

04. Health, Safety & Security

▶ AT A GLANCE

- The Groupe's Health, Safety & Security policy is about creating and maintaining a healthy, safe, secure and supportive work environment for its people.
- Safety and security require everyone's attention to avoid unsafe or risky workplace behavior.

FOR WHOM?

All Business Units and Publicis Groupe employees.

WHAT?

The Groupe aims to deliver on its commitment to:

- Continually monitor its working conditions; and
- Contribute to the health and safety of its employees through global and local initiatives.

HOW?

Well-Being Programs

These are managed locally in accordance with applicable law and seek to support employees in staying healthy physically and mentally.

- Employees have access to health support and services and/or to specific programs through the agency Employee Assistance Program (EAP).
- This extends to fitness subscriptions or free sports such as yoga on-site, where appropriate and applicable.

Working with Cancer ⁽¹⁾

- In response to the "Working With Cancer" program launched by Publicis Foundation to eliminate the stigma of cancer in the workplace, the Groupe pledged to:
 - Secure the job, salary and benefits of any Groupe employee diagnosed with cancer⁽¹⁾ for at least one year, so that they can focus on their health.
 - Provide personal career support upon return.
 - Provide all affected Groupe employees with access to an internal community of volunteers (peers) trained to provide support via Marcel.

- All Publicis Groupe employees who are primary caregivers for an immediate family member receive personal and professional support to ensure they have the necessary flexibility and working arrangements to maintain their energy at work and as a caregiver.

- This pledge is rolled out in each country, in line with applicable social security and Groupe employee medical and life schemes. Further details of the Working With Cancer program are available from local HR teams.
- Since February 2025, the pledge has granted all Groupe employees "Screening Time Off" to undergo necessary health screenings.
- All Publicis clients, vendors and partners are encouraged to take the "Working With Cancer" pledge to support people with cancer⁽¹⁾.

Leave for Birth or Adoption

- A birthing parent or primary caregiver is entitled to dedicated time with the newborn or adopted child.
- This leave is subject to local laws and practices and must be organized with the direct line managers and HR/ Talents teams, in order to properly prepare the leave and facilitate the return (particularly the first months back).
- A non-birthing parent or secondary caregiver can benefit from specific arrangements based on local laws or agency rules.
- Other parental leave (including sick days) may be accessible to employees in case of need for childcare, elder care or other emergency care for dependents, as set forth in local HR policies.

Disease and Disability

- Specific accommodations for certain health conditions that can impact work are available in accordance with local law, in order to support

⁽¹⁾ The pledge applies to employees suffering from cancer and other chronic diseases and serious illnesses requiring specific medical care as defined by the country in which they live.

employees and preserve their physical and mental health.

- For people with disabilities, specific arrangements (physical, technical, material) are available to facilitate their work and support their professional and personal life.
- This includes e-accessible tools, systems, documents and content, aligned with the Web Sustainability Guidelines (WSG) from the World Wide Web Consortium (W3C).
- Please reach out to local HR and CTOs for further information.

Safety and Security

Safety and security are everyone’s responsibility.

- Everyone must avoid unsafe or risky behavior at work and comply with rules like those prohibiting tobacco and alcohol use in the workplace.
- Employees must report to work in a fit and sober condition.
- The use, possession, distribution, or being under the influence of illegal drugs and substances or alcohol in the workplace is strictly prohibited.
- Based on local regulations, emergency procedures must be easy to learn and practice through regular training.
- Any work-related illness or injury must be reported to your manager or HR as soon as possible.

Emergency

- Publicis Groupe has implemented **LionAlert** - an incident alert tool to ensure the safety of employees with immediate alerts to and responses from employees.
- CTOs are responsible for ensuring that relevant and appropriate action and communication plans are in place that reflect the nature and severity of an incident.
- LionAlert is activated as and when local management decide it is necessary.
- Employees are responsible for updating their contact details in the Groupe HRIS (Human Resources Information Systems - Career Settings) to enable immediate alerts when needed.

Violence

- A dedicated policy covers harassment and workplace violence, which are strictly prohibited (Groupe Policy III.03. / Harassment & Workplace Violence).
- Agencies are also encouraged to put in place specific initiatives providing adequate support to employees who may face domestic violence.

Insurance

- Medical and life insurance for all employees is part of local compulsory insurance programs, in accordance with applicable local laws and practices.

Other General Principles

- Employees should refrain from coming to the office or attending a work event when sick or feeling unwell.
- In such cases:
 - employees must follow applicable rules and procedures for notifying HR and determining when they should return to the office;
 - employees must use available leave in line with Business Unit policy and applicable local law, or work remotely if possible;
 - as with any absence from work, employees must report the absence to their manager as soon as possible.



Responsibility

It is the responsibility of all Publicis Groupe employees to:

- Be aware of and comply with applicable local laws;
- Follow applicable health, safety and security rules and procedures;
- Report any hazardous or dangerous working conditions they observe; and
- Help maintain a healthy, safe and supportive environment in which to work.

Compliance

- Publicis Groupe Business Units comply with OHS (Occupational Health & Safety) international standards and regulations, local laws, voluntary programs, and/or applicable collective agreements.
- Breach of applicable laws and procedures may result in disciplinary action, up to and including termination of employment, as well as other potential penalties and damages.
- Please direct any questions about applicable health, safety and security rules to local Human Resources.

WHO?

- Country CTOs and HR teams are responsible for compliance with this policy.

Policy available to the public on the Groupe website.