

Press Release
Paris, March 9, 2026

InVivo obtains approval for its Group Disability Agreement and rolls out “Handi Impact” to strengthen inclusion across the Group

Signed by all representative trade unions of the InVivo Group, InVivo’s 2026–2028 Disability Agreement received official approval on January 7. This approval enables the implementation of a dedicated three-year budget designed to sustainably strengthen the inclusion of people with disabilities and caregivers across all Group entities (excluding the Boulangerie Louise scope).

Handi Impact: a project born from internal mobilization

The agreement is the result of a participatory approach carried out in 2025 with the launch of Handi Impact, a project aimed at improving the consideration of disability within InVivo.

In order to build this policy on the basis of collective work:

- more than 1,500 employees responded to a questionnaire,
- workshops bringing together around thirty volunteer employees helped structure key ideas and prioritize actions,
- these contributions were then presented to trade unions and incorporated into negotiations.

Four major inclusive themes emerged:

1. Recruitment & onboarding,
2. Awareness, communication & training,
3. Job retention & support for employee caregivers,
4. Inclusive partnerships & responsible purchasing.

Ségolène Jarry Chartier, InVivo Group HR Director, stated: *“Handi Impact is an ambitious initiative that we have built with and for our employees. Our objective is clear: to strengthen inclusion at every stage of the professional journey, from recruitment to job retention. This momentum will enable us to respond to real needs in the field and create an environment where everyone feels legitimate, supported, and fully engaged in their development.”*

An approved agreement paving the way for a three-year budget and a concrete action plan

The approval obtained in early January allows InVivo to benefit from a dedicated three-year budget, directly funded by net contributions due under the OETH (Obligation to Employ Workers with Disabilities). In particular, it will finance:

Actions to promote recruitment and integration:

- recruitment of 300 people with disabilities,
- training on non-discrimination and unconscious bias,
- provision of dedicated onboarding tools.

Large-scale awareness initiatives:

- regular awareness campaigns,
- training for all groups (employees, HR, managers, referents),
- deployment of the Handi Impact visual identity.

Strong measures to support job retention:

- technical, digital and organizational accommodations,
- dedicated absence authorizations,
- personalized support and creation of a disability solidarity fund.



More inclusive purchasing:

- strengthened partnerships with the sheltered and adapted sector,
- development of responsible purchasing and dedicated internal tools.

This agreement aims to establish a climate of trust enabling concerned employees to confidently declare their situations, supported by increased skills among managers, HR teams, and the future network of disability ambassadors.

About InVivo:

The InVivo Group is one of Europe's leading agricultural groups, with revenue of €11.4 billion, more than half generated in France, and a workforce of 15,000 employees, including 10,000 in France. Operating in 38 countries, the Group runs 90 industrial sites, 54 of which are located in France. As a pillar of food sovereignty, InVivo operates across the entire value chain, from farm to fork, leading in each of its four strategic activities: international grain trading, agriculture, agri-food (malt, wheat division, wine), and garden retail and food distribution. A global transversal hub of innovative and digital solutions complements this structure to accelerate the transformation of these activities toward the third agricultural revolution.

Learn more: invivo-group.com - InVivoGroup

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