



CODE OF CONDUCT

for GERES, GERES' associates in terms of Men Women equality

INTRODUCTION :

This Code of Conduct applies to all GERES associates.

Through this Code of Conduct, GERES wishes to confirm and reinforce its commitment to professional equality and to guarantee equal treatment for women and men at all stages of working life.

GERES undertakes to:

- Define objective human resources management procedures at each key stage in the working life of employees within GERES: recruitment, evaluation, mobility, promotion, training - with the aim of promoting professional equality and fight against discrimination.
- Prevent all forms of violence and harassment.
- During the induction phase, train and raise awareness among employees on this Code of Conduct.
- Communicate on the commitments of the present Code of Conduct, particularly with managers involved in recruitment and, more generally, in team management.
- Ensure proper application and respect of the commitments of this Code of Conduct.

All associates undertake to :

- Ensure mutual respect between men and women.
- Fight against stereotypes and discrimination against men and women.

Managers undertake to :

- Ensure transparent and objective human resources management procedures at each key stage in the working life of employees within GERES: recruitment, evaluation, mobility, promotion, training - with the aim of promoting professional equality and fight against discrimination.