



Europ Assistance Group Cancer Charter

EUROP ASSISTANCE'S COMMITMENT TO PROMOTE AWARENESS
AND SUPPORT EMPLOYEES AFFECTED BY CANCER



Promoting Cancer Awareness and Prevention

Europ Assistance and its management team implement, on a yearly basis, **concrete initiatives to promote health behaviours and prevention regarding cancer**. Those initiatives are done via conferences and meetings to raise awareness and sponsor a healthy lifestyle (against tobacco, suggesting a balanced diet and frequent physical activity...).

Europ Assistance and its management team launch a **yearly communication campaign to raise knowledge and awareness on cancer** (leveraging on free content available from many local and international health bodies).



Providing possibility for screening

Europ Assistance and its management team **provide to all employee payed work hours to take cancer screening tests at least every two years** (minimum 3 hours per employee every two years).



Supporting employees affected by cancer

Europ Assistance and its management team **create an open and transparent work environment** where employees' medical information is properly treated and taken into consideration to guarantee an **inclusive and no discriminatory working environment**. Each employee feels free to share any health issues with the manager and HR Department if he/she wants. Europ Assistance promotes an **inclusive working culture where cancer and other health issues are not a taboo**.

Europ Assistance and its management team **ensure that in case of diagnosis of cancer, the employee can choose, with unconditioned free will, either to work or not during cancer treatment** (always respecting medical recommendations and the local regulation):

- In case the employee affected by cancer decides to keep working, **Europ Assistance provides flexibility** (time for treatment, extended remote working, part-time...) in line with the individual choice/needs (accordingly to medical recommendations and the local regulation).
- In case the employee affected by cancer decides to benefit from sick leave, **Europ Assistance offers to the employee the possibility to keep him/her informed, according to local regulations during leave of absence, of the company's news and developments in order to preserve the sense of belonging to the organization via:**
 - Company official communications (company newsletters...)
 - Invitations to Town Halls and Events
 - Periodic human contact with the employee (calls or messages by manager/HR)

Finally, Europ Assistance offers to the employees diagnosed with cancer **free second medical opinion to provide the best medical consultation possible**.



Accompanying employees when back

Europ Assistance and its management team **accompany and support employees when back from sick leave to be reintegrated in the company life** (with assignment of a trained company buddy or provide dedicated coaching...).

Europ Assistance and its management team include the employee in all the company process both in terms of career progression and development opportunities **with no discrimination or bias related to the employee past or present health condition**.