

**1** If home is the new office, **tools must be adequate**. It cannot be acceptable to work remotely without access to **the best technologies, the best infrastructure, and the most realistic and advanced virtual experience**.

Essential right to Technology

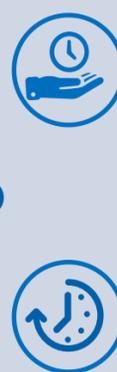



ENGIE Eps Group will provide for your home the same tools you had in the workplace:

- **A professional workstation:** HD screen, dock station, ergonomic chair, HD webcam and a contribution to your Wi-Fi connection
- **An interaction completely virtual but balanced:** get used to work only from your workstation, separate the time dedicated to work from the time dedicated to your family. And remember that a video call reduces stress by 60% compared to a phone call, but only if you have high quality audio and video.

**2** Working eight hours straight is the past and a nightmare for the family. Traditional part time is a obstacles course, and getting it is often a miracle. In FamilyWorking, **working hours are based on your needs** and the balance between family and work.

Essential right to Flexibility

ENGIE Eps Group gives you maximum flexibility:

- **You will be able to do your work when it suits your family routine best.** You will no longer be forced to operate in the 9-18 time slot. By simply using the digital calendar you'll inform the team about how you will distribute your working hours and "private" slots to manage personal or family needs, in which you will not be disturbed.
- **If you have children you can temporarily reduce your working hours.** You will only need to indicate each month the weekly number of hours you plan to perform, and your pay will be automatically adjusted. As a part time on demand, but totally flexible, and editable from month to month.

**3** If you do not answer to a video call it is because **you can't be disturbed, because you are dedicating time to the family** and the company has the obligation to respect it.

Essential right to Time for the family

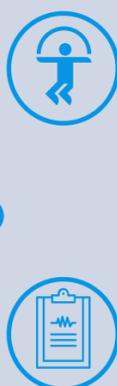



ENGIE Eps Group helps you to manage the communication with your colleagues effectively and sustainably:

- **Among colleagues, traditional phone calls are completely replaced by video calls.** Talk will be done only by videoconference, and from the workstation. The video makes communication more effective, less stressful, and more human. Answering only from a computer allows you to separate work from personal activities as well. Of course it will be essential to uninstall the video conferencing system from the company's mobile phone: you will have to do it to give priority to your family.
- **Sending mails or instant messaging to colleagues is interrupted from 8 p.m. to 7 a.m.** The time flexibility cannot go beyond these hours, which must be dedicated to family and to rest. A pop-up with a reminder will appear on your screen.

**4** Scientists are unanimous: mental and physical well-being are linked. Saying that you should do some physical activity while working from home, but maybe you are not even allowed to go out, is just a catch phrase. The company will have to provide **concrete tools to promote physical and mental well-being**.

Essential right to Wellness

ENGIE Eps Group helps you to maintain an active and balanced lifestyle in partnership with PhysioTechLab and Fabrizio Macchi, ENGIE Eps spokesperson and Paralympic athlete with 29 Italian championships, 4 European medals, 15 world medals, including 2 golds and bronze at the 2004 Athens Games.

- **Every week you can join fitness and postural gym classes on Weltiq, the innovative PhysioTechLab online platform with dedicated personal trainers.** To motivate you, 20% of your variable compensation will be paid based on your attendance to these courses or according to other goals defined by your Line Manager. Your family members can participate too: always involve them!
- **Everyday you can use M.e.a.sure, the innovative self-assessment test of your physical state, and Beaconforce, App that measures your levels of engagement,** motivation and stress with the aim of identifying areas of potential intervention and effective initiatives for team management improvement. To work effectively you don't have to give up to your free time and your well-being. Never.

**5** Raising children while working from home requires not only routine and organization, but content. Parents end up being the only ones to witness the hardships of their children, their regressions, their expressions of fear, their moments of sadness and isolation, the relationship created between adults and children by coexisting 24/7. The company will help to raise the interaction with children by providing **dedicated experts and content**.

Essential right to Be a parent




ENGIE Eps Group, thanks to the partnership with the nursery-school for children, the **Locomotiva di Momo** -an educational excellence in Milan for 25 years inspired by the Reggio approach-, will give you tools and quality content to support your parenting path:

- **Weekly webinars with a pedagogue** to improve your children's growth path.
- **Adult discussion rooms** will be led by experienced pedagogues on issues regarding growth and specific subjects emerged as a consequence of the COVID-19 emergency: children's exposure to screens, children's bond, autonomy management, quality of learning within the home walls and frustration for lack of social relationships between peers.
- **Individual or couple pedagogical listening desk,** which can be activated on demand, conducted by a pedagogue, with the purpose of supporting the critical issues that emerged from the management of children, rules, time and family relationships.