

Non-discrimination principle policy

March 2011

Objective

This document sets forth the Cegedim Group's position regarding discrimination in the workplace.

Definition

Under the labor and employment laws in the countries in which we work, unlawful discrimination can be a distinction made based upon a person's national origin, sex, marital status, race, disability or physical handicap, sexual orientation, age, trade union membership, religion, veteran status or other criteria protected by law which are unrelated in nature and extent to the person's ability to perform a job.

Our values

The Cegedim Group refuses any form of unlawful discrimination and commits to "eliminate all unlawful discrimination with respect to hiring and job performance", according to Cegedim Compact commitments. Therefore the company affords equal opportunity to all employees and prospective employees.

This policy applies to all terms, conditions, and privileges of employment including hiring, training, placement, employee development, promotion, transfer, compensation, benefits, layoff and recall, social and recreational programs, employee facilities, termination and retirement.

Managers and people involved in recruitment commit to apply this non-discrimination principle on a daily basis and make sure that equal opportunity is granted to all employees. Those principles appear in each policy and human resources' management process of the Cegedim Group.

Distribution

This document is delivered to each manager and people involved in recruitment of the Cegedim Group to take acknowledgement of.

Its presentation engages the commitment to be permanently attentive to Cegedim's values and to scrupulously respect its principles.

Each manager and people involved in recruitment of the Cegedim Group can ask to its HR contact any question regarding this policy.

Human Resources Direction