



Social benefits

As an OCP employee, you receive also a full offering including savings, social security, sports and socio-cultural benefits, as well as competitive benefits regarding access to property. Beyond these benefits, we continually ensure the well being of our associates through the development of a new generation of workspace that supports both professional and personal growth.

As part of its general social policy, the Group offers a number of benefits to its employees, including, schemes to encourage home ownership (through mortgage assistance, financial donation), access to social infrastructure such as sports facilities in OCP cites and to vacation centers and summer camps. The overall aim of OCP social policy is to provide all employees with a balance between their professional and personal lives.



CULTURAL ACTIVITIES AND SPORTS-WELLNESS AT WORK

To that end, significant human and a big social infrastructure are used (clubs, centers, sports facilities, etc.). A various social, cultural, sports and entertainment events are organized in collaboration with all stakeholders for the benefit of thousands of employees and their families. OCP has created a large network of sports installations available and also promotes the membership of our associates in sports clubs and facilities.

OCP invests an average of nearly **25 MMAD** annually to promote conviviality and well-being at work through the practice of sport.

40 sports halls, clubs and sports complexes specific to the Group are available to employees and their families as well as around **1000** partnerships sports facilities.

1 among **2** collaborators participates in sports activities. This participation rate has risen steadily in recent years.

VACATION CENTERS AND SUMMER CAMPS FOR EMPLOYEES KIDS

The group offers its employees and their families a panoply of partner hotels & resorts to spend their holidays in the different Moroccan cities as well as the group-specific vacation centers in **2019**. **20 435** stays have been recorded. A true OCP success story, the Group's vacation camps attracted in **2019**, **5 806** children, aged **8** to **14** during the summer holidays.





SOCIAL PARTNERSHIPS

A portfolio of partnership agreements in a variety of areas (car assistance, transportation), as part of a continued effort to upgrade employee benefits.

PROPERTY OWNERSHIP

Property ownership plans were among the earliest social measures offered to OCP employees (through mortgage assistance, financial donation, home & land sales) in order to become a home owner. In 2019, 1 043 received property ownership.

EMPLOYEES CHILDREN EDUCATION

The Institute for Social Advancement and Education (IPSE) is an OCP institution providing high-quality education to children through the use of new technologies, development of language skills, introduction to the experimental approach, and the promotion of science. In **2019**, OCP has **34** IPSE schools.

IPSE also has partnerships with **33** prestigious academic institutions. The Group offers high-quality education to **19 000** children of employees enrolled in **2019**. Our aim in **2025** is to enroll **32 000** students.

STUDENTS SCHOLARSHIP

OCP offers scholarships in order to support the academic sector and ensure equal opportunity, **1 710** students received scholarships for the **2018-2019** school year. Of these, **606** were enrolled in the French Grandes Écoles, **671** at the Benguerir School of Excellence, and **304** at UM6P (EMINES and Master's and Bachelor's degrees). Improving learning conditions in local schools is also an important area of focus for OCP. This commitment has translated into investments in school transport to ensure that girls have access to education and improvements to school infrastructure.

EMERGENCY FUND

OCP has set up an emergency fund for its associates, their families, retirees intended to partially or totally cover expenses relating to difficult social/medical situations.

ACT4COMMUNITY LEAVE

Associates are encouraged to join Act4community an initiative of corporate volunteering and skills sponsorship providing a community leave of one to four weeks, outside annual leave, so that they can get involved in their community by volunteering at associations or even in the field of entrepreneurship.

