



**ODEO
OPEN DIALOGUE THROUGH EQUAL OPPORTUNITIES**

**- 2010 AMENDMENT OF THE AGREEMENT ON EQUAL OPPORTUNITIES WITHIN
THE AREVA GROUP IN EUROPE -**

Between

On the one hand,
AREVA, represented by Philippe VIVIEN, AREVA Human Resources Vice President

And

On the other hand,
The EMF (European Metalworkers' Federation), represented by Bart Samyn, Deputy General Secretary

It has been agreed that:

INTRODUCTION

Considering that European social dialogue has an essential role to play in supporting environmental and social responsibility as well as societal and economic change, the parties have signed an agreement on Equal Opportunities within the AREVA Group in Europe on November the 16th 2006.

This agreement sets out measures and actions promoting gender equality concerning recruitment, career development, training, equal pay and provisions for parenthood. It also promotes employment of the differently abled through awareness and communication, recruitment, integration, training, accessibility and partnerships.

In 2008, the AREVA management and the European Works Council, supported by the European Metalworkers Federation, passed an important milestone by jointly developing and carrying out the ODEO (Open Dialogue through Equal Opportunities) initiative. The parties recognise the positive impact of such an initiative, by contributing to fulfil the European agreement commitments through an ambitious and innovative approach based on best practices sharing and responsible social dialogue. The ODEO project federated and brought together AREVA employees throughout Europe, supported by the EMF, and thus contributed to a common European AREVA culture shared by all.

By this amendment, the parties reaffirm their will to renew the agreement for the next three years and confirm the necessity to perpetuate the ODEO approach as a positive driver to achieve the commitments towards Equal Opportunities. The implication and motivation of all parties, Human Resources and Employee Representatives, contribute to the development of an AREVA culture which heightens the awareness among employees regarding the importance of Equal Opportunities and diversity.

In a context of demographic change and skill development, the parties reaffirms their will to ensure the principle of Equal Opportunities in the workplace, as a right and a factor of collective enrichment, social cohesion and economic effectiveness. The concept of equal opportunities covers non-discrimination at the recruitment stage and equal access to promotion for all employees, in order to develop greater diversity in the composition of the Group's talents.

The purpose of this amendment is to:

- formalize and perpetuate the ODEO approach
- enrich the renewed agreement with best practices identified through the ODEO project (See appendix 1)

The provisions of this amendment are intended to apply to all AREVA Group employees throughout Europe (the scope of the AREVA European Works Council), regardless of their professional category.

This amendment modifies and completes the 2006 Group Memorandum of Agreement on Equal Opportunities within the AREVA Group in Europe as follows:

ARTICLE 1 MODIFICATION OF THE PROVISIONS OF THE 2006 AGREEMENT

1.1 Article 4.4 of the 2006 Agreement entitled “Social dialogue and monitoring of the Agreement” becomes void and is replaced by the following provision:

A monitoring committee will annually take place with the AREVA management and the European Works Council Select Committee to present the entities actions’ plans follow up and outcome as well as sharing the best practices developed along the year.

Each year, the AREVA management and the European Works Council Select Committee will present the results to the European Metalworkers Federation.

In addition to this European Monitoring Committee, monitoring committees will be set up on site and/or national level.

1.2 The 2006 Agreement will be completed by the following provisions:

“TITLE 6 FORMALIZING AND PERPETUATING THE ODEO APPROACH

6.1 PERPETUATION OF THE ODEO APPROACH

The ODEO approach, which aims to deploy the European agreement on Equal Opportunities on a joint basis bringing together the management and the staff representatives, is innovative in its joint application of a European agreement and in its search for common European solutions adapted to the local context.

The approach consists in four joint stages:

- A detailed assessment of the situation on each of the European sites with regard to Equal Opportunities
- A formalization of each site’s action plan on Equal Opportunities
- A European working session bringing together both Employee Representatives, Human Resources and Managers from Europe to discuss and make headway on Equal Opportunities and Social Dialogue
- A monitoring committee to jointly present the project outcome to the European Metalworkers Federation

6.2 ANNUAL SELF ASSESSEMENT ON EQUAL OPPORTUNITIES

Inspired by AREVA’s process of continuous improvement, an assessment grid called the “self-assessment guide” will be annually used to follow jointly each site’s progress on Equal Opportunities (see appendix 2).

The guide contains quantitative indicators regarding gender equality and disability in the company. These indicators are those agreed in the European agreement on Equal Opportunities.

6.3 ACTION PLAN FORMALIZATION

Using the self evaluation guide, each and every entity will annually formalize their action plan for the year to come and communicate it to its Human Resources Corporate department. A template developed in 2008 can be used to better track entities’ action plans in relation to the Group’s commitments (See appendix 3).

6.4 ANNUAL JOINT WORKING SESSION ON EQUAL OPPORTUNITIES AND SOCIAL DIALOGUE

A joint European working session on Equal Opportunities and social dialogue is organized every year, gathering together Human Resources management and staff representatives to:

- exchange on their best practices on Equal Opportunities
- exchange on their best practices on Social Dialogue
- build together common actions on both themes.”

6.5 ALLOCATION OF MEANS AND TIME

The necessary means and time will be allocated in order to fulfil the objectives of the ODEO approach. In this context, negotiation will take place on national or local level.

6.6 COMMUNICATION

The 2006 agreement and the present amendment will be presented to local Work Councils.

The remaining provisions of the 2006 Agreement remain unchanged.

ARTICLE 2 MISCELLANEOUS PROVISIONS

2.1 DURATION AND REVISION OF THE PRESENT REVISION AGREEMENT

The present revision agreement is valid until the 15th of November 2012.

It shall be tacitly renewed for periods of three years, unless terminated by one of the signatories by notification of the other, by registered letter, at least 6 months before the end of a three-year term.

Throughout its duration, this Agreement may be revised by means of amendment.

2.2 SCOPE OF THE PRESENT AGREEMENT

The European agreement on Equal Opportunities and its amendment are concluded for the AREVA Group (EWC scope) at European level and may not substitute national legislation and/or company agreements if these are more favourable.

Paris,

For AREVA:

Philippe VIVIEN,
AREVA Human Resources Vice President

For the Unions:

Bart Samyn,
Deputy General Secretary of the European Metalworkers' Federation (EMF)