

OUR PURPOSE

“Creating together tomorrow’s surgery,”

SOCIAL

4th focus point

- Definition of the company’s purpose and values

Our values



- Structuring the human resources function within the company

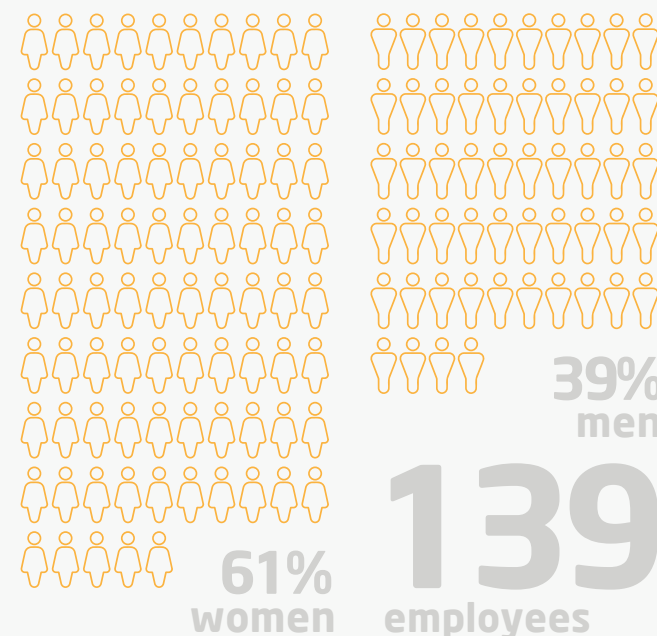
- Talent management

Induction process for new employees and integration programme, development of employability through recognised training courses leading to certification, group and individual coaching, people review sessions...

- Increased vigilance to maintain pay in line with purchasing power and inflation
- Setting up a retirement savings plan
- 2 child sick days: extra legal benefit
- Company nursery: 7 places reserved as a priority

 **3%**
absenteeism

 **291 days**
training





SOCIAL

4th focus point

- ▶ **SEC (Social and Economic Committee): constructive dialogue to develop a fair, shared social policy**

- ▶ **Risk prevention and well-being**

Prevention of musculoskeletal risks in production (stretching, use of “horizontal” glasses), adapting workstations

Setting up weekly sports sessions supervised by a professional (tuesday and thursday lunchtime) open to all employees and paid for by the company

- ▶ **Workplace harassment**

Two internally appointed referents (1 woman, 1 man)

- ▶ **Implementation of soft skills training: co-development, non-violent communication, etc.**

- ▶ **Supporting employees in the use of IT tools to reduce administrative tasks**

- ▶ **Driving safety training for sales staff**

