

HR POLICY

HUMAN RESSOURCES

At CTP environment, we are convinced that our real treasure lies in the people who make up our company. With this charter, we are declaring our desire to build an attractive, stimulating and sustainable working environment, where everyone can grow, contribute and progress. It formalises our commitments to our employees, candidates and partners.

OUR COMMITMENTS

ENCOURAGE PEOPLE TO JOIN OUR ADVENTURE

For CTP environment, this means :

- **Developing a strong employer brand** by communicating our values, our culture and our successes to attract talent in line with our ambitions.
- **Adopt a fair, inclusive and respectful recruitment process** that guarantees equal opportunities and recognises diversity in all its many aspects.
- **Offering attractive working conditions:** fair salary, benefits, healthy working environment, etc.
- **Creating structured, personalised onboarding programmes** to facilitate a successful start to the job.

GATHERING OUR EMPLOYEES AROUND A COMMON VISION

We are devoted to :

- **Guarantee healthy working conditions** by ensuring the overall well-being of our employees.
- **Encourage autonomy and involvement** in meaningful projects.
- **Ensuring transparent and participative communication** through active listening, regular exchanges and valuing everyone's ideas and initiatives.
- **To develop a positive corporate culture** based on a climate of trust, mutual respect and collaboration in which every employee feels appreciated and listened to.

CREATE AN ATTRACTIVE WORKPLACE WHERE EVERYONE WANTS TO STAY AND GROW

To this end, we are committed to:

- **Supporting skills development** through training, career development opportunities and internal mobility.
- **Sharing the value created** through various schemes, in the belief that the company's success should be of benefit to those who build it every day.
- **Supporting work-life balance** by offering flexible working arrangements and appropriate support measures.
- **Boosting a sense of team belonging** by developing team building, easy internal communication and a strong corporate culture.



Philippe BARRE
Chairman

" This HR Charter is a mutual commitment between the company and its employees. It is a common foundation on which to build, together, a sustainable, responsible and deeply human company. "



Conflans-Sainte-Honorine, 18th April 2025