

Paris, 30 June 2011

Elior is strengthening its policy on integration and support in the employment of people with disabilities

At the end of May 2011, the Elior Group signed an agreement with Agefiph for integration and support in the employment of people with disabilities within the structure of its group catering operations in business and administration. This commitment has extended the actions which the Group is already undertaking in this respect.

As a responsible company which signed the United Nations Global Pact in 2004, the Elior Group is committed towards respecting basic human rights. It has formalised this commitment by means of implementing a diversity policy which focuses in particular on helping people with disabilities, senior citizens and young people from sensitive urban areas gain access to jobs.

The collaboration between Elior and the Fund Management Association for the Professional integration of Disabled People (Agefiph) has resulted in 3 main objectives:

- implementing awareness and internal communication campaigns in order to increase representation by disabled people,
- promoting recruitment and support in employing staff with disabilities,
- developing training and promotion in order to make their professional careers secure and to support their career development.

The group catering operations in business understand this agreement as committing to a policy which applies the principle of equal opportunities and promotes diversity. Their objective is notably to recruit 90 people with disabilities over 2 years, of which 20 will be young people with work placement contracts.

In the area of concessions, signing the agreement was extended to all of the establishments and employees in 2010.

Since the agreement was signed in 2008, the group catering training sector has already exceeded the average level for employment of disabled workers set at 6%. It renewed its partnership in 2010 with the objective of achieving employment levels of 7% in 2012.

Abroad, in countries where the Group has a presence, this policy is being extended by means of various initiatives carried out with local organisations and specialised networks in the area: in Spain the group catering company, Seruni3n, is collaborating with FUNDOSA, Fermarec or else Acaaps to recruit and integrate people with disabilities. In the United Kingdom the Elior UK subsidiary is tackling questions of diversity and integration by means of the training programme "Expect Respect" and with educational tools adapted for the operational teams. In total, Elior employs almost 1 700 disabled workers in Europe.

For Agnès Bureau-Mirat, Director of Group Human Resources : *“Through these actions, Elior is pursuing one aim : to fulfil its commitment to implementing a global integration and support policy in the employment of people with disabilities”.*

About Elior

Founded in 1991, Elior ranks third in the European contracted foodservice and related services market, holding leading positions in Contract Catering & Facilities Management and Concession Catering & Travel Retail. In 2009/2010, the Group generated revenue of €3.783 billion. Each day, Elior’s 82,000 employees serve 3 million guests at 15,000 restaurants and outlets in 15 countries. Elior is active in the Business & Industry, Education, and Healthcare & Seniors sectors, as well as in travel (airports, railway stations and motorways), and leisure & culture (museums and exhibition centres). As a socially responsible enterprise, Elior signed up to the United Nations Global Compact in 2004. The Group takes special care to provide nutritionally balanced meals to guests, limit the environmental impact of its operations and purchases, and support employee integration and training. For more information please visit www.elior.com

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