

InVivo presents the results of its latest internal image barometer: InVivo Scope

InVivo wanted to repeat its internal image barometer, "InVivo Scope", which was carried out for the first time in 2018. The survey, conducted by Opinion Way, was carried out between the 15th of July and the 16th of August among employees based in France. Its main objective was to assess the satisfaction and confidence of the Group's employees.

The survey included questions on satisfaction with their job within the company, management, their relationships within the company and their career path. Employees were also asked about their confidence in management and in the Group's project, and about their pride in belonging to the Group.

The results of the survey were very positive: 89% of employees said they were satisfied or very satisfied with the job they were doing, 92% of them said their manager trusted them, and 86% said their relations with colleagues were harmonious. As for their satisfaction with working for the company: 83% are proud to work for the Group, and 79% consider the Group to be a leader in its areas of expertise. 70% have confidence in InVivo's management team.

"I would like to thank the 2,115 employees who took the time to complete our internal survey. Their contribution provides us with valuable and representative data, which is essential for guiding our future actions. The results indicate a high level of overall satisfaction, with 83% of employees proud to work for InVivo and 98% believing that their work is useful to the company. These figures testify to the strength of our corporate culture. We will continue to work to constantly improve their well-being and job satisfaction, based on the findings of this survey," says Sebastien Graff, Managing Director in charge of Human Resources, Communication and Strategic Projects.

About the InVivo group

The InVivo group is one of Europe's leading agricultural groups, with a turnover of €12.4 billion, more than half of which is generated in France, and a workforce of 14,500, including 11,000 in France. With operations in 35 countries, it has 93 industrial sites, including 63 in France. This pillar of food sovereignty is active across the entire value chain, from farm to fork, and is a leader in each of its four main strategic activities: International Grain Trading; Agriculture and Agri-Food; and Food and Agriculture. Agri-food (Malt, Wheat, Wine); Garden centers and food distribution. A global cross-functional center for innovative and digital solutions completes the set-up to accelerate the transformation of these activities towards the 3rd agricultural revolution. To find out more: invivo-group.com - [@InVivoGroup](https://www.instagram.com/InVivoGroup)

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BAROMÈTRE INTERNE 2024



Des collaborateurs épanouis dans leur métier et dans l'entreprise

Parole d'InVivo

Comme lors des précédentes enquêtes internes, les scores concernant les questions sur la rémunération sont plus faibles : ces niveaux restent toutefois comparables avec d'autres entreprises et obéissent à des ressorts individuels spécifiques sur ces sujets. Beaucoup de sondages font d'ailleurs tout simplement l'impasse, pas chez InVivo !

9 collaborateurs sur 10 sont satisfaits du métier qu'ils exercent :



Grande autonomie
93%
d'accord

Accompagnement suffisant
76%
d'accord

Ils considèrent leurs relations inter et intra équipes comme harmonieuses :

Relations harmonieuses avec les collègues
86%

Esprit d'équipe partagé
85%

98% estiment leur travail utile à l'entreprise

En contrepartie, **63%** attendent une meilleure reconnaissance financière

Et **66%** estiment que leur rémunération est inférieure à celle offerte dans d'autres entreprises

Le manager, source de satisfaction

3 collaborateurs sur 4 sont satisfaits de leur manager

Le manager est décrit comme quelqu'un qui :

Fait confiance
92%

Fait preuve de bienveillance
87%

Est clair dans ses attentes
86%

Une image de marque positive et une confiance solide envers les dirigeants

Les collaborateurs ont une image positive du groupe :

Leader dans ses domaines d'expertises

79%



Défenseur efficace des enjeux RSE

77%



Rayonnant à l'international

75%



7 collaborateurs sur 10 ont confiance en l'équipe dirigeante d'InVivo

Un parcours professionnel enrichissant et une fierté d'appartenance au groupe



3 collaborateurs sur 4

sont satisfaits de leur parcours professionnel au sein d'InVivo

Ils ont ainsi fortement confiance en :

Leur situation professionnelle
62%

L'avenir du groupe
79%

83% sont fiers de travailler au sein du groupe

70% recommanderaient à un proche de venir y travailler

