

THE CHARTER FOR SECULARITY AND DIVERSITY

The Paprec Group, ever supportive of all diversity, invites all its collaborators to respect the following principles, contributing to “better living together”:

Preamble : France shall be an indivisible, secular, democratic and social Republic. It shall ensure the equality of all citizens before the law, without distinction of origin, race or religion. It shall respect all beliefs.

The secular Republic organises the separation of the Church and the State. The State is neutral in regards to religious or spiritual convictions. There is no State religion.

Secularity of the State guarantees the freedom of thought for all. Each individual is given the freedom of his own beliefs.

Secularity allows citizenship, by bridging the gap between individual freedom and the equality and fraternity for all.

1 / Secularism in the workplace guarantees common ground for all employees, and encourages company solidarity, respect of diversities, and living in harmony.

3 / Secularism in the workplace allows the collaborators to exercise their freedom of speech, as long as this right does not hinder either the company's proper functioning, the respect of republican values, or the pluralism of their beliefs.

5 / Secularism in the workplace requires collaborators to be neutral: they are not to show their political or religious beliefs within the context of their work.

7 / Secularism is respected within the companies different areas, as stated in the company's rules and regulations. Thus, wearing signs or clothing that conspicuously express ones religious beliefs is not authorised.

2 / Secularism in the workplace allows collaborators to forge their personality, exercise their free will as well as their civic rights. It protects them from all forms of proselytising and pressure that would restrict their free-choice and prevent them from working in a serene environment.

4 / Secularism in the workplace abolishes all violence and discrimination, guarantees equality of Men and Women, and is founded upon the idea of respect and understanding of all individuals.

6 / In accordance with the law, no one can invoke religious beliefs to refuse a mission, or to prevent the proper functioning of the company.

8 / Through deliberation and mutual respect, collaborators promote Diversity, one of the company's founding values.



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GROUP