

- ▶ questionnaires and surveys that collect information on employee needs and emotions regarding certain themes, especially when lockdowns are imposed or when employees return to the workplace;
- ▶ establishment of an anonymous mental health counseling/assistance hotline for employees or a telephone medical consultation service.

Vivendi is also committed to the well-being of its employees, whose work/life balance was upended by public health measures related to the pandemic (lockdown, curfew). Within this framework, in March 2021, Vivendi began offering all its employees based in France the opportunity to use the *Campus Parentalité* educational support platform (see Section 1.3 of this chapter) that had already been rolled out within Editis in 2019.

Continuous social dialog

As part of its labor policy and in compliance with the ILO fundamental conventions, Vivendi is committed to fostering continuous, constructive dialog with employees and their representatives by promoting exchange and consultation at all levels, particularly in relation to working conditions and organizational change. All employees based in France and in its overseas departments and territories are covered by collective bargaining agreements.

At group level, social dialog is organized around two representative bodies. The Works Committee represents employees in France, while the European Company Committee (ECC) represents employees across Europe.

The ECC is a supranational body that does not replace representative bodies at local or national level. Instead, it provides a more European cross-regional perspective. Since it was first set up in 2019, it has expanded with the addition of three Baltic countries and Luxembourg. It now has 30 members representing 25 countries in the European Economic Area. Consequently, it covers all employees in Europe, including in the United Kingdom.

The social partners of both of these committees hold plenary meetings and are kept informed on a regular basis so as to enrich social dialog by discussing matters such as news about the group, its strategy, its economic and financial position, and its HR and CSR policies in France or in Europe, depending on the scope of the committee in question. Where necessary, the ECC will be consulted, on reorganizations, acquisitions and disposals on a European level.

The public health situation in 2020 called for information to be shared more often than normal to maintain a strong link between management and representatives from both bodies. As a result, the two committees held five extraordinary meetings by videoconference.

In 2020, the ECC appointed one of its members to serve as an employee representative on Vivendi group's Supervisory Board.

Within the subsidiaries, dialog and social discussion are organized in line with the employment laws and regulations for each country, and in accordance with human resources policy guidelines adopted by each business unit. This also applies to the compensation policy, which is compliant with the principles of gender equality and non-discrimination, and takes full account of the specificities of each job function in each business line.

A total of 54 agreements or supplemental agreements were signed or renewed in France in 2020. Of these, 48% were agreements on compensation policies and profit sharing (optional and statutory), aimed at involving employees in their company's performance, and 52% related to

working conditions, health and safety, gender equality or employees with disabilities.

In France, labor relations are a particular focus for Canal+. Its goal is to build the kind of responsible relationship that is essential for respectful social functioning, a source of progress and success. This responsible, trusting relationship worked effectively to motivate HR teams, social partners and other stakeholders in the system to implement public health measures and manage the organizational impacts caused by the public health crisis. Within this framework, a number of agreements were signed, including a groundbreaking agreement on remote work (including a charter of mutual commitments between the employee and their manager) and an agreement on disabilities that received unanimous approval. In 2020, Vivendi continued implementing its new structure and managing its plan for voluntary departures related to changes in the audiovisual sector and to the transformation of its businesses, both of which began in 2019.

Respect for human rights and fundamental freedoms

For the Vivendi group and all its entities, respect for human rights first and foremost means a responsible employer model that protects the fundamental rights of all employees in every country in which it operates. Going beyond legal requirements, Vivendi advocates respect for individuals as a principle of management and condemns all forms of psychological and sexual harassment.

5,926 UMG employees received training on harassment in 2020, representing an overall participation rate of approximately 65%

These values are clearly set out in UMG's Code of Conduct, which was updated in 2016. Virtually all employees have received training on the Code and many receive regular refreshers, particularly in the United States where employees must acknowledge their adherence to the Code every year. The Code of Conduct is issued to all new recruits upon arrival. In addition, for several years now, UMG has been running a specific training module to raise employee awareness on harassment issues.

Respect is also a core value for Havas Group, which has integrated harassment prevention into its social policy. In France, an awareness session on harassment and related topics was organized in 2019 for all managers, based on an interactive format.

10,018 Havas Group employees received training on harassment in 2020, representing an overall participation rate of approximately 55%

The participants role-played real-life situations illustrating psychological and sexual harassment, with commentary provided by legal experts. The session ended with a presentation by HR teams of the various systems in place for reporting harassment and seeking support. The same module was then rolled out to French agencies for all their employees. This initiative was followed up in 2020 with a global awareness campaign rolled out through its Havas University training platform.