



## The employer's charter

For school perseverance

As an employer that supports school perseverance, UV Insurance is committed to implementing the best practices applicable to our workplace in order to support the educational success of our employees who are pursuing their education, whether full-time or part-time. This will be done by ensuring compliance with the working conditions in effect within our company.

We believe that it is important for employers to be involved in the training of workers of all ages and that skills enhancement is an important investment for both the company and the future of our employees.

### UV Insurance's Commitment

- 1 Ensure that the work schedule is adapted to the needs of student employees.
- 2 Allow sufficient rest time between a work period and a day of learning.
- 3 Encourage the continuation of studies until the diploma or qualification desired.
- 4 Provide mechanisms for self-reflection to the student employee on the success of their work-study balance.
- 5 Let the student-employee know about our commitment on school perseverance and what it means to them.



**Maryse Galarneau**  
Director, Human Resources