03. Harassment & Workplace Violence

▶ **AT A GLANCE**

- We have a zero-tolerance approach to harassment, discrimination, or workplace violence.
- We continuously monitor our working conditions and look to improve the health and safety of our employees.

FOR WHOM?

All employees as well as visitors, clients, vendors, and anyone else interacting with Groupe employees.

WHAT?

The Groupe has a zero-tolerance approach to any form of harassment, discrimination or workplace violence, severely punishing such behavior.

HOW?

Harassment

Publicis Groupe strictly prohibits any abusive, harassing, or offensive conduct, whether verbal, written, physical or visual.

- Examples of prohibited conduct include comments based on gender, racial or ethnic characteristics and sexual advances.
- The Groupe forbids all forms of harassment, whether the harasser is a supervisor, co-worker, consultant, vendor, client or other third party.
- The Groupe asks all employees and partners to comply with these rules.
- Failure to comply may result in disciplinary action, up to and including termination of employment or business relationship.
- Business Units must set any additional specific rules in relation to harassment if required to comply with local laws or regulations.

Reporting Concerns:

- Employees who experience or witness any form of harassment or potential harassment are encouraged to report it promptly to their local Talent Management department, the Legal department or their immediate supervisor.
- They may also use the Ethics Concerns platform or email the Groupe Secretary General to *anne-gabrielle.heilbronner@publicisgroupe.com*

- Good faith reports are handled with sensitivity and the Groupe respects the privacy and confidentiality of everyone involved insofar as possible, given the need to conduct a thorough investigation, and to the extent permitted by law.
- Retaliation against individuals who report harassment in good faith or participate in an investigation is strictly prohibited. Note that this non-retaliation policy does not prohibit employment action in response to poor performance, misconduct, or business changes, unrelated to raising or participating in an investigation of a Concern.
- Appropriate corrective action will be taken based on the findings of the investigation, which may include disciplinary measures, up to and including termination of employment, for anyone found to have engaged in harassment.

Workplace Violence

- Every employee, notably Business Unit CEOs and Talent Management leads, must help identify situations in which workplace violence, such as threats or acts of violence against employees or property, is occurring or might occur.

- Where there is a potential for or likelihood of violence, Business Unit CEOs and Talent Management leads must take suitable precautions to eliminate or minimize risks.
- Any person who threatens to commit or actually engages in 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.

Policy Violation

Any violation of this policy may result in disciplinary action, up to and including termination of employment, depending on the nature of the violations.

WHO?

Business Unit CEOs, Country CEOs, Country CTOs.

Policy available to the public on the Groupe website.