

# Human Resources policy

**A company culture that enables the fulfillment and development of its employees while promoting human values.**

“ The Human Resources Department supports Forsee Power’s development ambitions at all of its sites and ensures the development of its employees while promoting a culture of excellence and human values. Since the creation of Forsee Power, we have relied on the know-how, the interpersonal skills and the involvement of our employees, our primary asset. Our employees are also one of the three pillars of *Impact*, our sustainability strategy. Creating value for our employees is an essential commitment for Forsee Power, which is carried through to the highest level of management. In addition, as a signatory of the United Nations Global Compact, our Group is committed to respecting its 10 principles, notably human rights and international labour standards.

Our Human Resources policy relies on 8 commitments that enable each employee to find their place in our agile and multicultural organization.

The Human Resources Department

## Drivers



### Diversity & inclusion

Providing an inclusive work environment that values diversity and respect.



### Employee development

Offering the best career plan to our employees at Forsee Power.



### Quality work life

Improving the well-being of employees at their workplace.



### Recruitment & integration

Attracting the talent, develop long-term relationships and strengthen the integration process.



### Social relations

Developing a regular dialogue and attentive listening between management, employees and social partners.

## Our 8 commitments

### 01

#### To be the guarantor of Forsee Power’s values

Forsee Power is growing rapidly and we are integrating new employees throughout the year (recruitment, integration or creation of new sites). Our values - respect, operational excellence, innovation and customer focus - bring us together and form the basis of Forsee Power’s corporate culture. These fundamental values must guide the collective and individual behaviour of all employees.

### 02

#### Promoting diversity and inclusion

Forsee Power is committed to providing an inclusive work environment that values diversity and respect at all levels of the company. For the Group, a balance of genders, ages, backgrounds and education levels helps build a strong corporate culture. To this end, we promote the employability and integration of women, seniors, young graduates and

disabled people through various targeted actions.

As part of this inclusive approach, we have set ourselves targets for parity at all levels of the Group. In particular, we want to intensify our actions on the representation of women managers, notably by creating a welcoming and fulfilling space, allowing the professional and personal development of women at each stage of their career within the company (integration, training, career development, skills development).

### 03

#### Facilitating recruitment and integration

In order to attract the talent necessary for Forsee Power’s growth and competitiveness and to develop long-term relationships, we have put in place structured tools and processes applicable to all our activities covering the key stages of recruitment and integration.

We are mobilizing our efforts to strengthen the integration process for our new employees based on a high level of support and linked to our activity and organization.

At Forsee Power, we encourage employees to participate in the development of our teams through participative recruitment, also known as co-option, for all our open permanent positions.

## **04** **Promoting the development of employees within Forsee Power**

Employee development and fulfilment, a key lever for attraction and retention, is based on the evaluation of skills integrated into our digital HR tools. It allows managers to assess the performance of employees and their potential with the aim of offering them the best career plan at Forsee Power, while taking into account their short and medium-term expectations: training, internal mobility.

In a context of growth and while the electromobility sector is facing challenges in terms of availability and qualification of employees, Forsee Power deploys an adapted annual training plan, fed by the needs raised in the context of performance evaluations.

In addition, the company offers career prospects to employees by allowing them to plan ahead, develop new skills and contribute to their employability through internal mobility: geographical, functional and hierarchical. These opportunities are governed by a mobility charter.

## **05** **Maintaining social relations**

We integrate social relations into our strategy in order to allow our employees to express themselves and to develop a regular dialogue and attentive listening between management, employees and social partners.

In addition to a social calendar specific to each geographical area in which we operate, Forsee Power has been evaluating employee engagement and satisfaction every year since 2017. This survey covers topics relating to working conditions, good understanding of strategy, communication, management methods and allows us to define action plans aimed at improving overall employee satisfaction.

## **06** **Supporting managers in their role and responsibilities**

We know that the role of the manager is key in companies because it allows them to accompany their employees - as individuals and as part of a team - on the road to success. To achieve this, the HR teams support all managers in their role and responsibilities through training by expert firms and we ensure that we provide all the necessary support internally to achieve their managerial mission.

## **07** **Developing tools and processes adapted to HR needs**

The efficiency of the human resources function within our Group depends on the use of appropriate tools and processes throughout the HR cycle (recruitment, integration, training, HRIS/payroll, career management, remuneration, risk prevention, etc.) in order to attract, manage and retain our talent.

These tools have been adapted to the structure of our Group, our working methods and our needs.

## **08** **Ensuring health, well-being and working conditions**

We are committed to providing a workplace that ensures the health and safety of our employees, including the prevention and reduction of risks through the deployment of HSE programs at all sites, supported by poster campaigns. Our employees work in technical and sometimes physical jobs. Their posture and work tools are key elements in their well-being. In this respect, and to support this approach, Forsee Power has set up a Quality of Life at Work committee to improve the well-being of employees at their home site.