

ministre déléguée auprès du Premier ministre,  
égalité entre les femmes et les hommes, de la Diversité et de l'Égalité des chances.

Nos organisations se développent, innove, investissent, commercialisent des produits et des services qui répondent aux besoins de nos clients en France et à l'international. Notre croissance durable, nos succès industriels et commerciaux, notre capacité à créer de la valeur sur le long terme, reposent sur le talent des femmes et des hommes qui collaborent quotidiennement sur l'ensemble de nos sites.

Nos organisations, écoles et associations sont aussi le reflet d'une société : celle-ci se trouve parfois traversée par des comportements ou des représentations collectives qui sont sources d'inégalités, de discrimination, voire de violence. C'est le cas du sexisme ordinaire qui, dans certaines situations de la vie quotidienne au travail, souvent de façon involontaire ou insidieuse, se traduit par des mots, des gestes, des comportements ou des actes qui excluent, marginalisent ou infériorisent les femmes.

Nous nous engageons aujourd'hui, au travers de l'initiative #StOpE, pour faire reculer le sexisme ordinaire au sein de nos organisations : il en va de notre responsabilité d'employeur, sur le fondement de nos obligations de sécurité ; il en va de notre devoir collectif d'œuvrer pour que nos environnements de travail permettent à nos salariés de pouvoir construire leur carrière et faire valoir leurs compétences sans frein, ni crainte, ni barrière.

Au travers de cette initiative, comme organisations signataires, nous prenons l'engagement de déployer au cours de l'année à venir au moins une des actions prioritaires suivantes :

- 1 **Afficher et appliquer** le principe de tolérance zéro
- 2 **Inform**er pour faire prendre conscience des comportements sexistes (actes, propos, attitudes) et de leurs impacts
- 3 **Former** de façon ciblée sur les obligations et les bonnes pratiques de lutte contre le sexisme ordinaire
- 4 **Diffuser** des outils pédagogiques aux salariés pour faire face aux agissements sexistes en entreprise
- 5 **Inciter** l'ensemble des salariés à contribuer à prévenir, à identifier les comportements sexistes et à réagir face au sexisme ordinaire
- 6 **Prévenir** les situations de sexisme et accompagner de manière personnalisée les victimes, témoins et décideurs dans la remontée et la prise en charge des agissements sexistes
- 7 **Sanctionner** les comportements répréhensibles et communiquer sur les sanctions associées
- 8 **Mesurer** et mettre en place des indicateurs de suivi pour adapter la politique de lutte contre le sexisme ordinaire

Le 25 janvier 2022



Photo credit: Ceremony #StOpE 2022 © Yannick Stephant

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## Eutelsat signs up to French #StOpE initiative against everyday sexism in the workplace

- *Identifying and combatting sexist behaviour in the workplace*
- *Further supporting gender equality, one of the Group's CSR policy pillars*

**Paris, 25 January 2022** – As part of the International Day against Sexism, Eutelsat has today joined the #StOpE initiative which has already attracted more than 150 organisations, companies, associations, and leading academic

institutions to combat "everyday" sexism in the workplace.

Launched by Accor, EY and L'Oréal in December 2018 under the patronage of Elisabeth Moreno, French Minister for Gender Equality, Diversity and Equal Opportunities, the #StOpE initiative calls for the endorsement of a pledge of action centred around eight pillars<sup>[1]</sup>. All signatory businesses and organisations undertake to carry out at least one of the eight priority actions within their respective structures during the year and share their efforts and best practices.

By joining #StOpE, Eutelsat seeks to raise awareness among all employees to encourage them to identify and act against sexist behaviour in the workplace. In recent years, the Group has taken significant steps to foster gender diversity; more than 30% of the workforce is now made up of women, including at management level and the C-suite. Women accounted for almost half of new recruitments in 2021, while paternity leave has been extended to the Group's main locations. Educational activities to encourage scientific training for young girls are also taking place in partnership with specialised NGOs.

On signing the #StOpE initiative, Eutelsat CEO Eva Berneke commented: « *Our Group's success is driven by the talented women and men who work together day-to-day at each of our locations. We pay close attention to enabling our employees to grow and make the most of their skills free of any kind of restraint, fear, or hurdle. By joining #StOpE, Eutelsat confirms its commitment to actively combatting sexist behaviour in the workplace.* »

More information on <https://www.afmd.fr/afmd-x-initiative-stope>

<sup>[1]</sup> The eight pillars are the following: advertise and enforce the zero tolerance principle, communicate to raise awareness of sexist behaviour (acts, words, attitudes) and their impact, provide targeted training on obligations and best practices in addressing everyday sexism, provide employees with educational resources to help them tackle sexist behaviour in the workplace, engage all employees in assisting, preventing and identifying sexist behaviour and responding to everyday sexism, prevent the occurrence of sexist behaviour and offer tailored support to victims, witnesses and decision-makers in their efforts to report and address sexist behaviour, punish offensive behaviour and publicise the associated penalties, assess and

establish monitoring indicators to allow for adjustments to the policy on combatting everyday sexism

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## **About Eutelsat Communications**

Founded in 1977, Eutelsat Communications is one of the world's leading satellite operators. With a global fleet of satellites and associated ground infrastructure, Eutelsat enables clients across Video, Data, Government, Fixed and Mobile Broadband markets to communicate effectively to their customers, irrespective of their location. Around 7,000 television channels operated by leading media groups are broadcast by Eutelsat to one billion viewers equipped for DTH reception or connected to terrestrial networks. Committed to promoting all facets of sustainable development across its business activities, Eutelsat leverages its in-orbit resources to help bridge the digital divide while maintaining a safe and uncluttered space environment. As an attractive and socially responsible employer, Eutelsat assembles 1,200 men and women from 50 countries who are dedicated to delivering the highest quality of service.

Eutelsat Communications is listed on the Euronext Paris Stock Exchange (ticker: ETL).

For more about Eutelsat go to [www.eutelsat.com](http://www.eutelsat.com)

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