

Dealing with the unexpected

Protection of employees

Victims of violence

Schneider is committed to take action

- For ensuring his safety, any employees who is subjected to family or domestic violence can be moved to another Schneider Electric site (removal of the violence spouse).
- Make request to the occupational doctor at your site or HRBP.

3919 
**WOMEN'S
VIOLENCE
INFO**

Therapeutic Part-Time (TPT)

Return to part-time work for therapeutic reasons following illness or accident at work

- Return to part-time work for therapeutic reasons after:
 - illness,
 - a workplace accident
 - occupational disease.
- Return to work is prescribed by the referring doctor who determines the best way to return to work.
- Therapeutic Part-Time setting up does not necessarily follow a period off work.

The duration of the Therapeutic Part-Time is a maximum of 1 year.

- When the referring doctor has provided the prescription:
 - the employer prepares a certificate indicating their agreement in principle that the employee returns to work, the nature of the job, and the salary,
 - The occupational doctor receives the employee for a consultation, prepares a health certificate or a certificate for follow-up according to the referring doctor's recommendation.
- The CPAM healthcare system informs the employee of their decision, advised by the medical committee, to accept or refuse to pay daily allowances (IJ) by registered letter.

Consequences for employees

- No impact on paid leave.
- Impact on supplementary pension contributions.
- JRT (reduced working time) proportional to attendance.
- Impact on profit-sharing and incentive schemes.
- No impact on STIP.

Supplementary daily allowances are paid by the CPAM for part-time salaries and the difference is paid by the CPAM and supplemented by Schneider Electric.

The calculation of daily allowances paid for a part-time return to work for therapeutic reasons are the same for sick leave.

Note: holiday leave entitlement is entered manually for these employees and must be approved by the manager or HRBP.

Network Le RePair

Community of Schneider Electric employees affected by a **chronic illness** as **patients, ex-patients or caregivers**

- Through listening and discussion, the Schneider Electric Le RePair community supports any employee who expresses the need, whether they are a patient, caregiver, manager or colleague, to co-construct a path to recovery in employment and support the impacted team.
- This peer network, unrelated to the medical circuit, calls on volunteer employees who have experienced the illness and can listen and help with returning to and staying in employment.

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