



THE PUBLICIS WAY TO PROTECT OUR TALENT AND OUR ENVIRONMENT

# HARASSMENT & WORKPLACE VIOLENCE

## WHAT?

**We want all our operations to be the best place to work in. We must create a safe environment to avoid situations that can lead to harassment and workplace violence, including discrimination. We will strictly punish such behaviours.**

## FOR WHOM?

All employees.

## WHAT?

### Harassment

**Publicis Groupe strictly prohibits any abusive, harassing, or offensive conduct, whether verbal, physical or visual.** Examples include comments based on gender, racial or ethnic characteristics and sexual advances.

**Publicis Groupe forbids all forms of harassment whether the harasser is a supervisor, co-worker, consultant, vendor, client or other third party** with a business relationship with a Business Unit. We ask all our people and partners to comply with those strict rules.

When presenting a complaint of harassment, employees should promptly contact their local Talent Management department, the Legal department or their immediate supervisor. If they are not comfortable in doing so, they should contact the Groupe Secretary General (by e-mail [anne-gabrielle.heilbronner@publicisgroupe.com](mailto:anne-gabrielle.heilbronner@publicisgroupe.com) or [ethicsconcerns@publicisgroupe.com](mailto:ethicsconcerns@publicisgroupe.com)). Prompt investigation of any report will be performed, and prompt remedial action will result from any complaint if the investigation reveals that the complaint has merit. Business Units should set any additional specific rules in relation to harassment that are required in order to comply with local legislation or regulations.

## Workplace Violence

Every employee, notably of Business Unit CEOs and Talent Management Directors, must help identify situations in which workplace violence, such as threats or acts of violence against employees and/or property, is occurring or might occur. In front of a situation where there is a potential for or likelihood of violence, Business Unit CEOs and Talent Management Directors must take suitable precautions to eliminate or minimize risks in preparing to handle it.

Any person who threatens to commit or actually engages in a violent action on Groupe property will be removed from the premises as quickly as safety permits and will remain off Groupe premises pending the outcome of an investigation into the incident.

## WHO?

Business Unit CEOs, Country CEOs, Country CTOs.