

**GROUPE DANONE/IUF
CONVENTION ON TRADE UNION RIGHTS
1994**

Groupe DANONE and the IUF

- underline the fundamental right of each employee to be represented and defended by the trade union organization of her/his choice;
- assert that the counterbalance represented by the trade union organizations contributes to the respect of the needs and aspirations of the workforce by company executives
- mutually recognize the legitimacy of each party and their right to participate in the social as well as economic spheres, each mindful of their respective responsibilities as far as these conform with laws, collective agreements or other contractual agreements in effect;
- are convinced that reinforcing democratic forms of co-operation in the enterprise is the responsibility of both parties, and that this implies the recognition of divergent approaches and differences in judgment as well as the search for negotiated solutions;
- note that achieving this objective requires efforts to provide economic and social education and information to the entire workforce as well as their representatives¹ to better understand the problems, the limitations faced by the company, and what it has at stake

In this spirit, Groupe DANONE and the IUF are committed to

1. check throughout all Groupe DANONE subsidiaries the correct application of ILO conventions 87, 98 and 135 which concern respectively
 - the right of employees to join the trade union organization of their choice,
 - the protection of employees against any act of discrimination leading to the restriction of trade union rights,
 - the protection of all workers' representatives from all prejudicial measures, including firing, resulting from their status or activity as representatives of the workforce in accordance with the law, collective agreements, or other forms of contractual agreement in effect.

¹Workers' representatives is understood here as it is defined in Article 3 of ILO Convention 135: *The term "workers' representatives" means persons who are recognized as such under national law or practice, whether they are: (a) trade union representatives, namely, representatives designated or elected by trade unions or union members; (b) or elected representatives, namely, representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognized as the exclusive prerogative of trade union in the country concerned.*

2. encourage management and trade unions to negotiate agreements by publicizing these agreements with the workforce as far as possible,
3. encourage management and employee representatives to negotiate and conclude agreements seeking to ensure that trade union and employee representatives benefit, with comparable ability, from the same opportunities of access to training, salary progression and promotion as other employees, and that the remainder of their professional development is taken care of when they decide to stand down from office.

Groupe DANONE and the IUF confirm that the process of informing and training union members and workers representatives should develop within each Groupe DANONE company in order to ensure the effective implementation of DANONE/IUF conventions

