

Objet / Subject: SCOR's contribution to Best Practices as set out on the Global Compact

SCOR is committed to a policy of anti-discrimination and to male/female equality amongst its staff

SCOR's HR Development Department and the Group's unions have been jointly implementing a number of actions in this area which, in terms of male/female equality in particular, were formalised on 18 January 2008 with the signing of the GPEC agreement (*Gestion Prévisionnelle des Emplois et des Compétences* – forecasting of jobs and skills).

With this agreement, the Management of SCOR has reaffirmed its desire to ensure the **equal treatment** of men and women and to promote equal professional development opportunities.

Ensuring equal treatment, notably in terms of remuneration, recruitment, training and work/life balance, is one of the priorities of the Group's human resources policy. Around half of SCOR's employees are women, and the Group has a specific company agreement aimed at facilitating part time work for female employees wishing to adjust their hours.

Negotiations have begun between SCOR's Senior Management and the Group's union representatives on the subject of equal pay for men and women, with the aim of correcting any discrepancies that may exist between the Group's male and female employees.

Submit your application

SCOR operates a non-discriminatory recruitment policy. Applications are therefore examined purely on the basis of candidates' professional qualities with regard to the positions applied for. When we study your application, we only have the information asked for below at our disposal. If your application is retained, we will contact you by telephone. Please attach your anonymous CV in the appropriate field of this questionnaire.

BASIS OF YOUR APPLICATION

Job reference:

Unsolicited application: ☒

CONTACT DETAILS

Home telephone:

GSM Mobile/Cell phone:

Work telephone:

YOU ARE LOOKING FOR

Placement / Training contract: ☐

Job: ☐

Position:

Level of education:

Professional experience:

Attach my anonymous CV:

Attach my anonymous covering letter:

The principal of equal opportunities and equal treatment for all employees is fundamental to the company's human resources management. In order to ensure that the key principle of **non-discrimination** is respected, the Human Resources Development Department has implemented the anonymous CV system for external candidates. This system operates by means of an online application form that does not require candidates to state their name, age or sex when applying for a job, thereby ensuring the strictly equal treatment of applicants and eliminating discrimination of any sort. Moreover, all vacant positions are initially advertised on the Group's Intranet site, in order to promote internal mobility, guarantee equal access to vacant posts and encourage a wide variety of applicants.

Anonymous CV form at www.scor.com

Specific training courses devoted to the issue of diversity have been established for employees in the Human Resources Development Department. Around ten people have received training with regard to the problems surrounding equality and the prevention of discrimination in the workplace. Specific topics covered have included the definition of discrimination and the legal framework surrounding it, and the exchange of ideas with regard to practices and action plans. The issues of equality and the prevention of discrimination have also been incorporated into Management training.

The Human Resources Development Department clearly intends to pursue its efforts in these two areas; however it also operates a number of other, equally important development policies such as encouraging internal mobility, recognising and rewarding acquired skills, facilitating professional re-positioning and promoting career development through training. These policies involve each and every one of the Group's employees at all levels.

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