



Internal release

A European Labor Relations Agreement aimed at developing employee employability within the Group

April 11, 2016

Gérard Mestrallet, Isabelle Kocher and the three European trade union federations, IndustriAll Europe, EPSU, and FETBB*, signed the ENGIE European Labor Relations Agreement on April 8, 2016. With this agreement the signatory parties have made anticipation, and the employability of everyone, a focal point of the Group's human resources policy. This European Labor Relations Agreement is the culmination of intensive negotiations conducted with our European trade union partners over several months.

Because the men and women of our Group are the key drivers in its development and professional excellence, the European Labor Relations Agreement aims to strengthen and increase employee employability against the backdrop of a profound change in our organizational structures and business.

Changes in occupations and jobs will be anticipated and shared, as part of an intensified social dialogue with employees regarding the company's strategic guidelines and their consequences in terms of skills and employment. **The introduction of a social dialogue**





forum for each Business Unit illustrates the Group's determination to make anticipation the focal point of the dialogue with employees at every level of the Group.

To enable all employees to design their own career path within the Group in a context where organizational structures are changing, the agreement also provides for an **ambitious training policy**, and encourages **giving internal mobility priority** over external recruitment. Accordingly, ENGIE is committing to an annual budget of €100 million to training in Europe, and to train two employees out of three every year, mainly on competency skills. To support job mobility, the Group will cover the expenses relating to geographical mobility, and will implement financial incentives for geographical and functional mobility. In the event of an adjustment to the organizational structures, the Group will implement a system aimed at offering every employee a new job that matches their profile and aspirations as closely as possible.

This agreement, which is the focal point of the Group's Human Resources policy, is essential to enable us to meet the technological, business, and employment challenges, whilst continuing to innovate and perform our jobs with recognized professional excellence. It is up to all of us, managers, employees, and employee representatives, to make this agreement a driver of Group and employee development.



European Federation
of Building
and Woodworkers



>> [Find out more on the Horizon Hub](#)

***Overview of the European trade union federations**

IndustriALL, a European trade union federation, represents 6.9 million workers in Europe who are mainly employed in the manufacturing, mining, and energy sectors.

EPSU, a European trade union federation, represents 8 million workers in Europe who are mainly involved in the public service sector.

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FETBB, a European trade union federation, represents 2 million workers in Europe who are mainly employed in the construction, construction materials, wood-working, furniture, and forestry sectors.



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