



**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 Senior Executive Vice President HR

And

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

It has been agreed that:

A handwritten signature and initials, possibly 'P. V.' and 'B. S.', are located in the bottom right corner of the page.

## 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:

### **"Article 4.4 MONITORING COMMITTEE**

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).

## **Appendix 1 – A selection of best practices identified through the ODEO project**

### **Social Dialogue**

- Joint staff representative & HR management working groups encouraged and set up
- Jointly run surveys and audits
- Negotiations and agreements signed "in the ODEO spirit"
- Joint representation to promote social dialogue in schools and universities
- Staff representative "Diversity" contact person to liaise with HR "Diversity" contact person
- Joint organisation of the AREVA European Days (Disabilities, Gender equality)

### **Gender Equality**

#### ***Recruitment***

- Awareness-raising activities in schools to promote traditionally male jobs to women
- Women's network set up among AREVA business to promote science and technology jobs in secondary schools

#### ***Career development and training***

- Mentoring programme designed to ensure that each new young woman recruited benefits from a senior woman's experience
- Coaching women and encouraging exchange of experiences
- Working on ongoing training pathways for women
- Special focus on women's promotions at every HR/ line manager meeting during the People Review

#### ***Equal Pay***

- Organising studies on women and promotion
- Systematic analysis of women's situation during pay rise campaigns
- Pay rise package aimed at corrective action regarding any pay inequalities between men & women

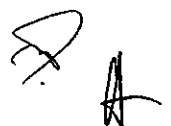
#### ***Work life Balance***

- Conducting an interview before/after employee goes on maternity/adoption or parental leave
- Ensuring that women on maternity leave are kept informed of career development opportunities
- Study initiated on work-life balance
- Contributing to funding for nursery places close to place of work
- Discussions on feasibility of setting up a corporate concierge service
- Implementing the "ten commandments" for Work-Life-Balance
- Reviewing training plans focusing on gender equality and monitoring consistency

### **Employment of Differently-abled**

*The majority of the good practices identified here have been taken from French business units. We found that the issue of disability was closely linked with the legal definition of disability. Indeed, in most European countries, there is no legal definition, which means that the subsidiaries are unable to adopt targeted policies. Instead, the policy adopted is one of Equal Opportunities in the widest sense, implemented via anti-discrimination rules. Special attention is therefore given to existing HR processes and their obligation to adhere to these rules.*

- Study of disabled access at the site
- When recruiting a permanent employee, a survey on the workplace will take place, together with the employee to identify a possible need of adaptation of the work station.
- Raising awareness of management and staff representatives around disability to facilitate recruitment and integration of disabled workers
- Training initiatives for people wishing to sponsor an employee with a disability
- Setting up an integration process for people with a disability
- Supporting engineering colleges in setting up a disability week at their college
- Meetings with recruitment agencies: providing information about our disability policy
- Raising awareness of purchasing departments on use of "sheltered sector".
- Special attention to the emergency exits and any possible need of adaptation



## **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 and/or local level.

## **6.6 COMMUNICATION**

The 2006 agreement and its 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 15<sup>th</sup> 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 Senior Executive Vice President HR

**For the EMF:**

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

**SELF EVALUATION GUIDE ON EQUAL OPPORTUNITIES**

ENTITY: .....

**1. GENDER EQUALITY**

<b>Entity workforce</b>	<b>End 200X</b>
<b>Number of women</b>	
Number of women among M&P	
Number of women among LM/TAC and PO	
<b>Number of staff reps</b>	
<b>Number of female staff reps</b>	

<b>AWARENESS - Gender Equality</b>	
Number of information meetings in the entity, for managers and employees, representation bodies, etc.	200X
Number of discrimination prevented from the meetings	

<b>RECRUITMENT - Gender Equality</b>	
<b>Number of persons recruited (permanent positions)</b>	<b>200X</b>
<b>Number of women recruited (permanent positions)</b>	

<b>CAREER DEVELOPMENT - Gender Equality</b>					
<b>Number of returning employees from maternity or parental leave with an interview on career plans on their return</b>	<b>200X</b>				
<b>Number of part-time employees</b>	<table border="1"> <tr> <td>Women</td> <td></td> </tr> <tr> <td>Men</td> <td></td> </tr> </table>	Women		Men	
Women					
Men					
<b>Number of people targeted in people reviews</b>					
Number of women targeted in these people reviews					
<b>Number of members in the management committee*</b>					
Number of women in this management committee					

\* Management Committee: Appointed by the entity director or by the board of directors reporting to him/her/its, the management committee is a group of persons entitled to strategically orientate, decide and control on behalf of the entity's director. It can be bound at the group level, subsidiary level, business unit level or site level of which the staff (Permanent + Fixed terms) is above 100 employees.

<b>PROFESSIONAL TRAINING - Gender Equality</b>					
<b>Total number of days of training</b>	<b>200X</b>				
	<table border="1"> <tr> <td>Women</td> <td></td> </tr> <tr> <td>Men</td> <td></td> </tr> </table>	Women		Men	
Women					
Men					

\* All actions : internal training actions, external, mandatory, etc.

<b>PAY - Gender Equality</b>					
<b>Number of interviews conducted at the end of maternity or parental leave to review pay (individual pay rises)</b>	<b>200X</b>				
	<table border="1"> <tr> <td>Women</td> <td></td> </tr> <tr> <td>Men</td> <td></td> </tr> </table>	Women		Men	
Women					
Men					

**2. DISABLED PEOPLE**

<b>Number of disabled people in the workforce</b>	<b>End 200X</b>
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<b>AWARENESS - Disabled people</b>	
Number of information meetings in the entity, for managers and employees, representation bodies, etc.	200X
Number of discrimination prevented from the meetings	

<b>EMPLOYMENT - Disabled people</b>	
<b>Number of local initiatives to encourage professional integration (internship, career fair, open house days...)</b>	<b>200X</b>
<b>Number of disabled people hired (permanent positions)</b>	
<b>Ongoing business with companies of the protected/adapted/sheltered sector (K€ Duty Free)</b>	<b>200X</b>
<b>Number of partnership agreements with companies of the protected/adapted/sheltered sector</b>	

**Appendix 3**

**200X Gender Equality Action Plan at Company level**

200X objectives	Main actions	Deadline
<p><b>Recruitment</b></p>	1.	
	2.	
	3.	
<p><b>Career Development</b></p>	1.	
	2.	
	3.	
<p><b>Equal Pay</b></p>	1.	
	2.	
	3.	
<p><b>Provisions of Parenthood</b></p>	1.	
	2.	
	3.	

200X Employment for disabled people Action Plan at Company level		
	200X objectives	Main actions
Awareness & Communication		1.
		2.
		3.
Recruitment & Access to employment		1.
		2.
		3.
Integration of disabled people		1.
		2.
		3.
Adaptation of workstations & accessibility		1.
		2.
		3.
Partnerships & external relations		1.
		2.
		3.