

# EUROPEAN SOCIAL AGREEMENT

## ***European employees of ENGIE Group: NEW RIGHTS FOR YOU***

The trade unions, under the umbrella of the European Federations, have negotiated for the employees a European agreement on the improvement of their social conditions. The European Works Council of 1 April 2015 initiated the opening of the negotiation.

### **The European social agreement**

Employment

Social guarantees

Training

Mobility

- The European social agreement imposes a common minimum standard to all companies of ENGIE Group.
- It cannot be a substitute for existing, more favourable conditions.
- It is up to the trade unions of the sectors concerned, by country, to inform you by explaining the contents of the agreement and to enforce it.

**A GENUINE SOCIAL INVESTMENT IN SUPPORT OF EMPLOYMENT**

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## European employees of ENGIE Group: new rights for you

At the presentation of the Group's Transformation plan to the European Works Council of 1 April 2015, the trade unions obtained negotiations for a Europe-wide agreement to secure social guarantees.

### 1. Social guarantees:

In the event of any reorganisation:

- ✓ A social diagnosis is systematically carried out with the trade unions.
- ✓ Through the agreement, ENGIE is committed to seeking the best possible social guarantees by initiating negotiations with the trade unions.

### 3. Support measures for voluntary mobility:

- ✓ Bonus of one month's gross salary.
- ✓ A salary increase.
- ✓ Coverage of the costs of a relocation.
- ✓ In the case of specific training courses, coverage of additional expenses.
- ✓ In the case of specific situations (rare skills, unattractive local job market, etc.), financial incentives (bonuses and other benefits) reinforced by the agreement.

### 2. Training and personal development:

- ✓ Budget of **100 million euros** per year allocated to training in Europe.
- ✓ Setting up of an additional European support fund of **10 million euros per year**.
- ✓ Recognised skills training each year for **two-thirds of the employees**.
- ✓ **More than 50%** of training dedicated to occupational skills.
- ✓ An annual training plan, coordinated with employee representatives.
- ✓ A career development interview every three years for each employee.
- ✓ Strengthening of strategic workforce planning 'GPEC' (each of the Group's companies will have to apply a GPEC agreement), mapping of vulnerable business activities.

### 4. Cases of restructuring:

- ✓ The employee will be offered 3 jobs (corresponding to his/her skills and personal situation).
- ✓ Bonus equivalent to 1 month's gross salary (geographical or functional mobility).
- ✓ Coverage of mobility-related expenses.
- ✓ Other support: job search assistance for a spouse/husband, etc.