



2020.07.23

## ESSILOR RENEWS ITS COMMITMENT TO DIVERSITY AND INCLUSION

As part of a new 4-year company agreement on diversity and inclusion in France, Essilor is introducing a number of measures that go far beyond the legal obligations.

In addition to improvements aimed at further enhancing working conditions, the Group is also introducing measures to foster a more optimal balance between work and personal life for all of its employees in France. These measures cover the following areas:

- **Improving paternity leave**

In addition to the 11 days of paternity leave stipulated by French law, Essilor will now be offering its employees 11 additional days of leave with full pay.

- **Allowing a gradual return to work after maternity leave**

Moreover, to facilitate a gradual resumption of duties after a maternity leave, new mothers can take one day of fully paid leave per week in the first two months following their return to work.

- **Facilitating other parental situations**

The Group is also offering specific measures designed for employees in the context of an adoption or medically assisted reproduction process.

Anne-Sophie Berrard, Human Resources Director at Essilor in France, said: “This new agreement is the continuation of initiatives previously put in place by the Essilor Group as well as its commitment to valuing differences and fighting all forms of discrimination at all its entities. Allowing employees to have a good balance between work and personal life is essential for the success and performance of the Group.”

These initiatives follow the series of measures already implemented in France to allow Essilor employees who become parents to fully perform their parental duties. In the context of the Covid-19 pandemic, the academic support platform “Campus Parentalité Nathan”, first made available in 2016, has allowed the children of Essilor employees to access a vast library of quality resources so they can continue to learn, even remotely. The site has recently seen a 21.4% increase in traffic.

## SEE ALSO

2020.03.27

INNOVATION

PRODUCTS

**DIVERSITY & INCLUSIVE MONTH SPOTLIGHT:  
HUMANWARE, LEADER IN REVOLUTIONARY  
ASSISTIVE TECHNOLOGICAL SOLUTIONS FOR THE  
BLIND AND VISUALLY IMPAIRED**



Diversity & Inclusion month is an opportunity to find out more about HumanWare Inc.

---

2019.11.22

CORPORATE

## ESSILOR AND VISION IMPACT INSTITUTE SUPPORT #GLASSES4WOMEN

Essilor and the Vision Impact Institute firmly support #glasses4women, a movement to highlight the critical role good vision plays in creating a more balanced world for women.



© Essilor 2016