

Promoting the inclusion and retention in employment of people affected by cancer or chronic illness in companies, enables all employees to live and work better together, and companies to retain talent and preserve and develop their competitiveness.

We are convinced that, if accompanied in a simple, coherent, and integrated way, the crisis imposed by the illness can create human and economic values for the individual and the whole Society.

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

Under this charter, we undertake to:

Develop knowledge and perceptions related to cancer and chronic illness in the workplace, and open the dialog:

- **Raise awareness** among our employees and our partners on the concerns of taking better account of and providing better support for cancer and chronic illness for our teams and their close relations.
- **Inform** our employees and our partners about our commitments and actions to reconcile cancer, chronic illness, and work.
- **Question** the needs and expectations of employees and build with them a shared and sustainable action plan.

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

- **Facilitate** the retention and return to work of employees affected by illness,
- **Support** the teams,
- **Adapt** appropriate working conditions.
- **Integrate** the inclusion of illness at work in social dialogue.

Promote managerial behaviour and practices that respect the application of the principle of non-discrimination, particularly in terms of occupational health, as well as the integration and professional development of candidates and employees affected by cancer or illness.

Regularly measure the progress of the company and readjust the action plan.

Sustainably integrate the inclusion of illness in the workplace in the company's strategy. With the Cancer@Work certification Label, the company has a social progress measurement tool, that is unique in the world, which, by its criteria contributes to the Sustainable Development Goals (SDGs) of the United Nations 2030 agenda and allows alignment with international standards for sustainable development and social responsibility (ISO 26000, GRI, etc.).

Share with other members of Cancer@Work.

Contribute to spread the subject in society.

Support Cancer@Work financially by designating the Club as a beneficiary of solidarity initiatives (examples: charitable actions, sports challenges, etc.) in favour of the inclusion and retention in employment of people affected by cancer or chronic illness.

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

Only use Cancer@Work logos, brands, symbols with the prior authorisation of Cancer@Work.

Not to use the Cancer@Work logo and/or trademark to obtain improper business advantage, or to use, purchase, order, recommend, promote, support, prescribe or supply products or to promote, or adopt any favourable position.

Authorise Cancer@Work to use our logo to communicate our commitment and raise awareness among new networks.

Our commitments are the expression of our desire to support the Cause and the non-profit organisation: being a member, we undertake to respect its 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).

Signed

Company signature:

Legal representative:

Anne-Sophie Tuszynski
Founder and Administrator

