

## **CNP Assurances supports Pascal Plisson's latest film *"We have a Dream"* and unveils an ambitious action plan to change the perception of disability**

CNP Assurances provided decisive support to Pascal Plisson's *"We have a Dream"*. This documentary film, in cinemas on Wednesday 27 September, meets six children who decided not to give up on their dreams and ambitions, despite their disability.

At the same time, CNP Assurances is announcing new commitments to change the perception of disability in society and advance inclusion.

To achieve this, the Group has chosen two main areas of action:

- foster the employment of people with disabilities by implementing a dedicated human resources (HR) policy, increased collaboration with companies in the disability sector and a partnership with the TREMPLIN association to facilitate the recruitment of trainees with disabilities;
- promote inclusion in school, hand in hand with non-profit and educational stakeholders and with the involvement of its employees.



In line with its commitments on a more inclusive society, CNP Assurances provided decisive support to *We Have a Dream*.

To raise as much awareness as possible and help change the perception of disability, CNP Assurances decided to support the film both editorially and financially, and is also conducting awareness campaigns among young people and a wider audience, together with its employees, ecosystem and partner associations.

To promote inclusion through school education and provide useful resources for teachers, an educational kit for primary school students was produced by Zéro de conduite with CNP Assurances' support. It is available for all schools to download at the [Zéro de conduite website](#).

To mark International Day of Persons with a Disability on 3 December, together with Ecolhuma, CNP Assurances will also provide physical education teachers with 100 "Cecifoot" kits (including audible footballs adapted to people with visual disabilities etc.)

Lastly, together with the FAGE (Federation of General Student Associations), a partner of its Foundation, CNP Assurances has also committed to the student field by giving away 10,000 tickets to see the film.

CNP Assurances is committed to promoting the employment and integration of people with disabilities

As an employer with a nearly 30-year commitment to the integration and job stability of people with disabilities (first agreement in 1995), CNP Assurances has put in place a dedicated HR policy to attract more employees with disabilities and support them on a daily basis.

Within the CNP Assurances group, the proportion of employees with disabilities has increased by 8.7% over the last two years, now accounting for 7% of the workforce.

These advances are linked to various initiatives taken by the company, including through its agreement on quality of life and living conditions at work, such as:

- appointing two “*HR partner*” officers in charge of recruiting people with disabilities;
- posting all job vacancies on dedicated websites (e.g. AGEFIPH) and stating in each offer that it is open to a person with disabilities;
- implementing ambitious targets on the recruitment of people with disabilities (both on permanent and fixed-term/work-study contracts and agency contracts).

To go further, CNP Assurances' Human Resources Department has committed to further facilitating the recruitment of trainees with disabilities, starting in autumn 2023, by signing a partnership with the TREMP LIN association, which works to help these young people build an ambitious future. As part of the “*Han'Route vers mon Avenir*” programme offered by the association, CNP Assurances is committed to welcoming middle school and secondary school students with disabilities to help them learn about the various insurance professions.

Additionally, joint work between the HRD, the Purchasing Department and CSR was initiated in 2021 to increase the use of companies in the disability sector as part of the sustainable sourcing policy. This work led to the creation of an inclusion committee to support the rollout of the Group's corporate purpose on these subjects and the creation of an “*Inclusive purchases share*” Corporate Purpose KPI. CNP Assurances' ambition is to exceed 30% inclusive purchases by 2025 (vs. 25% in 2021).

CNP Assurances works alongside its employees and non-profit and educational stakeholders to promote inclusion at school

For several years, CNP Assurances has been a partner of associations working to promote inclusion and facilitate the lives of people with disabilities and more than ever intends to pursue this goal. Committed to changing society's perception of disability, the CNP Assurances Foundation has formed long-term ties with four major partner associations: FAGE; Alliance pour l'éducation – United Way, which has brought together businesses, associations and public authorities for the last five years to create an ecosystem of success for young people enrolled in priority education networks; and Ecolhuma and Adosen Prévention Santé, which are developing specific initiatives for the release of the film *We Have a Dream*.

Many of the CNP Assurances Group's 6,500 employees are involved with associations on a daily basis, and the Group has now supported over 40 disability-related projects to date.

In the 19 countries where CNP Assurances operates, the Group has launched a solidarity challenge open to everyone:

- With the “*Let's move*” initiative launched on 11 September, everyone is invited to practise physical activity for six weeks to reach the target of 600,000 km covered. This will provide a €60,000 donation to Handicap International France to support its inclusive education programme for young people with disabilities.
- During this challenge, committed employees will be able to enter multiple addresses around the world on the platform [Jaccede.com](https://www.jaccede.com), a website that lists all places easily accessible to people with disabilities.

# Stéphane Dedeyan

Chief Executive Officer of CNP Assurances



*"Disability affects one billion people worldwide, 7.6 million in France and as many caregivers. Even though the boundaries have been moving for around 20 years, all this progress still comes up against one obstacle: society's perception of disability. This is why, as an insurer and a responsible employer, and in line with our corporate purpose to act for a more inclusive society, we are supporting Pascal Plisson's film We Have a Dream and mobilising all our employees and our ecosystem to advance the perception of disability."*

## About CNP Assurances

Present in 19 countries around the world, CNP Assurances Group is a leading player in the insurance industry with more than 6,500 employees and net profit of €1.939 billion in 2022 (IFRS 4). A subsidiary of La Banque Postale, CNP Assurances is a member of the major public financial group. In France, CNP Assurances is No. 1 in property loan insurance, No. 2 in life insurance and, in 2023, will have integrated the property insurance activities of La Banque Postale, making it a comprehensive insurer of property and persons. It is the fifth largest insurer in Europe, particularly in Italy, which is now its second-largest market after that of France. In Brazil, the Group's solid growth has enabled it to reach third place. Based on a multi-partnership or "open" model, its solutions are distributed through long-term strategic partnerships. In total, more than 32 million people worldwide are insured by CNP Assurances for personal risk/protection and 14 million for savings and pensions. CNP Assurances is a responsible insurer and investor (€400 billion invested in all sectors of the economy). It works to promote an inclusive and sustainable society by providing solutions that protect and facilitate all life journeys for as many people as possible.

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