can be used to fight against employment discrimination experienced by people with chronic illnesses?", Nathalie Presson



TV AND RADIO SHOWS

LCI, Impact Positif program - January

"Cancer in the company : how to break the taboos for employees?", Anne Ramon, CSR director of Malakof Humanis

TF1 television news - February

"Cancer : how to ease returning to work" report

Europe 1, programme " La France bouge" - February

"World day against cancer : what innovations to improve treatments?", Anne-Sophie Tuszynski

ChooseSocialTV web program - August

Interview of Nathalie Presson produced by ChooseMyCompany

B-SMART - October

Flammes program, "Better reconcile illness and work", Anne-Sophie Tuszynski and Anne Liardet



CANCER@WORK SPEAK OUT

WRITTEN PRESS

News Tank RH - February

"Better reconciling cancer and serious illness with professional life", Nathalie Presson

Le bien public - March

"Open the discussion around illness", Nathalie Presson

Les acteurs du possible - March

"Better reconciling illness and professional life", Anne-Sophie Tuszynski

Maxi mag - May

"Companies that react, the discussion opens : a better reconciliation of illness and work!", Anne-Sophie Tuszynski

Le Parisien - May

"When illness is storming in the company's life", Laurence Servat from Digitalkeys, member company of the Club

Paperjam (Luxembourgish media) - July

"Twelve companies sign the Charter : Living and working with cancer has become a reality"

Agir Magazine - July

"In which measure cancer impacts a company?", Anne-Sophie Tuszynski

Tribune Pôle Emploi - October

"We should mobilize to win the battle for inclusion in the company", Anne-Sophie Tuszynski

Elle Active - October

"Living better with cancer at work", Anne-Sophie Tuszynski

SOCIAL MEDIA AND WEBSITE



5 900 followers



1000 followers



3 300 followers



2 000 followers



Website

1 500 visits per month

Intranet : 270 users from all member companies



SPONSORSHIP AND DONATION

Cancer@Work, a non-profit organisation of general interest delivers tax relief, benefit from sponsorship and donations from member companies as well as non member companies.

Donation, a support to Job Meeting



Payroll rounding

Payroll rounding is available on the microDon platform, a system adopted by some companies to support our actions, since it is easily integrable and compatible with every payroll solution. Therefore, each month micro-donations on the net to pay to co-workers is done to the advantage of Cancer@Work



Sport Challenge

19 committed companies, 218 teams, thus more than 2100 co-workers engaged

[More information](#)



Sponsorship

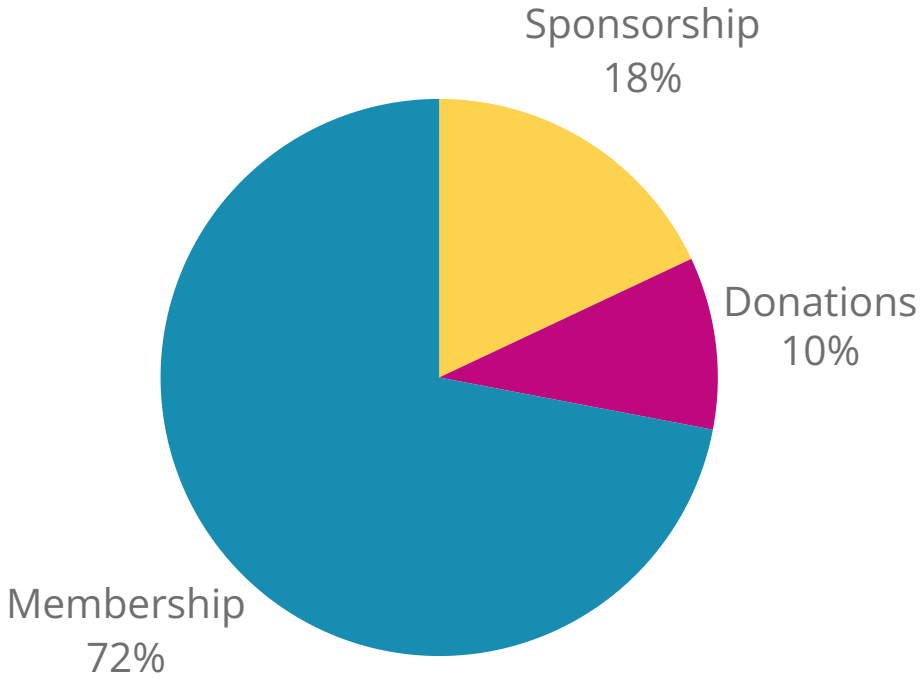


2023 FINANCIAL STATEMENT

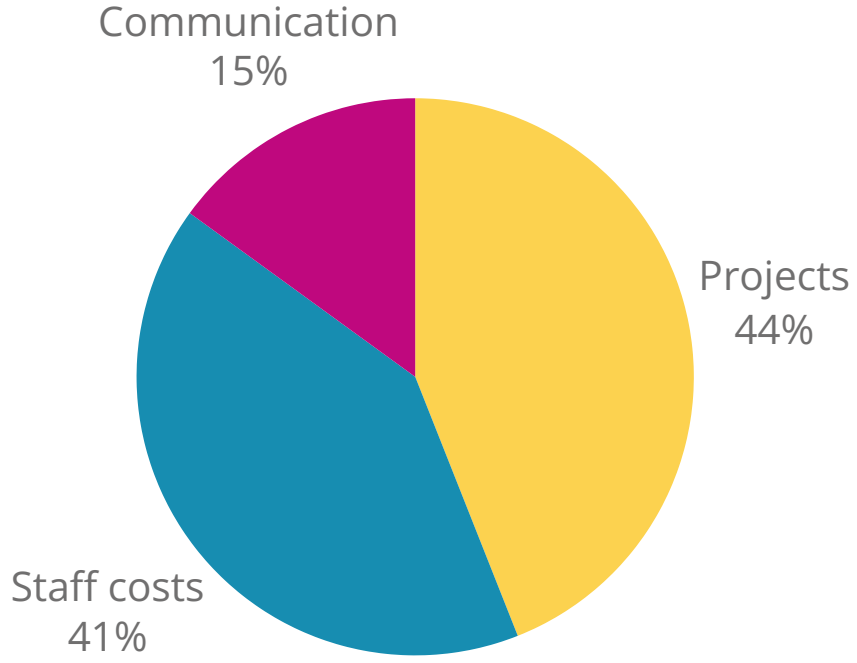


Growing income and controlled expenditure

INCOMES



EXPENDITURES



ANNEXES

WHY TO JOIN THE CLUB ?

To **BETTER SUPPORT** your employees (patients, carers, co-workers, managers, HR) coping with illness.

For the illness to become a synonym of **SUSTAINABLE PERFORMANCE** within the company and **VALUE CREATION** for all.

To **CHANGE THE WAY** companies and Society look at ill people.

To **MEET** legal obligations.

BEING A MEMBER OF CANCER@WORK ME MEMBE

COMMITTING BY SIGNING THE CANCER@WORK CHARTER :

Cancer@Work member share ideas, values and convictions.

This is why each member should express their engagement by signing the Cancer@Work Charter.

BENEFITTING FROM OPPORTUNITIES TO EXCHANGE IDEAS WITH YOUR PEERS :

You will be part of the 1st network of companies committed to the topic of cancer and illness and you will participate in the various events organized by the Club such as : the Symposium, breakfast/diners, co-construction workshops...

TAKE PART IN SOLIDARITY INTERVENTIONS :

We give the possibility to our members to act in favor of the inclusion of people that illness has kept out from employment by taking part in the Cancer@Work Job Meeting.

MAKE THE SUBJECT GROW :

You contribute to the growth of the topic of cancer and work by sharing your best practices and by benefiting from other members feedbacks.

PROMOTE GOOD PRACTICES :

Our member companies can if they wish too, measure the progress of their actions and promote their approach to reconcile illness and work with the Label Cancer@Work.

CANCER@WORK, A NETWORK OF COMMITTED COMPANIES

Cancer@Work is a network of companies committed to reconciling illness and work.

Cancer@Work has been created in 2012 in France by Anne-Sophie Tuszynski, a businesswoman and cancer survivor.

The non profit organization is recognized as general interest and chaired by Philippe Salle, President of Emerica, since 2013.

The board of directors is composed of qualified personalities who work alongside the President and the founder: Isabelle Guyomarch, President of the CCI Productions and of the Ozalys Laboratory, Michel Joly, CEO of Gilead France, Thomas Saunier, General manager of Malakoff Humanis, Elise Paquet, Member of the board of directors at the Caisse d'Épargne Loire Centre.

Since 2012, the Club allows cancer and chronic illness to exist in the work environment.

Since 2012, the Club co-created practical tools enabling companies that are joining us to go faster and be more effective in the reconciliation of illness and work.

Since 2012, the Club has made available a tool for measuring progress, so that actions can be tailored to the needs of working people.

Since 2012, the Club with the Label Cancer@Work allows its members to measure their actions and promote their best practices.

Since 2012, the Club has been proving that reconciling cancer, illness and work is a source of human, economic value creation.

Cancer@Work invites all the companies wishing to commit to the reconciliation of illness and work, to join the Club.

 [MEMBERSHIP FORM](#)

CANCER@WORK CHARTER



Together, let's reconcile illness and work.

Promoting the inclusion and retaining in employment people affected by cancer or chronic illness in business is enabling all employees to live and better work together, and for companies to retain talent and preserve and develop their competitiveness.

We are convinced that, if accompanied in a simple, coherent and integrated way, this crisis imposed by illness can be a factor in creating human and economic value for the individual and the Society as a whole.

Our company, by signing this Charter, demonstrates its desire to implement concrete actions in favor of the inclusion and upholding in employment people directly or indirectly affected by cancer or a chronic illness, and of a better quality of life at work for the teams surrounding them.

Under the terms of this Charter, we undertake to :

Develop knowledge and representations related to cancer and chronic illness in companies, and open the dialogue

- **Raise awareness** among our employees and our partners regarding the challenges involved in taking better account of illness and providing a better cancer and chronic illness support for our team and their families,
- **Inform** all our employees and partners of our commitment and actions taken to reconcile cancer, illness and work,
- **Examine** the needs and expectations of employees and build with them a shared and lasting action plan

Support the creation of favourable environment for people touched by cancer or a chronic illness

- **Facilitating** the retention and the return to work of sick employees,
- **Supporting** teams,
- **Adjusting** the working conditions,
- **Integrating** illness at work in the labour relations.

Favour behavioral and managerial practices respecting the non-discrimination principle and especially in matters of occupational health as well as the occupational integration and development of candidates and employees touched by cancer or illness.

Measure frequently the company's progress and readapt the action plan.

ANNEXES

Sustainably integrate illness at work in the company's strategy.

With the Label Cancer@Work, the company has a tool to measure social progress, which is unique in the world. Through its criterions it contributes to the Sustainable Development Goals (SDGs) of the United Nations agenda and allows an alignment with international sustainable development and corporate social responsibility norms and standards (ISO 26000, GRI,...)

Share with other members.

Contribute to radiate the topic in Society.

Financially support Cancer@Work by designating the Club as the beneficiary of solidarity initiatives (e.g : caritatives actions, sport challenges, etc.) in favour of the inclusion and job retention of people touched by cancer or a chronic illness.

Cannot compel Cancer@Work to do or not to do, any action that would be incompatible with or in conflicts with its responsibilities.

Only use Cancer@Work logos, brand, symbols with prior authorization of Cancer@Work.

Not to use Cancer@Work's logo and/or brand to obtain improper business advantage, or to use or purchase, order, recommend, promote, support, prescribe, or supply products, or to promote or adopt any favorable position.

Authorize Cancer@Work to use our logo, in order to communicate on our commitment and raise awareness among new networks

Our commitment are the expression of our desire to support the Cause and the non-profit organization : therefore as a member of the latter, we are committed to respect the statutes.

We thus recognize that in case of non-compliance with both this Charter (and the commitments made) and the statutes, we could no longer remain members of Cancer@Work (article 6.2 of the statutes).

Date / /

Company signature :

Anne-Sophie Tuszynski

Legal representative :

Founder and Administrator of Cancer@Work



Cancer@Work

Together, let's reconcile illness and work.

**FOLLOW US ON
SOCIAL MEDIA**



www.canceratwork.com

Cancer@Work

13 avenue Le Brun - 92160 Antony - France

contact@canceratwork.com

Non profit organization - Siret : 789 426 996 000 29