

# # Gender Equality Diversity & Equal Opportunities @ Orange

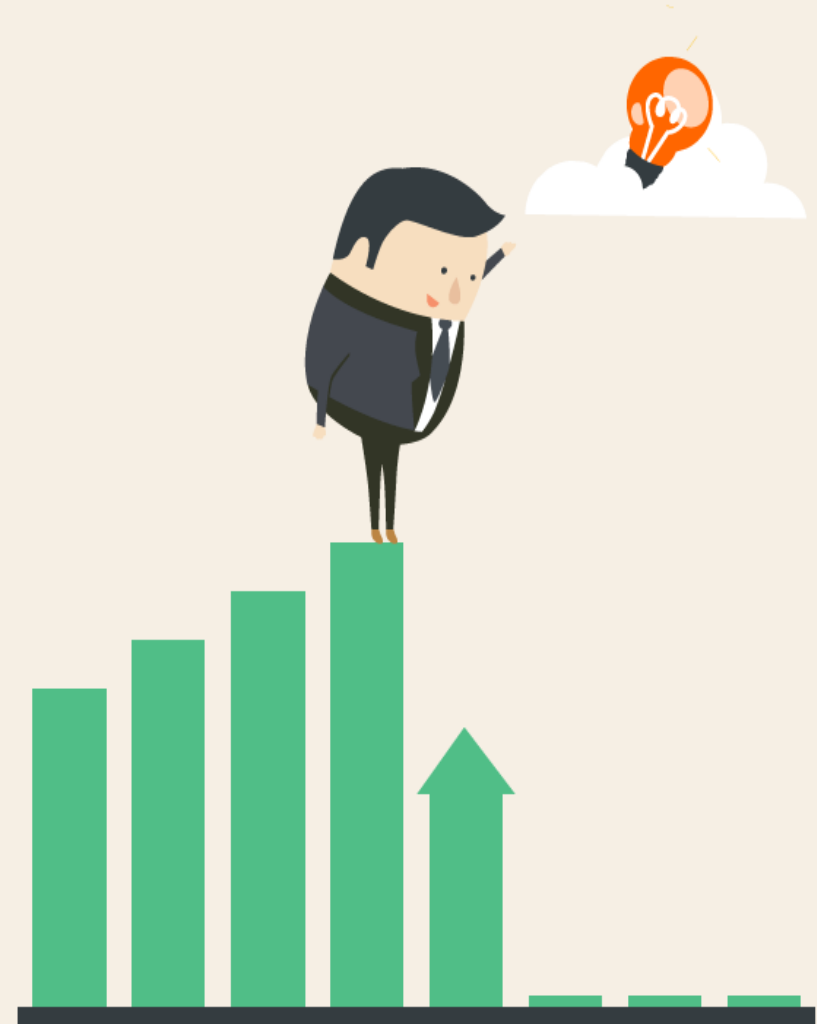
Orange Business Services  
Gaetano D'Agnelli



**BUREAU  
VERITAS**

*Move Forward with Confidence*

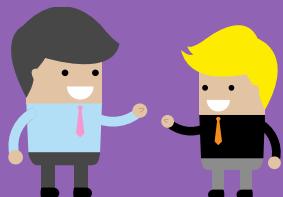
1. Orange Key figures
2. Diversity and Gender Equality @ Orange
3. GEEIS & Orange Business Italy
4. Orange Business Italy experience



## About Orange

**€40,2B**  
in revenue

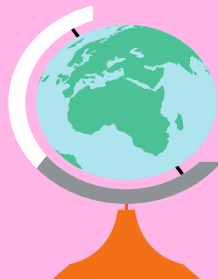
**153,000**  
employees



activities dedicated to  
enterprises in  
**220 countries**

**€6.4B**  
In revenue

**21,000+**  
employees



Business  
Services



## key HR metrics, Italy

• Office premises

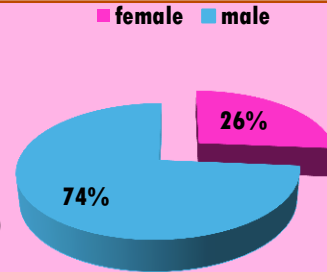


Milan & Rome

• Headcount



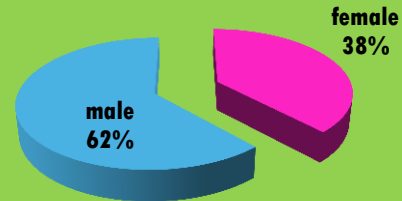
95  
(2 internship)



• Managers in country



21



Gender diversity in country

**diversity is a key success factor to support the changes affecting our industry.**

**diversity policy is part and parcel of our Essentials 2020 plan**

# **Diversity & Equal Opportunities**

**diversity policy is also at the heart of our corporate social responsibility approach: supporting digital transformation everywhere we operate.**

**Our diversity policy is organized around a dual approach : global approach & thematic approach**

### Which themes have we considered?

6 themes covered and 18 fields of action

1

#### Gender equality

- Equal pay
- Access to positions of responsibility
- Balance in professions (especially technical)
- Work life balance

2

#### Origin

- Ethnical
- Social
- Geographic
- Nationality
- Diploma
- Religion

3

#### Disability and temporary fragilities

- Welcome / integration (including physical accessibility)
- Support of temporary fragilities

4

#### Age

- Inclusion of senior people
- Inclusion of young people
- Transmission between generations

5

#### Sexual orientation

- Orientation and identity

6

#### Opinion

- Political opinion
- Union involvement

## 2. Gender Equality @ Orange

### MAIN LESSONS

- local culture and society
- change in mentalities... the involvement of men.
- wages are linked to performance and skills

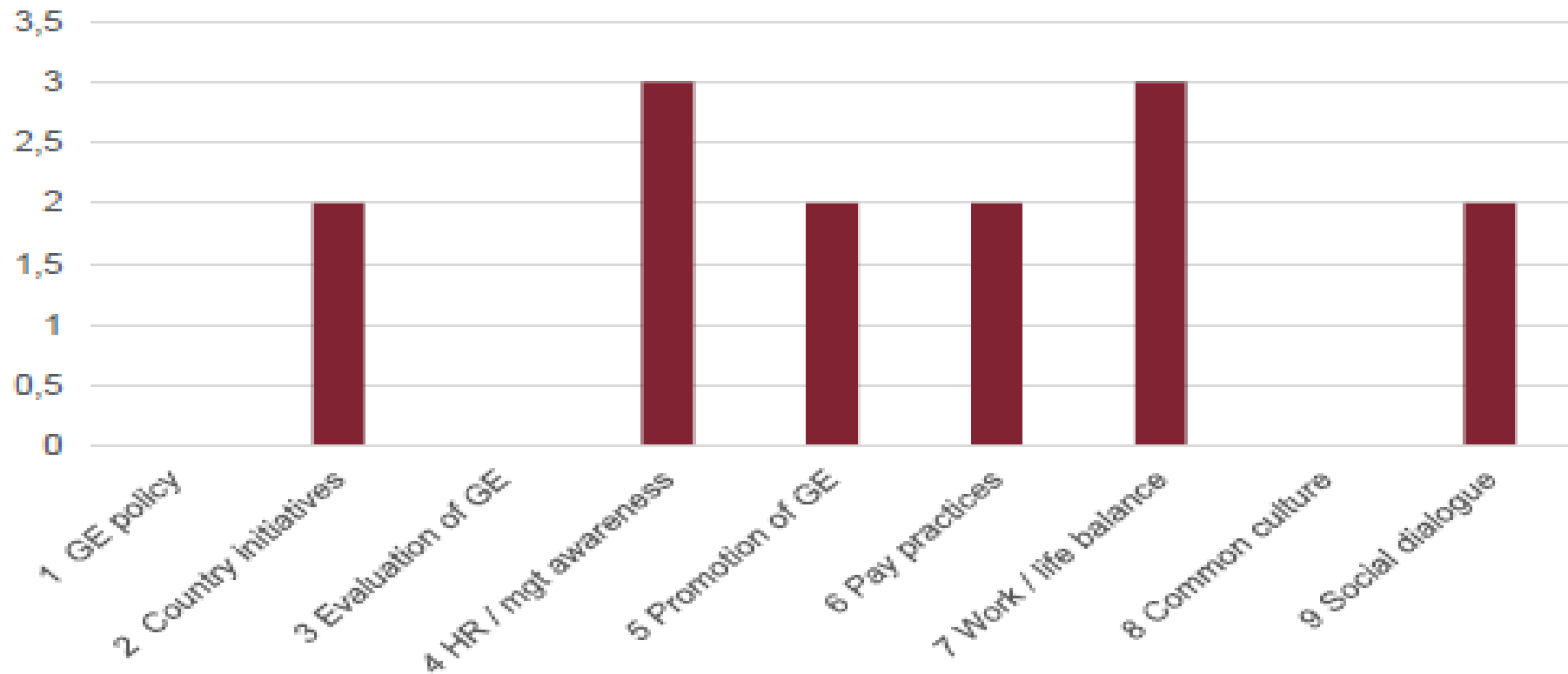
### Equality for women and men in the workplace

- access to managerial roles, especially in Top Management,
- cultural and/or personal obstacles remain, not necessarily “wonder women”
- female access to technical roles is a challenge
- work-life balance , balance between family life and work



### 3. GEEIS & OBS Italy

#### ORANGE ITALY





### 3. GEEIS & OBS Italy

**Criterion 2 : Specific country level initiatives**

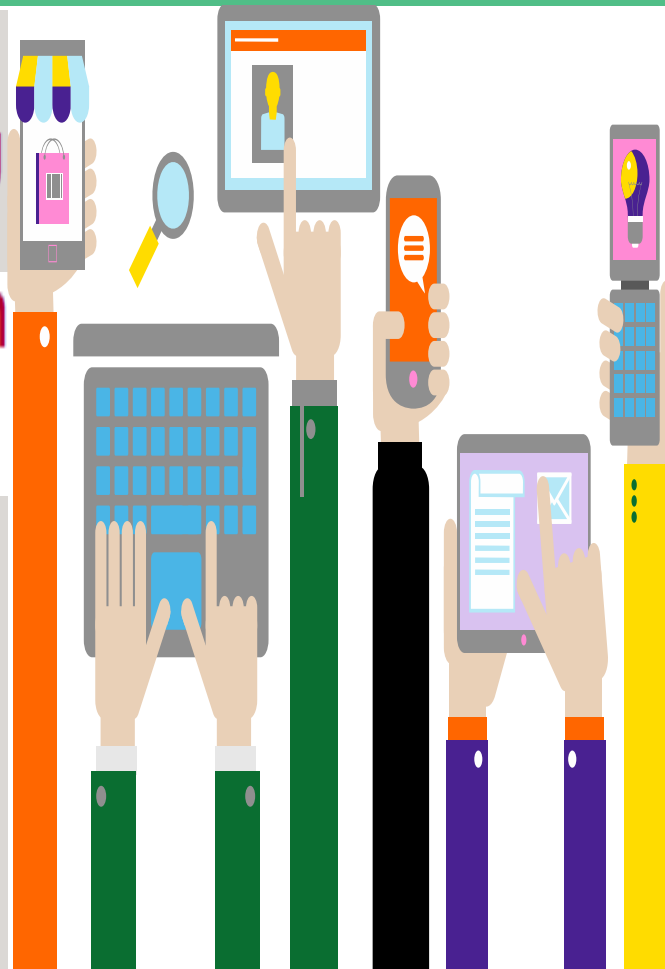
**Criterion 4 : HR and Management awareness and/or training initiatives**

**Criterion 5 : Initiatives to encourage a fair gender balance within job profiles and/or levels of responsibility**

**Criterion 6 : Pay practices**

**Criterion 7: Measures designed to ensure a healthy work/life balance**

**Criterion 9 : Organization and quality of social dialogue**



## 4. Gender Equality Experience

### Corporate

Seniority	Age	Experience change
16	55	Sales OPS from South Europe in Milan to Regional Europe in London
29	52	from CSM to CSM team manager
6	29	from stage/assistant role to team manager for Sales support
1	22	Engineer from Italy/Milan as student stage to Slovakia/Bratislava
8	34	Help Desk: from temp replacement for maternity leave in OPS team to to team manager for help desk



## 4. Gender Equality Experience

- **Students «women» from economical university**
  - **Shadowing day**
    - **1 day meeting and working experience with women ... and men from Orange**
- **Students «women» from engineering university**
  - **3 – 6 – 9 months stage**
    - **Difficulty in recruitment due to lack of candidates**
    - **Full of enthusiasm**



# 4. Gender Equality Experience

## Gender equality



emotional awareness  
balance and emotional  
well-being

women managers  
develop your personal brand



## 4. Gender Equality Experience



**shadowing day**  
girl student in the company



**Gender  
diversity  
activities :  
Shadowing  
day**