



Press release
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InVivo promotes gender equality in the workplace through changes to its historic agreement

After signing a first agreement in 2015, the InVivo group reaffirms its ambition to encourage and promote professional equality between women and men within all its entities.

Updated at the end of July 2022, the agreement signed with the majority of its social partners: CFTD, CFE - CGC, CFTC, FGTA - FO, Fédération SOLIDAIRES SDACOOPA and SUD Commerces et Services, reinforces the existing commitments by extending them to new areas. The key provisions of this new agreement are based on the conditions of access to employment, training and professional promotion, work-life balance and pay.

Major social advances highlighted with this agreement

“This new agreement provides an even more modern and fairer framework for our organisation. It aims to put all our employees on an equal footing and to make the balance between personal and professional life a priority; issues that are at the heart of our strategic development. This is why our teams are working hard to ensure that the Soufflet group employees who joined us nine months ago can also benefit from this agreement and develop fully within the InVivo group”, says Sébastien Graff, Human Resources Director for the InVivo group.

With this agreement, InVivo redefines the terms and conditions that allow each of its employees to develop in an equal and equitable environment. In this sense, the InVivo group agreement is marked by four key provisions:

- **1. Professional equality and pay.**

It will be guaranteed by an adapted management of the group’s salary policy and the publication of indicators in each business unit.

At the same time, HR teams and managers will work to ensure that employees on family leave and on their return from such leave are paid fairly.

- **2. The reconciliation of private and professional life** will be promoted through four main axes:

- A better balance between professional and personal life for all employees. Several actions will be carried out in this area, including: the study of the implementation of facilitating services, Schuller leave¹, the donation of rest days², the implementation of basic rules for managing meetings;
- The promotion of shared family responsibilities. For example, the group will strengthen paternity leave by committing to pay the fathers 100% of their actual monthly salary;
- Improving the conditions for employees to return to the group after maternity or parental leave or a long absence;
- The reinforcement of teleworking, in accordance with the agreement on New Work Organisations that the group signed with its social partners in November 2020.

¹ Schuller leave is a scheme for extending statutory maternity leave or adoption leave in the form of a 100% paid absence from work.

² The donation of rest days allows any employee to grant, spontaneously and without compensation, days off to a colleague who is the parent of a child under 20 years of age and who is seriously ill and requires a sustained presence.



- **3. Conditions of access to employment.**

Several measures will be implemented, such as training on recruitment methods, with the aim of preventing discrimination, and the development of job offers adapted to people with disabilities.

- **4. Training and professional development.**

Managers will now be trained on professional equality and non-discrimination issues, and HR teams will work to ensure equal access to training.

In addition, actions will be put in place to promote the readjustment to their workstations of employees who have been absent for a long period of time (more than 6 months).

Annual monitoring by a dedicated committee

The monitoring of the agreement on gender equality, diversity and reconciliation of private and professional life will be ensured by a Monitoring Committee which will meet annually at the end of the financial year.

It will consist of:

- an employer delegation consisting of a maximum of three management representatives;
- a trade union delegation composed of four representatives per trade union organisation that has signed this agreement.

This body will comment on the different objectives and, if necessary, reflect on the evolution of this agreement.

About the InVivo Group

The InVivo group is one of Europe's leading agricultural groups, with a turnover of almost €10 billion, more than half of which is generated in France, and a workforce of more than 13,000 employees, including more than 10,000 in France. Established in 38 countries, it has more than 90 industrial sites, including 63 in France.

This key figure in food sovereignty operates along the entire value chain, from farm to fork, in each of its strategic business lines: Agriculture; Malting; Milling, ingredients, baked goods; Garden centre and food distribution; International grain trade; Wine.

A cross-functional global centre for innovative and digital solutions completes the system for accelerating the transformation of these activities, towards the 3rd agricultural revolution.

For more information: invivo-group.com / Twitter [@InVivoGroup](https://twitter.com/InVivoGroup)

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