

New societal aspirations

CULTURAL TRANSFORMATIONS

Today's new generations aspire to a new relationship with the world of work, and this cultural shift has only been accelerated by the recent health crisis. The majority of working people want to strike a new work/life balance, and are less willing than they once were to embrace geographic mobility as part of their career paths. Employee loyalty and engagement have become more volatile. The place of women in society and in the workplace is changing and becoming equal to that of men. As this movement gains momentum, companies are transforming themselves to maintain their attractiveness to employees, and offer a new social contract that embraces flexible working, mutual trust and the right to make mistakes. They are introducing co-construction and other new practices to create the right conditions for future growth.

NGE targets

2,5x
more women (380)
in site management
roles by 2027

Becoming a
Great Place to Work
in the context of
Quality of Life at
Work surveys

NGE is adapting in response to the new expectations of its people

NGE is in no doubt about its responsibility for facilitating employee redevelopment by providing a stimulating working environment. This context also requires the Group to understand and respond to the new aspirations of employees. It encourages self-reliance in the workplace, delegation, initiative and entrepreneurial freedom, and contributes to ensuring the career-long employability of its employees. As a people-focused company, interpersonal relationships between employees are the cornerstone of NGE Human Resources policy. The integration and inclusion of jobseekers and knowledge sharing are central elements of that policy.



Our stakeholder initiatives

Employees

| Customers

| Planet

| Shareholders