## Dealing with the unexpected

# Disability support

- A disability may arise when a health condition or an accident affects an employee's ability to work.
- Disabilities can take many different forms, including physical, visual, hearing, intellectual, psychosocial disabilities, and chronic disabling health conditions.
- A disability situation may be temporary, long-term, and/or progressive.

## The Recognition as a Disabled Worker (RQTH)

- A range of measures is available within the Group to help employees with disabilities perform their duties and progressing in their careers. 80 % of disabilities are invisible and 1 in 3 employees has a disability.
- The Recognition of Disabled Worker Status (RQTH) is a **confidential and personal process**. It may be granted for a limited period (from 1 to 10 years) or without a time limit.

**Apply for RQTH** (Recognition of Disabled Worker Status) **through the MDPH** (Departmental Office for Persons with Disabilities) **in your local area.**

- This recognition in no way prevents your professional development, it is a commitment of Schneider Electric.

## Are you concerned?

- If you are concerned, it is in your best interest to initiate a recognition procedure and to inform the service of prevention and/ or occupational health department.
- You are under no obligation to disclose your RQTH status to your employer, manager, or colleagues, unless you wish to do so in order to ensure that appropriate consideration is given to your disability. Talking about it can help others understand that, while you are fully able to work, you may be unable to perform certain tasks, may require additional time, or may need assistive technologies or training as a result of your disability..

## Does the RQTH give me any rights?

At Schneider, recognition of your disability status gives you rights:

- 2 half-days of paid leave
- support from a social worker if necessary
- reimbursement of any travel expenses
- medical follow-up and appropriate support
- workstation adaptation with the help of ergonomists (office, chair, automated equipment etc.)
- exceptional remote working arrangements, adjusted working hours, therapeutic part-time work…
- An annual increase of €300 to your Personal Training Account (CPF), up to a maximum annual amount of €800 and a total lifetime limit of €8,000.

# Protection of employees

## Victims of violence

### Schneider Electric is committed to taking action

- An employee affected by domestic or family violence may be transferred, along with their family, to another workplace location to ensure their safety (for example, to create distance from an abusive partner).
- **Make request to the occupational doctor at your site or HRBP.**

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**VIOLENCE AGAINST WOMEN INFO**