

**CONVENTION FOR THE PROMOTION OF
EQUALITY OF MEN AND WOMEN IN
THE WORKPLACE
1989**

Groupe DANONE and IUF recognize the interest of promoting actions to encourage equality of men and women at work in Groupe DANONE companies.

In each company, discussions will take place in liaison with workers representatives to define objectives for equality at work.

This will aim to find a methodical approach in order to study the respective situation of women and men in the company. It will cover the implementation of equality of remuneration for work of equal value, promotion opportunities, access to training, specific maternity issues and getting back to work after maternity leave as well as measures intended to get the right balance between family and professional life.

Achievement of the target objectives will be monitored in liaison with workers representatives

