



Gender Equality Plan

Gender Equality Plan (GEP)

OMNES Education

2024-2027

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I. Summary

Equality between women and men is a strategic priority for OMNES Education, at the heart of its raison d'être and the **EDI -Egalité, Diversité, Inclusion- section of its "Time to Act" CSR policy**. As a major player in higher education, our group has a key role to play in advancing equality, diversity and inclusion in society, starting by setting an example internally.

This is why we have structured a proactive approach to gender equality in the workplace:

- The signature in **April 2023** of an **Equality between Women and Men (EFH) agreement** with our social partners. This agreement, deployed at all our sites in France, sets out an ambitious framework of commitments and concrete actions. Result to date (Sept.24): **85% of the actions are already in force or underway**.
- Our Group's participation in **June 2024** in the United Nations Global **Compact's Gender Equality Accelerator**, which provides a high level of training, access to a detailed diagnosis of our Group's EFH situation, and generates the mandatory involvement of our comex **in signing the WEPS Charter** and participating in the **WEPS - Women Empowerment Principles** - global program.
- Membership of the **AFMD - Association Française des Managers de la Diversité (French Association of Diversity Managers)**, which helps companies to become more inclusive and provides numerous initiatives and tools for progress, including **#StOpE to ordinary sexism, an initiative to which OMNES Education will become a signatory in January 2025**.
- The implementation of **training and measures** to promote EFH and the prevention of sexual and gender-based violence (SGBV) among employees and students.
- Setting up a **specific network of SGBV (Sexual and Gender-Based Violence) referents** in all our schools and training them to **support victims and witnesses of SGBV**.
- The creation of a **gender equality working group**, representing the diversity of our businesses and campuses, **to challenge our gender equality strategy** and formulate new proposals for improving our gender equality agreement.

In addition to complying with our legal obligations (EFH Index and Loi Rixain 2021), our Gender Equality (EFH) strategy therefore aims to create the conditions for real, lasting equality. To transform our culture and practices, we are therefore investing heavily in **awareness-raising and training for our employees and students**. We are committed to combating unconscious stereotypes and biases at all levels, particularly in our HR and management processes.

We are convinced that equality is a powerful lever for social and societal performance. That's why we have set ourselves ambitious targets for increasing the number of women in our management bodies. We have already made progress. To date, **24% of the members of our CODIR and 18% of the members of our COMEX are women**, and we are aiming to increase the proportion of women in these 2 bodies by 2026. To achieve this, we want to identify internal and external talent pools for women, and build and offer dedicated support for career progression.

We are also committed to offering everyone an inclusive and fulfilling working environment, thanks to our **Quality of Life and Working Conditions (QLWC)** approach, which takes into account the challenges of balancing different lifestyles.

The fight against gender-based and sexual violence among employees and students, and in our teaching, is also a priority area of action to protect everyone from all forms of gender-based violence, with a comprehensive system for reporting, preventing and supporting victims, including a major component dedicated to raising awareness.

We also wish to play our **educational role by integrating gender equality issues into our teaching and research projects**, to raise awareness among our students and future graduates of these crucial issues for their professional and civic lives.

This entire strategy is **steered and monitored on a regular basis** by the CSR and HR departments, who then report to our governing bodies. Our ambition is to achieve tangible, measurable results over the long term, which we are committed to communicating transparently, both internally and externally.

At OMNES Education, we are proud to place equality at the heart of our corporate and educational project. Because we are convinced **that equality, diversity and inclusion (EDI) are key factors in individual and collective success**, we will continue to make determined progress along this path, to live up to our commitments and our mission to serve society.

II. Detailed deployment

1. Publication and commitment

In terms of publication and commitment to our gender equality strategy, our first objective is to make visible and concrete the commitment of Group management to this issue. We believe that an ambitious gender equality policy can only bear fruit if it is embodied at the highest level of the company.

This is why we were keen to formalize our approach in a company-wide agreement on professional equality, signed in April 2023 with all representative trade union organizations. To give it maximum visibility, we have decided to **publish it on our corporate website**, in the CSR/Equality, diversity, inclusion section, as well as on our intranet, available to all our employees.

But beyond this corporate communication, we want equality to be embraced individually by each member of our Executive Committee (COMEX) and Management Committee France and International (CODIR). We have therefore invited them to **sign the WEPS-Women Empowerment Principles charter**, as part of our participation in the Global Compact's Gender Equality gas pedal, which commits them individually to embodying our values of inclusion and respect, promoting them within their areas of responsibility and actively supporting our approach. The aim is for 100% of Comex members and Management Committees in France and abroad to have signed the charter by June 2025.

Through these two highly symbolic actions, the publication of our agreement and the personal commitment of the members of our governance bodies, we intend to send a clear message, both internally and externally: gender equality is a strategic priority for OMNES Education, which permeates our entire governance and corporate project. This is a fundamental prerequisite for establishing the credibility of our approach and mobilizing our entire corporate community around this ambition.

Actions :

- Publish the gender equality agreement signed in April 2023 on the Group's website in the CSR/EDI section (planned for Sept. 2024) and on the dedicated intranet page (done).
- Deploy the agreement and enrich it with our teams and social partners (ongoing).
- Have all COMEX and CODIR members sign the WEPS Charter (in progress; to be finalized by June 2025).

2. Dedicated resources

To successfully implement our gender equality strategy, we are aware that management commitment is necessary but not sufficient. We also need to allocate dedicated resources, both human and financial, to guarantee its operational implementation and long-term sustainability.

In terms of human resources, we have decided to appoint **a duo, 1 of whom is a member of the Executive Committee, responsible for the overall management** of the approach, reporting to the Group's HR and CSR Departments. This duo, made up of one man and one woman, will be responsible for coordinating the roll-out of our action plan across all our sites. It will also be responsible for monitoring indicators, regular reporting to management bodies and promoting an internal dynamic around equality.

But we are also aware that we cannot act alone on a subject as vast and complex as equality. This is why we will continue to surround ourselves with **expert partners**, who will provide us with their expertise and support. We are working with Actance and Egaé, two firms specializing in training and consultancy on equality and diversity. In particular, they support us in raising awareness and enhancing the skills of our employees, as well as in developing innovative solutions for our students.

To anchor this partnership in the long term, **a budget** located partly in the HR department, the CSR department and in the schools, is dedicated to this EFH component. This budget will cover both external services (training, diagnostics, events, etc.) and the internal resources needed to deploy our equality policy (communication, reporting, etc.).

In this way, we demonstrate in concrete terms that equality is a lasting and sincere commitment.

Actions :

- *Designate a HR/CSR pair responsible for steering and monitoring the action plan. (done)*
- *Allocate a dedicated budget for training and awareness-raising activities with ACTANCE and EGAE (done)*

3. Data collection and reporting

Data collection and reporting are important elements in **establishing an accurate diagnosis and measuring the progress** of our gender equality strategy. We are convinced that what cannot be measured cannot be improved. *That's why we track several EFH indicators for employees and students:*

- The EFH indicators tracked each year by various **Group** departments (HR, CSR, Academic and Research) and included in this Plan (see Appendix 3, page 20),
- Indicators used to calculate the national EFH Index (France),
- The 18 indicators broken down into 4 themes (leadership and strategy, workplace, market, community) and 4 criteria (commitment, implementation, measurement, transparency) of **the Gender Equality / WEPS gas pedal**, in which we are an active participant.
- And the EFH indicators included in the societal bricks of **the European CSRD-Corporate Sustainability Reporting Directive standard**, for which we carried out the double materiality analysis in the first half of 2024 and will carry over to 2026.

In practical terms, this means that we already collect gendered data on a regular basis. Whether in terms of recruitment, internal mobility, promotion, remuneration or academic success, we track key performance indicators, distinguishing between figures for men and women. We will also be progressively tracking new data such as the gender breakdown in different staff categories, the proportion of women in management, pay gaps, and the rate of feminization of recruitment. This will enable us to objectify any discrepancies and highlight imbalances that need to be corrected.

But we won't be satisfied with simply compiling this data internally . Our ambition is to turn it into a genuine management and communication tool, by **integrating it into our existing reporting**. Starting this year, we will be including gender indicators in our reporting (CSR, HR, schools, Research & Faculty, etc.). The idea is **to anchor equality in our overall performance and to report our results to our various publics and partners**.

The results will be accessible to all our managers, who will thus have an up-to-date view of the situation in their areas of responsibility. They will be **shared and discussed** by the Executive Committee and the **Professional Equality Working Group**, to monitor our progress in relation to

our objectives. They will enable us to identify any sticking points and readjust our action plan or targets if necessary. We also plan to publish a selection of these key indicators externally, in the interests of transparency.

Last but not least, **a section dedicated to EFH will be included in our CSR report each year, to highlight the progress and flagship initiatives undertaken by our schools and campuses. A tool for internal pride and external outreach, it will show that equality and inclusion are firmly anchored in our strategy.**

Actions :

- *Include gendered data in CSR reports. (done)*
- *Include an EFH section in CSR reports (done).*
- *Use HR tools, WEPS gap analysis and CSRD indicators to diagnose and make progress (in progress).*

4. Training and awareness-raising

Training and awareness-raising are at the heart of our gender equality strategy. We are convinced that to bring about lasting changes in attitudes and practices, we need to take in-depth action on the representations and skills of all our stakeholders.

Firstly, we have decided to make equality a priority in our skills development plan. Our objective is ambitious: **all new recruits and managers are made aware of** sexism, ordinary sexism and sexual and gender-based violence, thanks to our expert partners.

The challenge is to anchor the key principles of equality and inclusion right from the start of their adventure with OMNES Education, to make them a shared cultural reflex. We are also planning regular reminder modules, to maintain the momentum over time.

To achieve this, since 2023 we have been rolling out a **training program dedicated to** these subjects, with several hourly proposals to mobilize as many employees as possible. We offer a **quiz** on sexism and sexual violence, with a reminder of the laws and penalties incurred. We are also providing all employees **with dedicated educational resources: a "gender equality kit"** where everyone can find essential information, get training, go into the subject in greater depth, and also find communication tools for visual dissemination in departments and on campuses.

In addition, the **recruitment department** plans to train its entire team, as well as hiring managers, in **bias and stereotyping**, in order to set an example of inclusion and fairness. Detecting and correcting any bias in these HR processes will be a major challenge for our equality policy.

In addition to our employees, we also have a major responsibility as a major player in higher education: that of **promoting equality among our students**. We are determined to play our part

to the full in promoting gender diversity in access to higher education, and in combating self-censorship and gender bias in career choices.

That's why we encourage all our schools, at the start of each academic year and/or **on March 8**, Women's Rights Day, to set up **awareness-raising sessions and concrete actions in favor of EFH** for our entire student community. We support the organization of events on this theme (conferences, workshops, roundtables, projects...) to create powerful moments of **awareness and debate**. We mobilize our teachers and lecturers to integrate these issues into their courses and teaching projects, in a cross-disciplinary way.

In November 2024, for example, the Eiffel campus is organizing a **3-day, 24-hour inter-school hackathon on women's health, alongside healthcare professionals and experts in the field**. This formative and professional event for the student community will bring together numerous multidisciplinary teams to co-construct solutions in favor of **inclusion and women's health**.

But we'll be going even further, setting ourselves ambitious targets for rebalancing our graduating classes. We will be particularly vigilant in fields of study that are currently not very gender-balanced, such as our **engineering schools**, where young women are still under-represented. We will be taking targeted action to attract more female talent (communication, partnerships, dedicated scholarships, etc.) and to support them on their path to success (mentoring, networking, adapting courses, etc.).

We're already doing something about it: we've launched the **"Hello TechGirls"** program, which involves raising awareness of engineering careers among young girls in secondary schools, through meetings with female engineering students and targeted professional visits. The results are clear: at our engineering school, there are more girls than the national average: around 23% at ECE compared with 14% in France.

Our ambition is to guarantee **equal opportunities** and equal treatment for everyone throughout the educational process, regardless of gender. By acting on both access to our training courses and apprenticeship conditions, we intend to actively contribute to the feminization of talent pools and, ultimately, to **the advancement of gender diversity in the professional world**.

Training and raising awareness of gender equality means laying the foundations for profound and lasting cultural change. It means equipping our employees and students to question gender stereotypes and **become players in a more inclusive society**. It's about giving them the keys to emancipating themselves from determinism and making free, enlightened choices of orientation, career and life. **In short, it's about making equality a compass and a reflex, in the service of personal fulfillment and success for all.**

Actions :

- 100% of managers trained in EFH and sexism (ongoing)
- 100% of new arrivals trained in sexism (quiz) - (ongoing)
- Organize concrete actions in schools on the subject of EFH - (done)

5. Work-life balance and quality of life at work

Work-life balance and quality of life at work (QWL) are key issues in our gender equality strategy. We are convinced that an inclusive and caring work environment, respectful of the constraints and aspirations of each individual, is an essential condition for enabling all our talents, women and men alike, to flourish and give the best of themselves.

That's why we've made our QVCT policy a priority: an ambitious action plan has in fact been deployed since January 2024 in all our schools and departments, coordinated by a steering committee and supported by a set of QVCT project managers spread across all our sites.

The plan **comprises 245 concrete actions, of which +70% have already been completed or are underway for schools and +60% for management**. These actions cover all aspects of life at work: organization and content of work, working environment, physical and mental health, physical working conditions, recognition and meaning at work, opportunities for professional fulfillment and development, work/life balance, labor relations, etc. The challenge is to act on both the framework and management practices. The challenge is to act on both the framework and managerial practices, to create the conditions for a better balance and greater autonomy for all.

Among the plan's key measures, we have secured the deployment of telecommuting, introduced flexible working hours for those professions that allow it, and strengthened support for parenthood (maternity and paternity leave).

Together with the HR department, employees and QWL experts, we are considering new actions to be proposed in the future, so that life balance issues develop to create an **inclusive climate**. Positive communication on existing schemes and best practices is always provided to inform all employees. We want to continue to challenge the stereotypes that still too often make work/life balance a female issue, and encourage all our employees, whatever their gender, to activate the balance levers at their disposal.

To reinforce and support our QVCT policy, **an Equality, Diversity and Inclusion (EDI) policy will be co-constructed with our employees, and deployed in 2025**. The EFH theme of this EDI policy will be directly inspired by the **7 principles of the WEPS - Women Empowerment Principles**, and will formalize a number of commitments and ground rules. This EDI policy will thus serve as a common compass to guide behavior and managerial practices, and will address, among other things, the right to disconnect, the taking into account of personal constraints in the organization of work, and parity in the taking of family leave.

But above and beyond the formalization, we want to bring this charter to life on a day-to-day basis and measure its effects. That's why, **every 2 years, we carry out a QWL survey among our employees on their perception of quality of life at work**. This survey enables us to assess our progress, identify areas for improvement and adjust our actions.

Promoting life balance and inclusion means creating the conditions for a committed, fulfilled and sustainably efficient work team. It means considering our employees in all their dimensions, enabling them to fully express their talents in the service of our corporate project.

To steer and measure the impact of our QVCT actions, we monitor the level of completion of programmed actions on a quarterly basis, thanks to the QVCT project managers present in all our organization's entities. Each action is monitored and the results are communicated to both the Executive Committee and employees. **We are aiming for a 100% deployment rate by 2026**, in order to rapidly build momentum and create better working conditions for all.

To measure employee satisfaction and feelings on these subjects, we analyze the results of the QVCT survey every 2 years, and we have also included a specific "work/life balance" item in the annual appraisal process. In this way, the subject is discussed for all employees with their managers, and accommodations can be discussed and agreed during this interview.

We also monitor a number of key indicators on the subject of QWL, indicative of an inclusive corporate culture conducive to life balance:

- The % of employees teleworking regularly and the average number of days teleworked,
- The % of fathers taking their full paternity leave (aiming for 100% by 2024),
- The % of women who return from maternity leave with a boost.

Our ambition, through these indicators and this tighter control, is therefore to move from a logic of compliance to one of exemplarity in terms of life balance and quality of life at work. And in so doing, to make our proactive policy in this area a powerful lever of attractiveness, loyalty and commitment for all our talents.

Actions :

- Deploy at least 40% of the QVCT plan in every school and directorate by the end of 2024, ensure follow-up (done).
- Conduct a QVCT employee survey every 2 years (done)
- Create an EDI policy, inspired by the 7 WEPS principles for the EFH section, including the right to disconnect (in progress).

6. Gender representation in management bodies

OMNES Education Group	2023	2024
% of women in total workforce	63%	62%
% of women executives (Top 10% - Success Makers community)	60%	60%
% women in COMEX (created end 2023)	9%	18%
% of women in CODIR France <u>and</u> international (created end 2023)	18%	24%

The Codir France and the Codir International are 2 distinct bodies, but are made up of over 50% of the same people, which is why they are merged here into Codir France and Codir International.

The balanced representation of women and men on our governing bodies is a major challenge for our equality strategy. We are convinced that gender diversity at the highest level is not only a powerful lever for performance and innovation, but also a democratic and societal imperative. As an educational player, we have a **duty to set an example to promote a more inclusive society** and give everyone the same opportunities for access to positions of responsibility.

That's why we're proud to say **that 60% of our executive managers are women**, and that **65% of career changes will involve women** by 2023-2024.

That said, we also have to acknowledge that women are still insufficiently present in our management bodies, particularly on the Executive Committee, where they represented only 18% of the workforce at the end of September 2024, despite an improvement on 2023 when they were still only 9%. That's why we're aiming to have 30% women on the Comex by 2026.

To achieve this, we are going to activate several levers, starting with our recruitment and internal development processes. We are committed to ensuring that at least one woman is included in the final short-list of candidates for each open position on the Comex or Codir, in France and internationally. This will involve proactive upstream sourcing and identification of female talent, as well as raising awareness of this objective among our partner firms.

But we are aware that to nurture the pipeline of female talent, we need to act well upstream, by supporting the emergence of diversified talent pools at all levels of the organization. That's why we'll be launching an annual **"people review" to identify high-potential women internally**, based on both performance and potential criteria. For each of them, we will co-construct a personalized development plan, including training, cross-functional exposure and mobility, to **accelerate their path to top management**.

We also know that women's access to the highest levels is still too often hampered by unconscious biases and a lack of networks and inspiring role models. To remedy this, we are launching **a women's leadership program**, currently being defined in 2024, to support our female talents in their career development. Each participant could be assigned a mentor, either a member of the Comex or an experienced manager, who will support her individually in her development and act as her sponsor within the organization.

To monitor this approach over time, we track a number of indicators:

- % of women in management bodies (Comex, Codir France and international), with a target of a minimum of 30% by 2026 for the Comex.
- % of "high-potential" women identified each year and % of women promoted among them
- % of women in short-lists for external recruitment (aiming for 50% for equal skills)

We are convinced that only an approach combining ambitious objectives, concrete actions and regular monitoring will enable us to achieve tangible, lasting results. Our aim is to set in motion **a sustainable process to increase the number of women in our top-level management bodies**, and to anchor gender diversity in our corporate governance and, more broadly, in our corporate culture.

Because beyond the numbers, we want to become a fully inclusive company, where the complementary nature of male and female leadership is recognized as a strength, and where everyone can project themselves at the highest level, regardless of gender.

This is an ambition we will pursue collectively, with determination and over the long term. We are convinced that by opening the doors of power wide to women, we will strengthen our overall performance and our impact on society. And that by setting an example internally, we will be helping to move society as a whole towards greater equality and inclusion.

Actions:

- Ambition to reach 30% women on the Comex by 2026. (In progress)
- For each Comex/Codir position to be filled, have at least 1 female candidate in the final short-list. (Done)
- Identify high-potential women in-house and define their career development plan - "People review" - (done)
- Launch a women's leadership program to accompany women into top management or full professor ranks (Under study).
- Train recruiters to eliminate gender bias. (2024-2025)

7. Equality in recruitment and career development

In 2023-2024, 110 employees benefited from internal career development, 65% of them women.

Equality in recruitment and career development is a fundamental pillar of our gender equality policy. We are convinced that if we are to achieve lasting progress in gender diversity within our organization, we need to get to the root of the problem, by ensuring a balanced representation of women and men at all levels of responsibility and in all professions.

That's why we decided to set ourselves an ambitious goal: to achieve parity in our executive recruitment, particularly for our managerial, teaching and research positions. In concrete terms, this objective has been achieved! We have already had over 50% female managers among new hires in these key areas for several years now.

To maintain this result, we are consolidating our recruitment procedures to ensure a balanced representation of male and female candidates throughout the process (sourcing, short lists including women, skills priority, vigilance against bias). We also work closely with our partner schools and recruitment agencies to broaden our pool of candidates and ensure the diversity of the profiles on offer. And we train our managers and HR team in EDI, and our recruiters in unconscious bias, so that they are equipped to make objective and inclusive decisions.

But diversity at entry is not enough: we also need to ensure that both women and men benefit from the same opportunities **for development and promotion** throughout their career at OMNES Education.

The target of having more than 50% of women benefiting from internal promotion in any one year is achieved by 2023-2024, with 65% of women concerned, compared with 35% of men.

To ensure equity in **career paths**, we will continue to analyze our HR and management processes from a gender perspective: annual appraisals, mobility management, promotion decisions.

Finally, because equal opportunity also means **equal pay**, we will carry out a detailed analysis of pay each year to measure and correct any unjustified discrepancies. Above and beyond our legal obligation in this area, we are determined to maintain **an Equality Index close to 90 in all our entities**. In 2022-23, scores will range from 60 to 97.

To measure our progress, we will track a few indicators:

- The Group's F/H equality index by entity
- Women promoted as a % of all employees
- Equal pay gap for men and women in the same job and with the same seniority

With these actions, supported at the highest level of the company, our ambition is to reduce any gender bias and guarantee strict equality of opportunity at all stages of professional life. It is by acting on the entire HR cycle, from recruitment to development and remuneration, that we will achieve profound and lasting change.

Our conviction is that by re-establishing equality at the heart of our processes and our management culture, we will free up energies and enable everyone to express their full potential, without gender-based determinism. This is the key to collective, sustainable performance, nurtured by the diversity of backgrounds and perspectives. By giving every talent a chance, regardless of gender, we will build a fairer, more innovative and more competitive company.

Actions :

- Set an annual target of 50% women among new recruits, including teachers and researchers. (done)
- Have at least 1 woman in the short-list for all comex positions to be filled (done)
- Train 100% of recruiters in unconscious decision bias by (ongoing, end 2024).
- Carry out a compensation analysis and define an action plan in the event of unjustified discrepancies (completed in 2023-24).

8. Integrating gender into teaching content and research

Teaching and research are at the heart of our mission as a higher education establishment. They are also powerful levers for advancing gender equality in society. As an educational player, we have a responsibility to promote a culture of equality among our students, who are the decision-makers of tomorrow. And as a producer of knowledge, we have a duty to integrate gender into our scientific questioning, to better understand and combat the mechanisms of discrimination.

That's why gender mainstreaming in teaching and research is a key focus of our equality strategy. Our ambition is to make gender equality a cross-cutting and visible theme in all our training and research activities.

In concrete terms, we have decided to experiment with the integration of a **compulsory 12-hour "SHIFT" module dedicated to gender equality in our main programs** (engineering schools, management courses, etc.). The aim will be to provide our students with theoretical knowledge and practical tools on the issues of professional equality, gender diversity and inclusive management.

Additional educational content on EFH is available to all students on the "Boostcamp" educational platform, whatever their discipline and whatever their school.

It is also worth noting that the La Fabrik network of incubators, which supports the development of numerous entrepreneurial projects with a "for good" impact for students and employees, includes EFH as an essential dimension in the projects it supports. It's also worth noting that the majority of "for good" project leaders are women.

In addition to these teaching modules and our entrepreneurial support programs, **we will be encouraging all our teachers to examine their teaching practices from a gender perspective.** This means, for example, ensuring the gender balance of guest lecturers, feminizing course materials and examples, and setting up gender-balanced project groups. We will also encourage them to address issues of equality and stereotypes in their teaching, in a cross-disciplinary way that is adapted to each discipline.

To support this evolution, we will offer our faculty dedicated resources on egalitarian pedagogy and gender mainstreaming. We will also gradually create an internal network of EDI referents in our schools, who will be able to inform and advise students and teachers, share best practices and monitor progress in their areas.

But it's above all by nurturing research on gender that we'll be able to make profound changes. As an institution of higher education, we have a crucial role to play in developing knowledge of gender inequalities and their mechanisms, using a multidisciplinary approach. This is why we are earmarking funding to support at least one thesis or research project dedicated to these issues over the next 3 years.

To kick-start this dynamic, we will be launching **an internal call for projects within the next 3 years**, with a particular focus on interdisciplinary approaches and partnerships with external players (companies, associations, public authorities, etc.). We will promote this work through dedicated publications, public conferences and internal and external communications, in order

to stimulate public debate and position OMNES Education as a committed and legitimate player on these social issues.

At the same time, we will systematically **take gender into account in all our research projects**, whatever the discipline. This will involve integrating this dimension into calls for projects, requiring gendered analysis of data in scientific publications, and ensuring that research teams are gender-mixed.

To measure progress, we will track a few indicators:

- The number of programs integrating gender equality issues
- The number of "for good" projects integrating gender equality issues
- The number of research projects funded on gender or integrating a gender dimension
- The proportion of women in charge of research projects
- The number of scientific publications on EFH issues

By resolutely investing in the field of gender training and research, our ambition is to make equality a core value of our educational and scientific project. By equipping our students to identify and combat stereotypes, by showing the diversity of role models, and by producing enlightening knowledge on inequalities, we will bring about a profound change in attitudes and practices.

Integrating gender into our teaching and our work means paving the way for a more egalitarian society by shaping consciences and reshaping collective imaginations. It means equipping the next generation to take up the challenge of a fairer, more inclusive world. It means making science a powerful engine for deconstructing biases and bringing about social transformation. Ultimately, it's about reaffirming the emancipatory role of knowledge, and our responsibility as an educational and civic institution.

Actions :

- *Integrate an EFH module into our main student programs (done).*
- *Fund at least one thesis or research project on gender equality over 3 years.*

9. Combating sexist and sexual violence

The fight against gender-based and sexual violence (GBV) **is an absolute priority** of our equality policy. As an institution of higher education, we have a duty to offer our students and staff a **safe, respectful and fulfilling learning and working environment**. We must not only **prevent and punish all forms of violence and discrimination, but also promote a culture of respect and consent**.

This is why, since the start of the 2023 academic year, we have put in place a comprehensive system to combat SGBV, which has been strengthened by the provision of an anonymous reporting platform in 2024, in line with the legal obligations of higher education establishments

and the recommendations of the Ministry of Higher Education and Research (MESR). This system is structured around 3 key areas: prevention, reporting and support for victims and witnesses.

In terms of **prevention**, we organize awareness-raising and training activities throughout the year for all our audiences: students, teachers and administrative staff. The aim is to understand the mechanisms at play, identify the different types of SGBV, find out about the penalties incurred, learn about the various care options available to victims, and learn how to react appropriately as a witness. Prevention also makes it possible to free speech on these subjects, to question stereotypes and sexist behavior, and to spread an egalitarian and respectful culture. **A network of trained VSS referents was created in 2023 and reinforced in 2024 in all our schools and campuses, so that everyone can be welcomed confidentially to discuss these subjects.** These referents introduce themselves at the beginning of the year and explain the system in place, so that all students are informed as soon as they arrive on campus and can identify their VSS referent. This network of VSS referents is coordinated by the OMNES Education Group's CSR department, and exchanges between referents take place regularly to support each other and ensure that the right decisions are taken collectively. The health and safety of our student community is essential for a successful course of study.

As a highlight of this dynamic, the campuses organize targeted prevention campaigns on SSVs on November 25 and March 8. They offer conferences, workshops, exhibitions and screenings to inform and mobilize our community. We take care to deploy a variety of formats adapted to different audiences, emphasizing interactivity and participation.

However, we are aware that if we are to establish a lasting vigilance and alert reflex, we need to rely on an ongoing training effort. That's why, last year, we introduced **mandatory training in VSS for all elected student representatives (BDE) and association representatives.** Delivered by specialists, this training enables them to better understand the mechanisms of violence, identify high-risk situations and adopt the right reflexes when faced with a victim or witness. As opinion leaders and relays with students, they are essential players in prevention, and we will continue to mobilize and equip them every year. At student events and parties, they ensure everyone's safety by identifying people trained in VSS with a highly visible armband. The figures show that most VSS take place at these types of student events, so specific VSS security is essential.

Despite our prevention efforts, we know that situations of violence can arise. To deal with this, we have deployed a reinforced reporting system, via a secure external platform accessible to all: the BeSignal platform. Available 24 hours a day, 7 days a week, BeSignal enables anyone to confidentially report any situation of violence, harassment or discrimination that they have experienced or witnessed within the company.

Each **report** is handled by the school's VSS referents and may give rise to an in-depth internal investigation, the results of which will lead the school management concerned to take an appropriate decision. **We are committed to dealing with 100% of all reports received**, following a strict process with strict deadlines, in order to provide a rapid response tailored to each situation. In proven cases, disciplinary sanctions up to and including exclusion are envisaged, in parallel with any criminal proceedings brought by the alleged victims.

But above all, our priority is to offer victims and witnesses a sympathetic ear and comprehensive support. Our network of trained VSS referents can be mobilized on each campus to **listen and**

provide personalized guidance. We have also forged partnerships with experts, specialized associations and health professionals (psychologists, doctors, etc.) to offer psychological, medical and legal support to those concerned.

As far as employees are concerned, **the human resources managers** present in all our entities are trained to welcome discussion on these subjects and deal with any case of VSS.

To monitor the effectiveness of our system, we will track a number of indicators:

- Number of people aware of and trained in VSS
- Number and type of reports received on the platform each year
- % of reports processed
- Satisfaction rate of people supported

Our ambition is to **achieve zero gender-based and sexual violence** within our organization. By stepping up prevention, detection and punishment, by creating the conditions for victims to speak out, by involving our entire community in vigilance and benevolence, we intend to make OMNES Education a safe and fulfilling place for everyone.

Fighting against SGBV means making equality and respect the compass of our student and professional lives. It means offering everyone the assurance of being able to study and work in a serene and dignified climate. It means laying the foundations for a peaceful and harmonious society. Ultimately, it means making our organization the breeding ground for a new generation committed to a fairer, safer world for all.

Actions :

- Make awareness-raising resources against SGBV available to all (done)
- Train 100% of student representatives and associations on VSS each year (done)
- Process 100% of alerts received via the Besignal platform (ongoing).

III. Focus on equality in top management

The priority objective of increasing the representation of women in top management can be achieved by :

- **Comex prioritizes this issue** in its commitment
- **Quantified objectives** and active monitoring of progress over time
- Concrete actions to **attract, develop and promote female talent** at every stage: recruitment, identification of potential, personalized support and mentoring, changes in managerial and performance criteria, etc.
- **Positive** internal and external **communication** on progress in this area

Here are a few practical examples of how to achieve the goal of women's representation in top management:

Prioritization of EFH issues by Comex :

- Include the EFH objective in Comex's strategic roadmap
- Making gender equality a valued CSR criterion in management incentives
- Appoint a Comex member to sponsor the process
- Put the subject on the agenda of at least 1 Comex per year for follow-up.

Quantified objectives and follow-up :

- Aim for 30% women on the Comex within 3 years (vs. 18% at present)
- Aim for 40% women on the French and international management boards within 3 years (vs. 24% at present).
- Annually monitor the % of women at all management levels

Attract, develop and promote female talent:

- Sourcing at least 50% female candidates for vacant management positions
- Create a pool of 10 "potential female managers" to foster their professional development
- Back each of them with a Comex mentor
- Offer a female leadership program for managers.

Internal and external communication :

- Produce an internal "OMNES au féminin" campaign (portraits, interviews...)
- Get women executives to testify, both internally and externally
- Communicate every appointment of a woman to top management
- Position women executives at external conferences on the subject

In addition, it will be key **to involve men** in the process, by making them aware of unconscious biases, appointing allies/sponsors of gender diversity among them, and rewarding inclusive behavior. This will help anchor a truly egalitarian managerial culture.

- Promote cooperation between men and women (joint articles/co-supervised projects, etc.).
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IV. Official signature

Fait à Paris le 1^{er} septembre 2024



Loïc Delboubé
Directeur de l'Engagement Humain et Sociétale (DEHS)
Membre du Comex, du Codir France et international
OMNES Education
Groupe privé d'enseignement supérieur



V. Appendices

Appendix 1

Gender equality agreement [link here](#)

Appendix 2

Time to Act CSR strategy, Pillar 3 Societal: Equality, diversity, inclusion [link here](#)

Appendix 3

Summary of indicators monitored and cited in this Plan / Gender Equality Plan.

- % of women in total workforce
- % of women executives (Top 10% - Success Makers community)
- % of women in COMEX
- % of women in CODIR France and international
- % of employees teleworking regularly and average number of days teleworked
- of fathers taking full paternity leave
- % of women on maternity leave.
- % of "high potential" women identified each year and % of women promoted among them
- % of women on external recruitment shortlists
- % of women who have benefited from career development compared to men
- women promoted as a percentage of all employees
- *Equal pay gap* for men and women in equal positions and with equal seniority
- F/H equality index results for the Group and by entity
- Number of educational programs integrating gender equality issues
- Number of "for good" projects integrating gender equality issues
- Number of research projects funded on gender or integrating a gender dimension
- Share of women in charge of research projects
- Number of scientific publications on EFH issues
- Number of people aware of and trained in sexual and gender-based violence (SGBV)
- Number and type of reports received on the platform each year
- % of reports handled in cases of VSS and/or discrimination
- Satisfaction rate of people supported in the event of VSS or discrimination

EFH indicators from the CSRD and indicators from the WEPS gap analysis are also monitored.

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