

DANONE/IUF CONVENTION

**ON THE SETTING UP OF SOCIAL INDICATORS
AT GROUP LEVEL - 2005**

Within the increasingly international context in Groupe DANONE, and considering new facilities being set up in new territories, it appears necessary to redefine together the most significant social indicators. These indicators, intended for Information and Consultation Committee (CIC) members and IUF affiliate organizations, highlight our determination to measure progress achieved on key topics in Groupe DANONE's social policy.

This information covers all Groupe DANONE activities. It is given in a consolidated form for all relevant levels (Group, WWBU's, geographical zones or countries concerned) according to the appended list.

This information is made available to CIC members via the IUF channel before the annual CIC meeting, and refer to the year Y-1.

The present convention shall apply for the first time in 2005. The parties agree to assess the enforcement of this convention and to review the content as appropriate in 2007.



GROUPE DANONE ANNUAL SOCIAL INDICATORS

		Group	WWB U	Zones ¹	Coun- tries
WORKFORCE AND JOBS	Salaried workforce as of 31/12				
	Average annual permanent/non-permanent workforce				
	Permanent workforce as of 31/12 managers/non managers				
	Permanent workforce as of 31/12 non managers men/women				
	Permanent workforce as of 31/12 by age group ²				
	Permanent staff turn-over ³				
SOCIAL DIALOGUE	% of employees covered by a sectoral collective agreement or multi-domain collective agreements				
	% of employees with collective representation (elected or designated by a trade union)				
	Number of conflicts with work stoppages				
SAFETY AT WORK	Number of accidents at work, with time off work				
	Number of fatal accidents				
	Frequency of accidents at work ⁴				
REMUNERATION	% of employees covered by a collective profit sharing scheme				
	Non-manager salaries compared with the country's legal minimum and the average local market (comparison by country using several benchmark jobs). Empirical and progressive approach				
	% of employees covered by protection for major risks (death - invalidity)				
TRAINING	% non-manager employees taking training in the year r				
	% managers employees taking training in the year				
	% of Men/Women employees taking training in the year				
	Average number of hours of training in the year				
	Average number of hours of training in the year (managers/non managers)				

Key = information given in dark blue will be available in 2005, that in light blue in the following years

¹ 5 zones: Western Europe, Eastern Europe, Americas, Asia Pacific, Africa Middle East

² 6 age groups: <18, between 18 and 25, between 26 and 35, between 36 and 45, between 45 and 55, >55

³ Staff turn-over = (number of people joining + number of people leaving)/(average workforce x 2)

⁴ Frequency = number of accidents with time off work per million hours worked.