



**Sector: Software & Computer Services**

**Employees: 3,300**

## **Criteria 6: The COP describes robust commitments, strategies or policies in the area of labour.**

### **Description and implementation process:**

The AUBAY recruitment process involves a dynamic tool which is key for internal employee growth, particularly for entry-level jobs: candidates are sourced through university and high school forums, with support from a dedicated "Campus manager". The recruitment process involves internship opportunities for the following: final-year students from 20 selected establishments; one year before end of studies, for selected establishments according to wished relationship.

More generally, candidates are seen on 1st interview by recruitment assistants, and are oriented depending needs for a 2nd interview in consultancy Business Unit. Success keys for candidates in recruitment are training opportunities, responsibility leading and digital adaptability

The Handicap mission leans on numerous agreements, established with government entities and with AUBAY staff. The main actions are:

- to inform and to sensitize internal and external actors on that subject;
- to support recruitment of people with disabilities;
- to train actors in charge of the integration of these people;
- to Increase the appeal to the companies who hire people with disabilities;
- to support and promote events managed by association supporting the handicap.

### **Challenges encountered and response(s) provided:**

The engineers are rather men (people) than women, especially in computing: what is noticed in the IT engineer schools, with 80 % of male students. However, AUBAY recruits more feminine staff than the national average: 30% on 2014 S1. In what it is of? Is the staff of recruitment in almost whole lot feminine (11 on 12)? Is the sector job by the proposed services, in 70 % in the Bank Insurance, which employs directly of the feminine staff for the greater part? Are management positions at AUBAY held

by a feminine staff (size of 35 %) clearly upper to the salaried staff (size of 25 %), and also upper average of the frame (supervision) noticed somewhere else (19 in 25 %). This last factor is probably a key one!

## Impact and results:

The attractiveness AUBAY with this category of staff, feminine, is strengthened by an increase of the recruitment of women, 24 % in one year.

We created various supports to promote the Mission Handicap and make sensitive managers and collaborators in the problem of the Handicap:

- During the week of the handicap, communication supports/tools were published and many actions launched.
- The week of the handicap 2014 was the opportunity of a daily e-mail calling back the good reflexes, with an animation of the agency Upandgo.
- Finally the web fiction Aubay "Bug" dedicated two episodes to the Handicap

## Links to reference documents / Links for more information:

Link to the article "Les femmes brisent le plafond de verre chez Aubay": [Click here](#).

Link to the details of the handicap mission: [Click here](#).

## Photos and videos:

Link to the video chosen on recruitment theme: [Click here](#).

Link to the video chosen on handicap theme: [Click here](#).

Link to the video chosen on handicap theme (episode 2): [Click here](#).



**Sector:** *Software & Computer Services*

**Employees:** 615

## **Criteria 6: The COP describes robust commitments, strategies or policies in the area of labour.**

### **Description and implementation process:**

At all Group sites, employees receive competitive benefits. It should be noted that these competitive benefits specific to the French law are also granted to employees of foreign sites.

This includes:

- holidays: the company provides additional days than those provided by the Labour Law of the country where SAB site is based
- a subsidy for lunch which takes the form of a meal or a package,
- health insurance for all the employees
- permanent travel insurance for all the employees.

### **Impact and results:**

SAB carries out a social approach throughout all of its sites globally. Relying on the history of «mother-company" to implement similar measures, whenever possible; these facilities are achievable through cooperation and a real team effort between Human Resources departments of different sites.

Belonging to a group contributes to this general allocation of social benefits.