

## Employee commitment

### Mentoring

“Mentoring reflects the team spirit, a strong value of our company.” - Cécile Jouenne-Lanne, Group Citizenship Manager

For an employee of the company, mentoring involves providing support to a person who is socially marginalised or far removed from the labour market in his or her schooling, orientation or job search by sharing experience and advice. Mentoring has been a practice within the Group for a long time. Each year, many employees choose to engage with an association to support a person seeking employment or provide tutoring.

This trend is also an international movement. It goes far beyond France’s borders. Efforts by the Societe Generale Foundation and especially the mobilisation of employees in New York to support the association Teak Fellowship were repeated. That was also the case in Brazil, where young people from the association Vida Jovem receive support from mentors, employees of the Group, under the guidance of the Societe Generale Institute. Lastly, throughout the year, employees in Great Britain participated in “employability” workshops for young people supported by the association Enabling Enterprise.

2,326 working days during which Group employees were able to devote their time to charity work



IN 2013,  
300

### SOCIETE GENERALE EMPLOYEES

in France acted as mentors within the Foundation’s

6

### PARTNER ASSOCIATIONS

The Group encourages and promotes citizen commitment by all employees. In order to relay the solidarity actions conducted through its Foundation,

a Web platform was created: [www.citizen-commitment.com](http://www.citizen-commitment.com). It presents all the opportunities for employees to become personally involved, in France and abroad.



In 2013, 300 Societe Generale employees in France acted as mentors within the Foundation’s six partner associations\*. A hundred employees were also mobilised to support the integration of underprivileged young people.



\*Proxité, Nos Quartiers ont des Talents, Solidarités Nouvelles face au Chômage, Frateli, Mozaïk RH, Capital Filles.