

Seniors within PPR Europe

The following document is designed to address the issue of working conditions, and the wellbeing of Seniors within the PPR Group in Europe.

PREAMBLE

Europe is an ageing population and we need to emphasise more and more the importance of Senior workers experience and knowledge as a crucial company asset to be recognised and protected.

PPR management has approved the creation of such a Charter about this subject, proposition of the EWC members. We, Office members, aim to distribute this document to be reviewed and further developed by all EWC members with the support and input of their staff, as to create an accurate and realistic Charter for PPR in Europe. The timeline for the completion of this Charter will be set to June 2009.

The goal for this Charter is to promote employment of the Senior workers and implement relative improvements within the PPR companies of Europe.

The 2007 APEX report which accounts the employees being over 51 years old shows huge differences between the Group companies about the percentage of Seniors workers employed: 6% at the FNAC, 10% at CONFORAMA, 13% within GUCCI Group, 19% in CFAO, 21% in REDCATS and 19% in CFAO. North of Europe has the highest percentage of Senior employees.

Consequently, decided actions must take every one of those specificities into account.

National differences, such as legal age for pension variable according to countries, huge variations of activity for the employees of over 50 years old, or large variations in pre-pension schemes or phased-in retirement, must be taken into account in order to determinate actions described just below.

Although all European countries will come under the same Charter, in the plan of actions which we will build and implement, we must take into consideration the demographic changes (older population), the change of the social security systems (including pensions), and the current situation regarding practises and infrastructure designed to increase the activity of Seniors and the establishment of new such plans.

This Charter aims at:

- Finding the most adequate means in order to enhance the competences of the Seniors and to look after their working conditions,
- Developing the good practices existing in PPR Group
- Implementing its commitments to new countries and new companies,
- Raising awareness and making mentalities evolve by stabilising the concerned parties by applying the measures,
- Communicating to all employees the Group commitment in terms of employment of Seniors,
- Following-up the local implementation.

Article 1:

Is considered as a Senior any Group employee who will reach the legal age for retirement in 15 years or less; regarding the regulation of the country where he / she works.

Article 2:

This Charter is to be applied to the PPR European Works Council countries and Observatory countries.

Article 3:

PPR and the Group Companies are to include in their Human Resources policy the promotion of employment of Seniors and the improvement of their working and living conditions.

Article 4:

PPR and the Group Companies undertake to install measures aimed at Seniors, most importantly by extending the local best practices in addition to national legislations; especially in those fields:

- **Recruitments:**
 - o The age criteria will not be taken into account during the recruitment process.
 - o Actions will be developed to encourage Senior candidates to apply for jobs within each company with regard to the job needs, qualifications and competences.
- **Employment and training :** Develop the Seniors' career, always within the needs of the companies and the acquired competences of the employees:

- According to Senior employee's requests, follow-up and re-orientate into other jobs,
 - According to local legislations, implement actions to encourage training and qualifications of Seniors
 - Making the most of competences of the Seniors: develop the ways and methods of transferring knowledge "assets" (for example: tutorial of new recruits, etc).
- **Change of working conditions:** According to local legislation, implement actions to adjust working conditions and time. Ergonomics will be taken particularly into consideration.
 - **Context of restructuring:** the Group and the companies, when restructuring is required, agree to make their utmost attempts to take into account the Seniors' situation and to adapt measures to this population. If it's possible, the job stabilisation would be looked for.
 - **Awareness raising of the Employees:** Actions to raise awareness and to communicate have to be locally defined and implemented; in order to fight against stereotypes and to encourage employment of Seniors in our sites
 - **Forward planning and medical care:** Over and above legal measures, the financing of an extra medical coverage should be studied in order to keep Seniors in good health (specificities in those field have to be investigated by the Compensation and Benefits department)
- All the adopted measures will exist in strict respect of the confidentiality of health files.

Article 5:

Each company within the PPR Group has the right to reject any of the points listed in article 3, if it can be clearly shown that their current practices are in favour of Seniors in Europe.

Article 6:

Each company within the PPR Group is responsible for presenting and communicating the Group's commitments to all Personnel Representative Bodies and employees. This document will be translated in all the languages of the concerned countries.

Article 7:

It is agreed that the EWC Restricted Committee is associated in the implementation of the present document.

Article 8:

PPR is to provide an annual progress report on implementation and success of this Charter to EWC Members. This is to help continue the development and relevance of the Charter.