

HR POLICY

HUMAN RESSOURCES

CTP environnement's success is based on the expertise and soft skills of all our employees. As a key component of our corporate strategy, the management of our human resources, for which directors and managers are entirely responsible, is crucial to the operation of CTP environnement. Our commitment focuses on 3 core values: diversity, fairness and responsibility, which is evident in all our HR processes and the managerial model, which is shared and implemented on all levels of our organisation.

OUR COMMITMENT

WE RECRUIT TO ESTABLISH A SET OF COMMON VALUES

Our aim is to attract and retain people who share our values and are able to develop professionally. We have opted for a recruitment policy that favours diversity. For CTP environnement, this means:

- Being open to new skills profiles,
- Attracting talented individuals from all over the world.

Our recruitment processes ensure respect for the principles of objectivity, ethics and non-discrimination. All our managers are fully signed-up to this approach:

- By focusing on encouraging diversity in our recruitment,
- By considering applications from older people and people from socially diverse backgrounds,
- By providing as much career support as possible for disabled employees.

WE LISTEN TO ALL OUR EMPLOYEES AND HELP THEM REACH THEIR FULL PROFESSIONAL POTENTIAL

We want to empower every employee to optimise their career path. Together - managers and human resources - we are alert to our employees' desires as regards professional development. To this end, a set of tools has been established to enable them to act as "stakeholders" in their own career development:

- Detailed individual job descriptions,
- Professional consultations,
- Annual individual appraisals,
- Annual individual training plans.

WE COMMUNICATE IN ORDER TO INVOLVE OUR EMPLOYEES

CTP environnement endeavours to share its strategy with all employees.

Providing everybody with a better understanding of the issues covered by our HR policy enhances everyone's motivation.



Philippe BARRE
Chief Executive Officer

"In an increasingly challenging and competitive market, CTP environnement stands out for its local service and reputation for professionalism.

The expertise, experience and involvement of our teams makes the difference! To maintain this quality of service, we pay particular attention to training our employees. Improving their knowledge and developing their skills is one of our main priorities.

It is on this basis, by remaining accessible and listening to my teams, that I am aiming to boost our success".



Conflans Sainte-Honorine, 26th July 2019