

Press Release

Hardis Group signs the corporate parenthood charter

The charter was signed within the scope of the gender equality plan introduced by the company in 2012.

Grenoble, May 14, 2013 - Services, business software publishing and facilities management company Hardis Group has announced that it has signed the corporate parenthood charter. This is a new phase in its plan to increase gender equality and improve conditions for working parents.

The aim of the corporate parenthood charter is to encourage companies to offer employees with children a working environment enabling them to achieve a better work-life balance. Introduced in 2008 by the Corporate Parenthood Observatory in partnership with the French Ministry of Labor, Industrial Relations, Family and Solidarity, it has been signed by over 500 companies and associations.

Hardis signed the charter within the scope of the gender equality plan introduced by the company in October 2012. "It is also a reflection of our company's values: trust, solidarity, commitment, respect for the individual and friendliness," explained Valérie Masclef, Hardis Group HR Manager.

By signing the charter, Hardis undertakes to take measures to enable employees to achieve a better work-life balance. In concrete terms, this means implementing measures intended to:

- make it easier to work from home when people have a long daily commute or for occasional family reasons;
- systematize return-to-work meetings after maternity, adoption or parental leave;
- give men and women equal access to part-time hours;
- adjust working hours at the start of the school year.

These measures will be accompanied by a work-life balance charter in the coming months. "Our gender equality plan is starting to bear fruit. 76% of the group's 630 employees are men and 24% are women. In 2012, we hired relatively more women than men," said Valérie Masclef.

About Hardis

Hardis Group was created in 1984. It is both a software publisher and an IT services company. Ever since it was created, this company has built growth in a resolutely different way, based on pragmatism and the core values of local presence and a strong commitment to both customers and employees. The founding directors still run the company, 25% of employees are shareholders, and all the personnel is based in France.

Hardis focuses on seven major sectors: infrastructure and facilities management, development and Third-Party Application Maintenance (TPAM), consulting and project owner support, business intelligence, logistics and transport (Reflex solutions), development tools (Adelia Studio), and payroll outsourcing (Saphyr software).

As a software publisher, Hardis is capable of integrating its own solutions and can also call on the services of a network of partners. Its consultants are experts in high-quality IT project methodologies (such as ITIL and CMMI).

Hardis posted turnover figures of €54.7 million in 2012. To date, the Group has more than 2,500 customers and employs 630 people. Its head office is located in Grenoble, with five other branches in Lyon, Paris, Lille, Nantes and Rennes.

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