



GROUP POLICY FOR BETTER INTEGRATION OF PEOPLE WITH DISABILITIES

JULY 2021

INTRODUCTION

Mersen wishes to grow the presence of employees with disabilities at all levels of the organization.

A true testimony of Mersen's Corporate Social Responsibility policy, the inclusion of disability in the Group's policy contributes to the advancement of the collective representations of disabilities in the workforce and in Society.

This also enables to thinking about employment differently and changing the way we view the concept of disability in the broadest sense, covering all types of disabilities, including intellectual or psychosocial.

In this context, Mersen defines a program based on four main pillars:



1. RECRUITMENT AND RETENTION IN EMPLOYMENT



The Group is committed to improving the integration of people with disabilities, both in terms of recruitment and retention in employment, by working, internationally, with networks and organizations that promote their rights. Indeed, people with disabilities currently represent a largely untapped talent pool in the labor markets.

- For the recruitment of people with disabilities, forging partnerships with local organizations specialized in recruitment and integration into employment may be considered. A survey of eligible positions is recommended (by incorporating positions that may be suitable to telework and therefore can contribute to integrating employees with disabilities).
- Internal services (human resources, technical services, occupational physicians, training departments, social services, trade unions) and external services (ergonomists, specialty providers) will also be called upon when necessary to maintain the employment of these workers.

2. ADAPTING THE PHYSICAL WORK ENVIRONMENT



The Group undertakes to consider specific budgets each year in its factories and offices to provide for adjustments to workstations, working hours, organization, etc., and to improve access to its facilities in order to welcome and maintain disabled employees in employment, in addition to local aid and funding which will be sought.

3. FIGHTING PREJUDICE AND UNFAIRNESS



The Group is committed to hinder prejudices and unfairness against disabilities by raising awareness and informing employees through various types of actions:

- Raising awareness of the concept of disability, demystifying beliefs, managing fears and objections
- Encouraging the exchange of good integration practices already in place in Mersen sites
- Training Teams that welcome disabled employees
- Offering training to managers on the use of tools, adapted to the employee's specific disability

Disability awareness actions could, for example, be planned during Safety weeks or during national or international awareness days.

4. INTERNAL AND EXTERNAL INCLUSION



The Group is committed to:

- Developing policies and practices that protect people with disabilities from all types of discrimination and respect the confidentiality of their personal information
- Deploying this policy with suppliers, subcontractors, customers, schools and Universities as part of the company's wider social responsibility.
- Promoting equal treatment and equal opportunities for people with disabilities, through reasonable accommodations in their professional development (access to training, career development)

We ask each site to deploy local actions in link with this policy which will conduct also to global actions at Group level.

THE DIVERSITY COMMITTEE

