



Cancer@Work

Together, let's reconcile illness and work.

Activity report

2025



2025 : a year of collaboration, initiatives, and impact

The year 2025 marks a new milestone in the history of Cancer@Work, with achievements that reflect the growing commitment of our community and the impact of our actions.

Our association continues to grow: we now have 192 member companies, including 42 that have been awarded the Cancer@Work Label, a strong sign of companies' long-term commitment to integrating illness-related issues into their CSR strategies.

Once again this year, exchanges within the association have been rich and inspiring. Conferences, round tables and media appearances have provided many opportunities to voice our convictions and share best practices for the inclusion of people affected by illness in the workplace.

In 2025, we also launched a series of film screenings and discussions for our member companies, based around the documentary "Le travail c'est la santé". These events opened up honest and meaningful conversations about balancing illness and work, while raising awareness among teams about this essential issue.

The Job Meetings, with 8 sessions organised, supported the return to work and raised awareness among participating companies, once again demonstrating the central role of solidarity in our actions.

Sport continues to bring people together: the 2025 Connected Challenge brought together nearly 5,000 participants, illustrating the collective energy and commitment that have driven Cancer@Work for the past 13 years.

Our ambitions remain unchanged: to break down taboos around illness in the workplace and enable every employee — whether living with illness or acting as a carer — to fully experience their professional life.

Companies, you are key drivers of change. Together, we can build inclusive and caring work environments where everyone feels supported and valued. Together, let us continue to reconcile illness and work with determination and solidarity.

Enjoy reading.

Anne-Sophie Tuszynski

Founder of Cancer@Work
CEO of Wecare@work



Philippe Salle

President of Cancer@Work
Chairman and CEO of Atos Group

SUM UP OF 2025



A NETWORK OF COMMITTED EMPLOYERS

192 members

representing more than 10% of the French workforce

14 new members this year



JOB MEETING

Since 2016:

- over **600 people** supported
- nearly 1,000 representatives from member companies



CANCER@WORK LABEL

Since 2019:

42 certified member organisations

including 15 this year



12TH SYMPOSIUM

Leadership and illness: inspire to transform



INTER-COMPANY CONNECTED CHALLENGE

28 participating companies

498 teams, nearly **5,000** employees



FILM SCREENING AND DISCUSSION SESSION

Screening of the documentary "Le travail c'est la santé" followed by discussions with employees.



WORKSHOPS AND WEBINARS

Exchanges and collaborations aimed at developing tangible and innovative tools
Presentation of Cancer@Work and its initiatives



MEDIA PRESENCE CONFERENCES

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Together, let's reconcile illness and work.

1 MOBILISE

Both a [platform for discussion and knowledge-sharing](#) on the integration of illness in the workplace, and an [incubator for projects in economic and social innovation](#), Cancer@Work works every day to change the way society and businesses view people living with illness.

Through its own initiatives and those of its members, it helps everyone — people affected by illness, family carers, line managers, colleagues, human resources teams, occupational health services and business leaders — [to live better with cancer and chronic illnesses at work](#).

1st

Business association focused on cancer, chronic illnesses, and employment

13

years of operation

4 missions

- ▶ **Mobilise** companies around the Cancer@Work Charter
- ▶ Get them **involved** in taking action
- ▶ **Measure** employees' expectations and the impact of actions at both company and societal level
- ▶ Provide collective **support** to help people living with illness remain in employment

CANCER@WORK IN 2025

A committed board of directors and team



THE TEAM



Nathalie PRESSON
General Manager



Candice HIDERLEY
Digital Marketing Project
Manager



Lucille FAUCHER
Digital Marketing Project Manager



Roxane COTEILL-DOLCEROCCA
Data, Barometer and Label
Project Manager



Maël TESTUD-COUËDIC
Development Officer -
France and International

CANCER@WORK IN 2025

A network of committed companies

192 member companies

Various business sectors - SMEs/SMIs/Large companies - Private/Public

More than **10%** of the French workforce

France



CANCER@WORK IN 2025

A network of committed companies



CANCER@WORK IN 2025

A network of committed companies



CANCER@WORK IN 2025

A network of committed companies

Luxembourg



UK



CANCER@WORK IN 2025 New members

+14 memberships in 2025



The first step in the commitment of our member companies: signing the Cancer@Work Charter.





Cancer@Work

Together, let's reconcile illness and work.

2 SHARE

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12th Symposium Leadership and illness: inspire to transform



On January 30, 2025, the 12th Cancer@Work Symposium was held digitally. We thank the leaders of member and non-member companies, HR directors, and healthcare and social work professionals who watched the event. This format allowed the Symposium to be broadcast without geographical limitations.



Broadcasting live from a Parisian studio, Anne-Sophie Tuszynski, Founder of Cancer@Work and CEO of Wecare@work (1), opened and hosted the event:

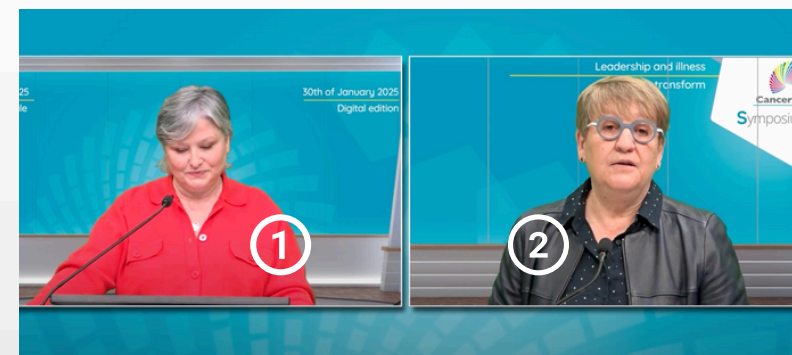
"As every year at the Symposium, Cancer@Work gives the floor to personalities with varied profiles who will share their insights and experiences. Testimonials from member companies will, as always, occupy a special place within this event."

Cancer@Work's 2025 Highlights

Nathalie Presson, General manager of Cancer@Work (2)



This report highlights the year's events and projects, which are driven by our members. All of these actions are detailed in this impact report.



Inspired by example

Facing illness when you are a manager or self-employed is a real challenge.

How can one live with the illness and maintain one's activity? What are the impacts of the illness?

Erica Sand, Performing Artist, Designer and Freelance Writer (3)

She reflects on her journey as an entrepreneur who was affected by illness and her experience after the illness.



12th Symposium Leadership and illness: inspire to transform

Loïc Bonnin, President of Foncia Loire Atlantique (4)

He reflects on his liberation of speech as a leader, his relationship with his teams, the reorganisation of workstations and the systems put in place at Foncia.



Pierre Georgel, Managing Director of Prevlink, (5)

He shares his experiences as a leader affected by cancer, and as a caregiver, and discusses the mechanisms of occupational health systems.



Raising awareness on a large scale

The Publicis Group, inspired by its Chairman Arthur Sadoun, has committed to promoting employment for people with cancer through the global Working with Cancer movement. Cancer@Work is pleased to be one of the founding partners of this movement.



Nannette Lafond Dufour - Chief Impact Officer - Publicis Groupe (6)

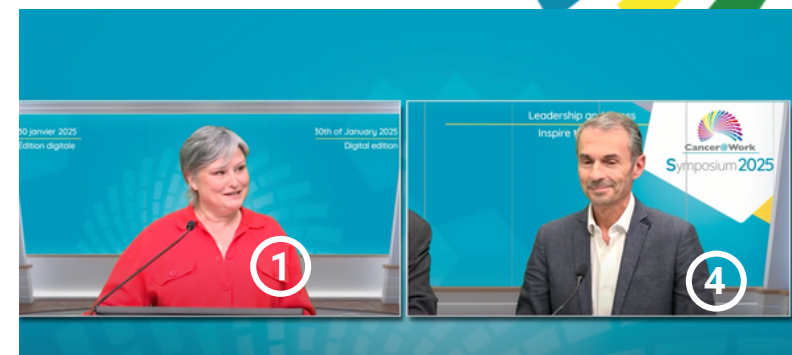
details the global Working with Cancer movement, which is the first global coalition of companies aiming to eradicate cancer stigma in the workplace.

Caroline Darmon - CSR Director France - Publicis Groupe (7)

mentions the Caring@work scheme, which allows employees to benefit from support mechanisms and rights to assist them during difficult professional or personal times.

Filip Gonzacenco - Artistic Director - Publicis Groupe (8)

explains the creative work during the Strings campaign, created for Cancer@Work and the challenges of addressing more sensitive topics in campaigns.



12th Symposium Leadership and illness: inspire to transform

Creating an ecosystem to go further, together

Sandrine Planchon, Director of the “Ruban Rose” Association (9)

addresses the missions of the Pink Ribbon association and the actions put in place.



Marc-Antoine Jamet, President of the Champs-Élysées Committee (10)

looks back on its links with the Pink Ribbon Association, on the actions of the Champs-Élysées Committee and what led the Committee to commit to the employment of people with cancer and more broadly, people living with illness



Edouard Généau, Sommelier, candidate for the Cancer@Work Job Meeting in 2022 (11)

He reflects on his experience with Job Meetings and his professional journey.

We thank all the speakers for the richness of their remarks which reinforce the association's conviction that a more inclusive and responsible economic model enables people affected by cancer or chronic illness to remain in employment.



WORKSHOPS AND WEBINARS

Each year, Cancer@Work organizes workshops on topics chosen by member companies. These workshops are valuable opportunities for exchange and collaboration, allowing the association to gather feedback and identify specific needs.

Measurement and effectiveness indicators

The workshop aimed to inspire members through the testimony of Franck Martinez, QVCT Leader for France at Decathlon, to encourage discussion, and to develop a deliverable on key performance indicators. The focus was on involuntary absenteeism (illness, workplace accidents, long-term absences) and its hidden costs, in order to shift from a reactive to a proactive approach.

Franck presented Decathlon's experience: distinguishing between involuntary and voluntary absenteeism, quantitative analysis (absenteeism rate, duration of absences, legal obligations) and qualitative analysis (regular interviews, surveys). Concrete actions were shared: raising awareness among managers, preventing musculoskeletal disorders (MSDs), and supporting employees' return to work. The example of the Anglet store demonstrated that sustainable performance is possible even with a high absenteeism rate.

This workshop helped to identify key indicators and lay the groundwork for a shared deliverable on the effectiveness of actions.

Caregivers network

The workshop focused on the implementation of caregiver networks in companies, a system based on exchange between employees experiencing similar experiences and offering authentic support in addition to HR and managerial actions.

Wecare@work, which supports Bristol Myers Squibb France in structuring its network, spoke to present the essential principles and conditions for success of this approach.

Éric Angonin de Reu, Associate Director of EHSS France and Western Europe at Bristol Myers Squibb France, then shared his company's experience with the program. Twenty-two people have already participated, with very positive feedback. He explained how the program is structured around a careful selection of peer supporters, dedicated training, ongoing support, and clear integration into the internal ecosystem, as well as the importance of regularly engaging the network.

The joint intervention of Wecare@work and the testimony of Eric made it possible to concretely illustrate the added value, the impact and the conditions for success of a peer support approach in business.

Webinars

Throughout the year, Cancer@Work raises awareness among employees of member companies about the challenges of reconciling illness and work, and promotes the association and its initiatives by leveraging key events throughout the year, such as World Cancer Day, the SEEPH (European Week for the Employment of People with Disabilities), Pink October, and Movember.

FILM SCREENINGS AND DISCUSSIONS

A new space for dialogue within the company

In 2025, Cancer@Work launches film-debates: an event around the documentary “Le travail c’est la santé”, directed by Christelle Lamarre and Jeanne Soral and produced by Céline Loiseau.

These sessions were powerful moments, rich in emotions and exchanges, to address a subject that is still too often taboo: the place of illness in the professional world.

Through a series of authentic testimonies, the film highlights the journeys of people affected by the disease, but also the helping hands that mark their professional path.

The sessions are followed by a question-and-answer period with Anne-Sophie Tuszynski and Nathalie Presson, respectively Founder and General manager of Cancer@Work

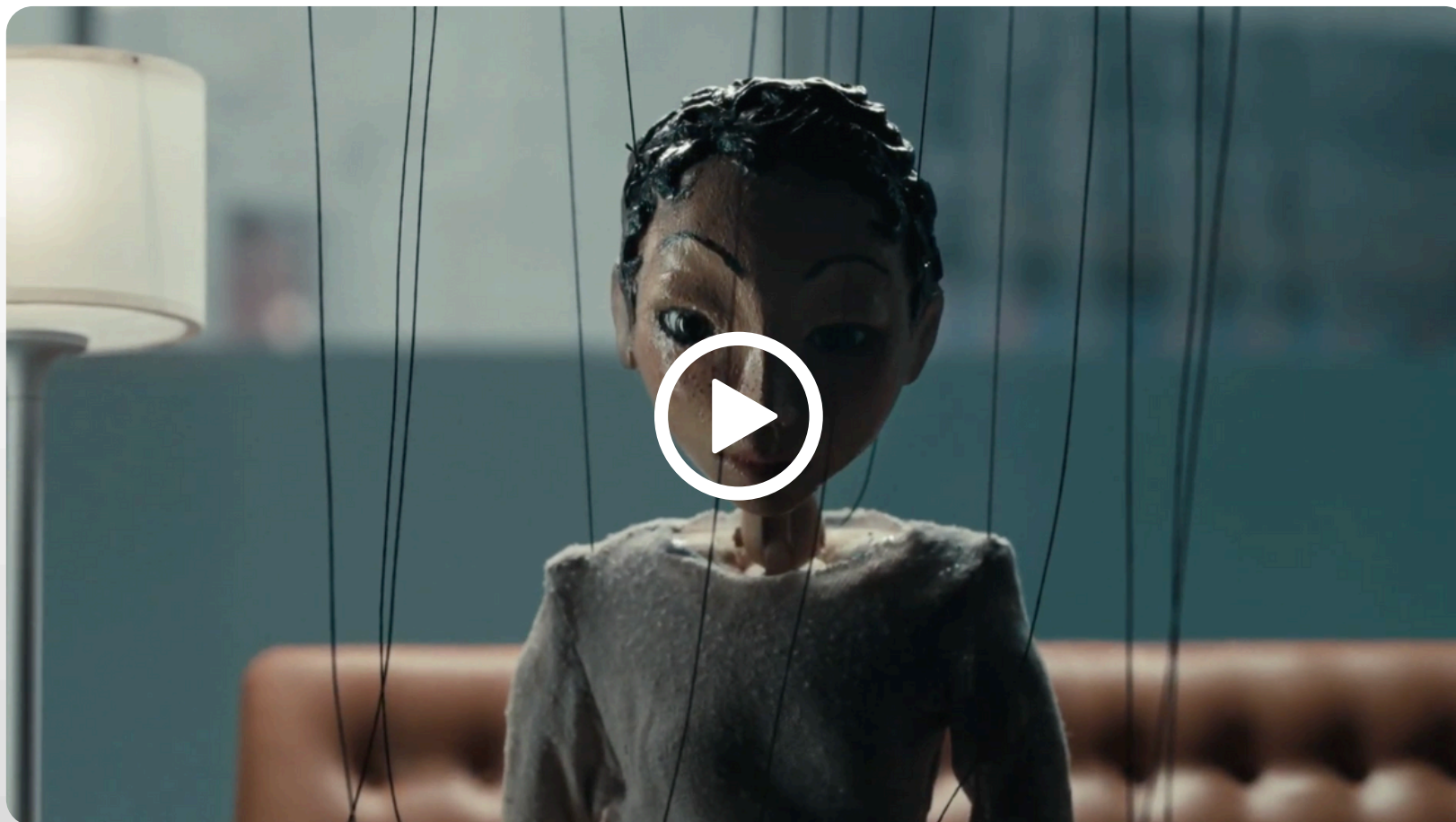
This year, 5 of our member companies organised a film screening and discussion: Caisse d’Epargne CEPAC, Groupe CRC of Reunion Island, Decathlon, BPCE Mutuelle and Banque Palatine.

These events have allowed people to speak out on the subject and are helping to lift the taboo surrounding illness in the professional world.



AWARENESS CAMPAIGN 2025 STRINGS

This awareness campaign, created by Publicis Groupe, played a crucial role in promoting our mission this year. Through a film that was understated, authentic, and deeply human, the agency perfectly captured the values that drive us and the tangible impact of our actions. This creative work gave our cause greater visibility, allowing us to reach new audiences and strengthen the commitment of our partners and supporters.



CANCER@WORK SPEAKS OUT

ROUND TABLES AND CONFERENCES

Study Day - February 18, 2025

"When cancer comes to work" in Brussels, by Anne-Sophie Tuszynski

Patrons' Day with the "Ruban Rose" in Paris - March 8

Anne-Sophie Tuszynski

Evening of entertainment and discussions at the University of Tours - March 20

"Illness at Work", Nathalie Presson, Catherine Bouillet BPVF

Conference at Inclusiv Day - May 14

"How to place mental health at the heart of HR policies?", Nathalie Presson "Inclusive strategy: how to convince and engage the Executive Committee?", Anne-Sophie Tuszynski

Senate hearing - May 14

Nathalie Presson and Anne-Sophie Tuszynski

Conference at the UNIQUES Festival - May 17

"Breaking the taboo of illness, at work and in society", Anne-Sophie Tuszynski

Presentation at the Curie Institute - October 2

"Professional life and cancer: everyone has a card to play!", Anne-Sophie Tuszynski

Touraine Chamber of Commerce Conference - October 21

Testimony of Isabelle Guyomarch and presentation of the association by Nathalie Presson



CANCER@WORK SPEAKS OUT

Roundtable discussion during Breast Cancer Awareness Month (October) at the BPCE Group headquarters - October 22

Anne-Sophie Tuszynski

Speech at the Rotary Club Champs Élysées - October 28

Nathalie Presson and Anne-Sophie Tuszynski

Roundtable discussion "Cancer and Career" organized in Reims by Harmonie Mutuelle - November 20

Anne-Sophie Tuszynski and Noura Fourar-Lefevre of Moët et Chandon

Round table discussion at the CFE-CGC National Disability Conference - November 26

"Work, illness, disability: taking action for a sustainable and humane return", Anne-Sophie Tuszynski

AWARDS AND TROPHIES

National Order of Merit Caregivers Trophy - June 13

awarded to Anne-Sophie Tuszynski at the National Assembly



CANCER@WORK SPEAKS OUT

MEDIA

B Smart - February 2025

[Breast cancer; research rewarded](#)

Dans ta pub - February 2025

[Cancer@Work and Publicis Conseil break the taboos surrounding cancer in the workplace with a poignant film](#)

cbnews.fr - February 2025

[Cancer@Work is pulling the strings with Publicis Conseil](#)

lareclame.fr - February 2025

[Cancer@Work, in partnership with Publicis Conseil, unveils a film to raise awareness among companies about their commitment to fighting cancer.](#)

J'ai un pote dans la com - February 2025

[Cancer@Work unveils a moving film to raise awareness among businesses](#)

The Body Optimist - mars 2025

[This poignant film reveals a taboo reality in the corporate world](#)

LBB Online - mars 2025

[Cancer@Work Raise Awareness to the Need for Companies to Take Action Against Cancer](#)

www.missionhandicap.fr - mars 2025

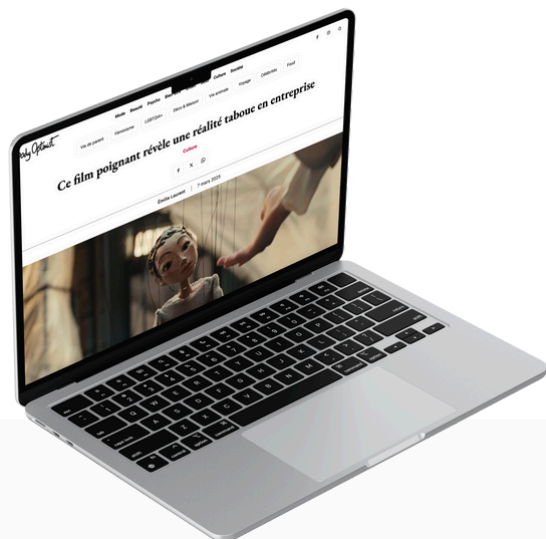
[CGI receives the Cancer@Work label](#)

LaNouvelleRépublique.fr - March 2025

[Tours: an evening show about cancer in the workplace](#)



CANCER@WORK SPEAKS OUT



Le Parisien - May 15, 2025

[Is disclosing your disability a good or bad idea?](#)

Sud Radio - May 19, 2025

[Nathalie Presson and Anne-Sophie Tuszynski in "The Real Citizen Voices"](#)

Hashtag by References - June 2025

[When cancer comes to work](#)

Podcast from the MEDEF Academy - June 2025

[Nathalie Presson and Anne-Sophie Tuszynski in "Acting Together"](#)

Imaz Press - September 26, 2025

[The CRC Group mobilises local stakeholders around the issue of illness in the workplace: an engaging film screening and discussion evening](#)

Maxi Magazine - September 2025

[Getting back to work after cancer](#)

ELLE - October 2025

[Returning to work after cancer: how to approach this "blank period" in a job interview?](#)

France TV - October 2025

[Returning to work after illness](#)



Together, let's reconcile illness and work.

3 MEASURE

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CANCER@WORK LABEL

A unique tool for measuring social progress worldwide

As a marker of social innovation, the Label aims to sustainably embed the inclusion of illness at work in the human resources strategies and CSR approaches of companies.

Since 2019, it has provided companies with a unique tool for:

- To measure the progress of their actions and promote their good practices in reconciling illness and work,
- To increase the employability of patients and caregivers,
- Promote innovative practices,
- Align their approach with international CSR standards and norms.

The Cancer@Work Label contributes to the Sustainable Development Goals of the United Nations' 2030 Agenda. Its framework is complementary to and compatible with national and international standards for sustainable development and corporate social responsibility (CSR) such as ISO 26000 and the Global Reporting Initiative (GRI).

It brings together all the requirements to be met by organisations committed to a social responsibility approach towards the inclusion of illness in the workplace.

In view of the requirements of the reference framework, a rating system has been defined which, according to the number of points obtained, characterizes 3 levels of commitment and maturity of the organisation.



Level 1

The organisation has defined a 3-year strategy and implemented initiatives



Level 2

The organisation measures its performance and improves its initiatives



Level 3

The organisation shares its best practices and influences its stakeholders in the inclusion of illness in the workplace

CANCER@WORK LABEL

A unique tool for measuring social progress worldwide

COMPANIES AWARDED IN 2025

**SINCE 2019, 42 MEMBER COMPANIES HAVE BEEN AWARDED THE LABEL.
INCLUDING 15 BY 2025**

The 2025 Labels awards ceremony was held in Paris on December 11th.

This meaningful moment highlighted the strong commitment of these 15 companies and encouraged other member companies to further embed the inclusion of illness in the workplace within their companies, thanks to this unique tool.





Together, let's reconcile illness and work.

4 SUPPORT

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JOB MEETINGS

Our solidarity actions to keep patients employed



Cancer@Work's ambition is to promote the integration, retention in employment and improvement of the quality of working life of people affected by cancer or any other chronic illness.

Through Job Meetings, Cancer@Work fulfills a dual mission:

- Helping people who have experienced illness to return to employment
- Raising awareness among companies to better understand the disease.

Since 2016, more than 600 people have been supported and nearly 1000 representatives from member companies have been mobilised.

THE JOB MEETINGS IN 2025

Remote sessions

3 sessions of 3 half-days each

In-person sessions

- 4 days in Paris, including one in partnership with the Aïda association and one with the Comité Champs-Élysées
- 1 day in Marseille



115 candidates accompanied
167 representatives from 68 companies

Average age: 40 years
10% men / 90% women



JOB MEETINGS

Developments 2025: enhanced support



In 2024: a questionnaire to assess expectations and needs was sent to member companies, Job Meeting candidates, patients and associations.

Survey results: tailored, long-term support for candidates is highly valued.

PILOT PROJECT IN 2025

Enhanced support

- Individual support for candidates after the Job Meeting, until they return to employment.
- Presentation of legal and administrative procedures integrated into the Job Meeting.

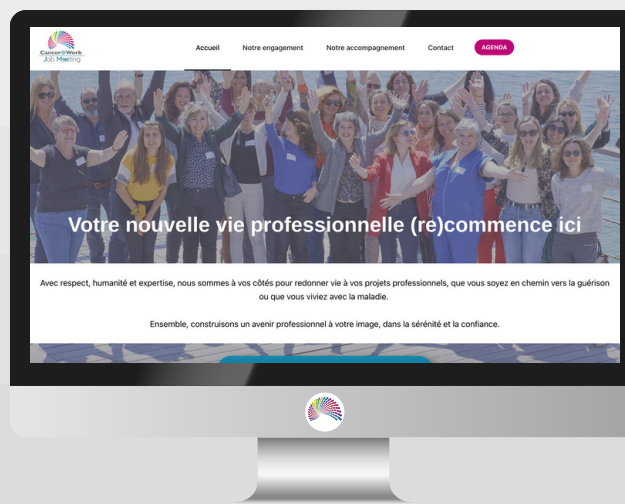
This year, 75 people were supported over the long term, including 16 who benefited from coaching, 10 from a skills assessment and 10 from psychological support.



A website

Opening in February 2025 of a website dedicated to Job Meetings and separate from our website.

jobmeeting-canceratwork.com/



CONNECTED CHALLENGE All together for Cancer@Work



For this 5th edition, over 4 weeks, between June 2nd and June 29th, the employees involved in the Challenge brought to life the values of team spirit, cohesion, sportsmanship and solidarity.

They have committed to promoting the benefits of physical activity and supporting the Job Meeting solidarity actions of Cancer@Work.



The Challenge in brief

28 companies committed

498 teams, representing nearly 5,000 employees

Impressive results

The participants covered a total of 1,780,000 kilometers, more than 4 times the distance between the Earth and the Moon 🌍🌕, including:

🏃 213,000 km running: 5,045 marathons

🚲 458,000 km cycling: 131 times the Tour de France

👣 1,109,000 km walking: more than 27 times around the Earth

Thanks to the impressive number of teams and employees involved, this Challenge will support the return to employment of 110 people affected by cancer or chronic illness during our Job Meetings in 2026.

See you in 2026 for the 6th edition of the Challenge!



DE PARDIEU BROCAS MAFFEI



WHITE & CASE



SPONSORSHIP AND DONATIONS

Cancer@Work, a recognized public interest association that issues tax rulings, benefits from sponsorships or donations from member and non-member companies.

Job Meetings Sponsorship



Inter-company connected challenge

28 companies, nearly 5,000 employees



Donations and payroll rounding

Available on the microDon platform, this system is easily integrated and compatible with all payroll solutions. Each month, micro-donations can be made online by employees to benefit Cancer@Work.



Skills-based and/or financial sponsorship





Together, let's reconcile illness and work.

APPENDIXES

[!\[\]\(99f58673407353e96a019fbca558fd72_img.jpg\) Financial statement](#)

[!\[\]\(0f848bbd71cef6b345273b16f905912a_img.jpg\) 13 years of action](#)

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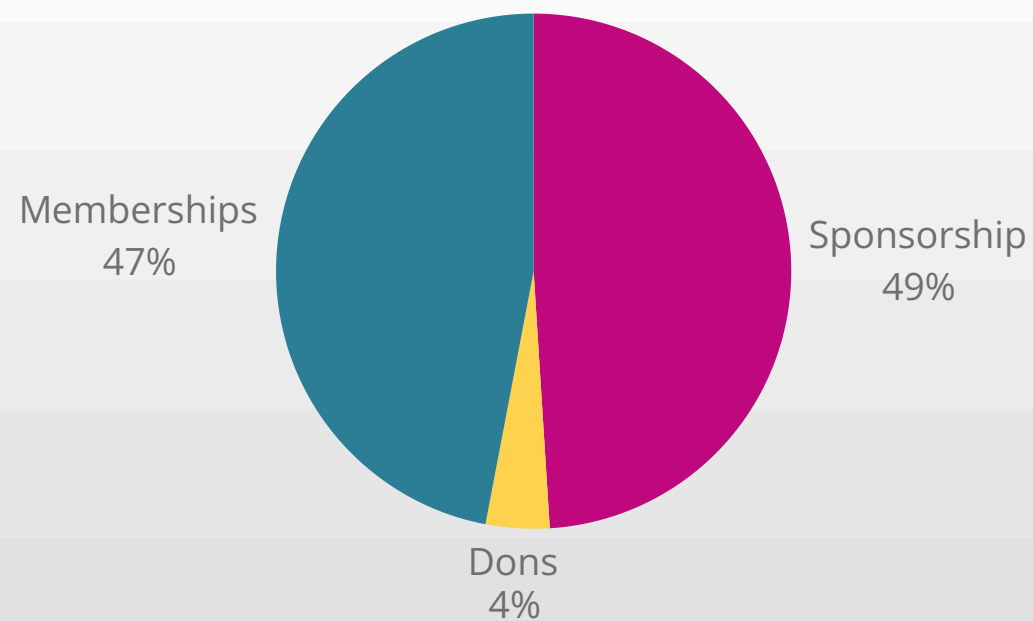
[!\[\]\(a870788d6ed9b8fd294b7654a8c8526b_img.jpg\) Why join the association?](#)

[!\[\]\(de95854c7ee024cfadc48187bbb781b2_img.jpg\) Cancer@Work Charter](#)

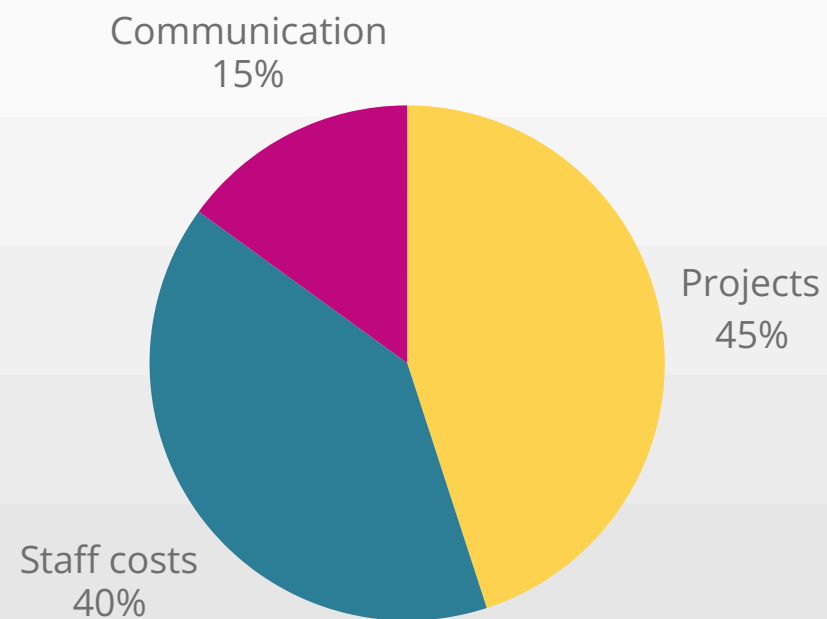
Appendix **FINANCIAL STATEMENT**

Increasing resources and controlled expenses

RESOURCES



EXPENSES



Appendix **13 YEARS OF ACTIONS**

2012

June: creation of [Cancer@Work](#) by Anne-Sophie Tuszynski, pioneering business association to reconcile cancer, chronic illness and work
1st Symposium: “Your business: where is it with cancer?”

2013

Anne-Sophie Tuszynski becomes a member of the Inca users committee
2nd Symposium “Businesses, how to move forward in the face of cancer?”
1st national barometer about cancer in the workplace
Launch of the “Pioneers” program [Cancer@Work](#) with companies with Altran, 1st member company

2014

SNCF and Roche members of the [Cancer@Work](#) “Pioneers” program

2015

Novartis and Axa members of the [Cancer@Work](#) “Pioneers” program

2016

Elior Group member of the [Cancer@Work](#) “Pioneers” program
3rd Symposium “In the company, cancer has value, did you know that?”
2nd edition of the national barometer about cancer in the workplace
Co-construction workshop between members “And you, your company, where is it with the donation of days off?”
Multi-company event “Fighting my cancer, I’m working on it!”
Supporting sick workers : 2 Job Meetings in Bordeaux and Paris

Appendix **13 YEARS OF ACTIONS**

2017

4th Symposium “Cancer & work, an economically winning equation?”

Publication of the 1st Economic Study “Working with cancer: making the will of some an opportunity for all”

Co-construction workshop between members “Evaluate and promote your CSR actions in favor of the integration of illness in business” 5 recommendations to better reconcile Cancer & Employment

Development of Cancer@Work practical sheets

Supporting sick workers : 2 Job Meetings in Bordeaux and Paris

2018

5th Symposium “Mobilize collective intelligence to reconcile illness and work!”

1st citizen consultation on cancer in the workplace

1st Citizen Action Plan “Reconciling illness and work: making inclusion a reality for all”

1st national awareness campaign with the creation on LinkedIn of the Fighting Cancer skill

4 new administrators join Philippe Salle and Anne-Sophie Tuszynski: Nicole Etchegoïnberry, President of the Management Board of Caisse d'Épargne Loire Centre, Isabelle Guyomarch, President of the CCI Productions Group and the Ozalys Laboratory, Michel Joly, President of Gilead France, Thomas Saunier, Managing Director by Malakoff Humanis

Supporting sick workers : 2 Job Meetings in Paris

2019

6th Symposium “Illness and work: act together, faster, further, stronger! “

1st edition of the Cancer@Work Label : innovative tool for measuring social progress, unique in the world.

9 certified companies: Banque Populaire Val de France, Caisse d'Épargne Loire Centre, CCI Productions, Chrymelie, Foncia, Gilead France, Malakoff Humanis, Novartis, Planète Végétal.

3rd edition of the national barometer about cancer in the workplace

2nd national awareness campaign “The Unstoppable Summary”

Supporting sick workers: 3 Job Meetings in Paris and Tours

Appendix 13 YEARS OF ACTIONS

2020

7th Symposium “Reconciling employees with the company”

2nd edition of the [Cancer@Work Label](#), 7 certified companies: AstraZeneca, Banque Populaire Alsace Lorraine Champagne, Banque Populaire Val de France, Bristol Myers Squibb, Crédit Foncier de France, Foncia, PwC France and Maghreb.

Launch of the Ambassador Program with the 1st ambassador, Anne Liardet, navigator

Supporting sick workers : 3 Job Meetings online for the first time

2021

8th Symposium “Inspire to reconcile illness and work”

3rd edition of the [Cancer@Work Label](#), 3 certified companies: Banque Populaire du Sud, Gilead France, PwC France and Maghreb.

1st promotion from the Ambassador network to spread Cancer@Work actions

4th edition of the national barometer about cancer in the workplace

3rd national awareness campaign with “Join the Colleaguehood”

1st inter-company connected sports challenge

Supporting sick workers: 6 remote Job Meetings

A new administrator joins [Cancer@Work](#): Elise Paquet, Member of the management board of Caisse d'Épargne Loire Centre.

Nicole Etchegoïnberry becomes an honorary member.

2022

9th Symposium “Cancer@Work : 10 years of actions”

4th edition of the [Cancer@Work Label](#), 7 labeled companies: Caisse d'Épargne Loire Centre, Canal + Groupe, Chrymélie, Dassault Systèmes, CCI Productions Group, Malakoff Humanis and Utopies.

2nd promotion of the Ambassador network to spread Cancer@Work actions

4th national awareness campaign with “The little things that do everything”

2nd inter-company connected sports challenge

Supporting sick workers: 6 remote Job Meetings

Cancer@Work 10th anniversary charity evening

Appendix 13 YEARS OF ACTIONS

2023

10th Symposium “Cancer@Work: members taking action to reconcile illness and work”

5th edition of the [Cancer@Work Label](#), 14 companies labeled: Aésio, AstraZeneca, Bristol Myers Squibb, Banque Populaire du Sud, Banque Populaire Rives de Paris, Banque Populaire Val de France, Crédit Coopératif, Crédit Foncier, Dassault Systèmes SE, Foncia, GSK, Publicis Groupe, VMS France, White and Case LLP

1st international awareness campaign in partnership with Publicis Groupe, with two bilingual French/English clips

3rd inter-company connected [sports challenge](#)

Supporting sick workers: 7 Job Meetings, including 3 face-to-face in Paris and Marseille, and 4 remotely

2024

11th Symposium “Cancer@Work: a platform for sharing among committed companies”

6th edition of the [Cancer@Work Label](#), 12 companies labeled: Aésio, Banque Populaire du Sud, Bristol Myers Squibb, CGI, CRC Group - Caisses Réunionnaises Complémentaires, Décathlon, The Estée Lauder Companies France, GSK, Haladjian Group, Maison Moët & Chandon, PwC, Vinci Construction Shared Services.

4th edition of the [national barometer](#) about cancer and chronic diseases in the workplace

4th inter-company connected [sports challenge](#)

Supporting sick workers: 7 Job Meetings, including 3 face-to-face in Paris and Marseille, and 4 remotely

2025

12th Symposium “Leadership and illness: inspiring to transform”

7th edition of the [Cancer@Work Label](#), 15 companies awarded the label: AESIO, ARPP, Banque Palatine, Banque Populaire du Nord, Banque Populaire Aquitaine Centre Atlantique, Banque Populaire Alsace Lorraine Champagne, CCI Production, Caisse d’Epargne Auvergne Limousin, CLE BPI, Chrymélie, France Travail, Malakoff Humanis, Medtronic, Prevlinc, Telespazio

2nd international awareness campaign in partnership with Publicis Groupe

5th inter-company connected [sports challenge](#)

Supporting sick workers: 8 Job Meetings, including 5 in person in Paris and Marseille, and 3 remotely

Appendix **PUBLICATIONS**



National barometer

Designed as a measurement and management tool for stakeholders in the world of work, health and social protection, this Barometer analyzes every 3 years since 2013 the expectations of the active population as well as the impact of the disease on professional life. The study is carried out by the Opinion Way institute with a representative sample of the population. The 5th edition was published in October 2024



Economic study

Carried out by Nicolas Bouzou for Cancer@Work, this study aims to assess the economic impact of maintaining the employment of workers with cancer and to measure the benefits for people, for businesses and for Society. The first elements were presented during the 2017 Annual Conference.



Citizen action plan

Cancer@Work launched a major citizen debate in 2018 through a collaborative platform, santé-et-travail.com, to jointly create tomorrow's solutions to reconcile illness and work. The debate led to the creation of a citizen action plan concrete and operational citizen action plan divided into 4 major themes: the evolution of the legislative and social framework, training, information and support.

Appendix **WHY JOIN THE ASSOCIATION?**

To **BETTER SUPPORT** your employees (patients, caregivers, colleagues, managers, HR) faced with illness.

So that illness becomes synonymous with **SUSTAINABLE PERFORMANCE** in the company and **CREATION OF VALUE** for all.

To **CHANGE THE VIEW** of the company and of Society towards the sick.

To **BE UP** to CSR obligations.

BEING A MEMBER OF CANCER@WORK MEANS :

COMMIT BY SIGNING THE CANCER@WORK CHARTER

Cancer@Work members share ideas, values and convictions.

This is why each member marks their commitment by signing the Cancer@Work charter.

BENEFIT FROM EXCHANGE TIME WITH YOUR PEERS

You join the first network of companies committed to the subject of cancer and work and you participate in events organized by the association: annual conference, breakfasts/dinners, co-construction workshops, etc.

PARTICIPATE IN SOLIDARITY INITIATIVES

We suggest that our members take action to promote the integration of people who have been kept out of work by illness by participating in Cancer@Work Job Meetings.

HELP THE SUBJECT GROW

You contribute to growing the subject of cancer and work by sharing your best practices and you benefit from feedback from other members.

PROMOTING GOOD PRACTICES

Our member companies can, if they wish, measure the progress of their actions and promote their approach to reconciling illness and work with the Cancer@Work Label.

Appendix **WHY JOIN THE ASSOCIATION?**

CANCER@WORK, A NETWORK OF COMMITTED COMPANIES

Cancer@Work is a network of companies committed to reconciling illness and work.

Cancer@Work was created in 2012 by Anne-Sophie Tuszynski, businesswoman and cancer survivor.

The association, recognized as being of general interest, has been chaired since 2013 by Philippe Salle, President of Emerica.

The board of directors is made up of qualified and committed personalities alongside the president and the founder:

Isabelle Guyomarch, President of CCI Productions and the Ozalys Laboratory,

Franck Martinez, France Manager for Quality of Life and Working Conditions at Decathlon,

Pascal Andrieux, Director of social and societal commitments, Malakoff Humanis, Managing Director of the MH Handicap Foundation, Director of Mutuelle Allasso, Managing Director Malakoff Humanis Innovation Santé,

Pascale Charpy-Moore, Member of the Management Board in charge of the Resources Department at Caisse d'Epargne Loire Centre,

Nicole Etchegoinberry, Honorary Member.

Since 2012, the association allows cancer and chronic diseases to exist in the workplace.

Since 2012, the association co-creates practical tools that allow companies that join us to move faster and be more effective in reconciling illness and work.

Since 2012, the association provides a tool for measuring progress to guide its actions as closely as possible to the needs of its employees.

Since 2012, the association with the Cancer@Work Label allows its members to measure their actions and promote their good practices.

Since 2012, the association demonstrates that reconciling cancer, illness and work is a source of creation of human and economic value.

Cancer@Work invites all companies that wish to commit to reconciling illness and work to join the association.

[!\[\]\(eabd9f9ababee93effadc3b380fe65fd_img.jpg\) **MEMBERSHIP FORM**](#)

Appendix **CANCER@WORK CHARTER 1/2**

Promoting the inclusion and retention in employment of people affected by cancer or chronic illness in companies, enables all employees to live and work better together, and companies to retain talent and preserve and develop their competitiveness.

We are convinced that, if accompanied in a simple, coherent, and integrated way, the crisis imposed by the illness can create human and economic values for the individual and the whole Society.

Our company, by signing this Charter, demonstrates its desire to implement concrete actions in favour of the inclusion and retention in employment of people affected directly or indirectly by cancer or chronic illness, and a better quality of life at work for the teams around them.

Under this charter, we undertake to:

Develop knowledge and perceptions related to cancer and chronic illness in the workplace, and open the dialog

- **Raise awareness** among our employees and our partners on the concerns of taking better account of and providing better support for cancer and chronic illness for our teams and their close relations,
- **Inform** our employees and our partners about our commitments and actions to reconcile cancer, chronic illness, and work,
- **Question** the needs and expectations of employees and build with them a shared and sustainable action plan.

Support the creation of a favourable environment for people affected by cancer or chronic illness

- **Facilitate** the retention and return to work of employees affected by illness,
- **Support** the teams,
- **Adapt** appropriate working conditions.
- **Integrate** the inclusion of illness at work in social dialogue.

Promote managerial behaviour and practices that respect the application of the principle of non-discrimination, particularly in terms of occupational health, as well as the integration and professional development of candidates and employees affected by cancer or illness.

Regularly measure the progress of the company and readjust the action plan.

Appendix **CANCER@WORK CHARTER 2/2**

Sustainably integrate the inclusion of illness in the workplace in the company's strategy.

With the Cancer@Work certification Label, the company has a social progress measurement tool, that is unique in the world, which, by its criteria contributes to the Sustainable Development Goals (SDGs) of the United Nations 2030 agenda and allows alignment with international standards for sustainable development and social responsibility (ISO 26000, GRI, etc.).

Share with other members of Cancer@Work.

Contribute to spread the subject in society.

Support Cancer@Work financially by designating the association a beneficiary of solidarity initiatives (examples: charitable actions, sports challenges, etc.) in favour of the inclusion and retention in employment of people affected by cancer or chronic illness.

Cannot impose Cancer@Work to do, or not to do, any action that would be incompatible with, or in conflict with its responsibilities.

Only use Cancer@Work logos, brands, symbols with the prior authorisation of Cancer@Work.

Not to use the Cancer@Work logo and/or trademark to obtain improper business advantage, or to use, purchase, order, recommend, promote, support, prescribe or supply products or to promote, or adopt any favourable position.

Authorise Cancer@Work to use our logo to communicate our commitment and raise awareness among new networks.

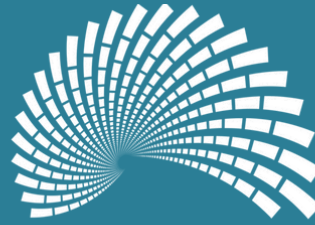
Our commitments are the expression of our desire to support the Cause and the non-profit organisation: being a member, we undertake to respect its statutes. We thus recognize that in case of non-compliance with both this Charter (and the commitments made) and the statutes, we could no longer remain members of Cancer@Work (article 6.2 of the statutes).

The / /

Company signature:

Legal representative:

Anne-Sophie Tuszynski,
Founder and Administrator of
Cancer@Work.



Cancer@Work

Together, let's reconcile illness and work.

CONNECT WITH US ON SOCIAL MEDIA



www.canceratwork.com

Cancer@Work is a non-profit organisation recognized for its general interest status under French law of 1901.

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