

Schneider Electric and industriAll Europe sign an innovative Europe-wide agreement

(Embargo 18 May 2017)

Rueil-Malmaison (France), 18 May 2017 – [Schneider Electric](#), the global specialist in energy management and automation, and [industriAll Europe](#), a European trade union federation of workers in the mining, energy and manufacturing sectors, signed a refreshed agreement today that creates an anticipatory and proactive employment policy to boost growth in Europe.

- The agreement creates a governance for jobs and skills at the company by anticipating impact and evolutions in business in line with current market trends and company' ambition;
- It sets clear objectives for boosting employees' employability, and for enriching the workforce by diversity and digital generation recruitment;
- It reinforces constructive social dialogue at European and local level within the company.

“With this agreement, Schneider Electric made commitments towards all its European employees to support the strengthening of their employability and the promotion of their career development.” commented, Luc Triangle, industriAll Europe, General Secretary. *“We welcome the fact that by setting a floor of principles and rights at European level, this agreement paves the way for European workers to be on equal footing with one another. This agreement now needs to be turned into reality in the workplace. Social dialogue is a key tool to implement it at local level”* he added.

Laure Collin, Chair of the European Works Council and Senior Vice President of Human Resources – Europe Operations for Schneider Electric, said: *“We are proud to have reached this agreement with industriAll Europe. It will enable Schneider Electric and our 45,000 employees in the 29 European countries to be better equipped to adapt to current challenges such as energy transition, digital transformation, evolving professions and increasing the number of young employees, while the company continues to pursue investment and growth.”*

The two partners *“acknowledge that this agreement sets out a new framework, based on shared principles for all Schneider Electric entities in Europe, to help anticipate changes and their impact on the Group's employees.”*

The key objectives of the agreement are to:

- Provide visibility to social partners and employees on Schneider Electric's employment trends in Europe;
- Promote ongoing career development to help employees contribute to the transformations at the heart of the Group's strategy;
- Maintain and further develop the company's core skills;
- Boost a learning culture by offering at least seven hours of training per employee and per year;

- Manage our age pyramid by attracting new skills, mainly targeting the digital generation always keeping our future customer profile in mind.

To reach these objectives, the agreement involves the creation of a European observatory for jobs and skills, designed to provide a global, shared vision of each business's strategic priorities, and their challenges in terms of jobs, resources and skills.

The agreement will be monitored by a commission composed of a delegation from industriAll Europe, including members of the European Works Core Council. This commission will meet within six months of signing, and then every two years to report on the implementation of the agreement across Schneider Electric Group's different entities.

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IndustriAll European Trade Union represents the voice of 7 million working men and women across supply chains in manufacturing, mining and energy sectors across Europe. We aim to protect and advance the rights of the workers. Our federation has 177 trade union affiliates in 38 European countries. Our objective is to be a powerful player in the European political arena vis-à-vis European companies, European industries, employers' associations and European institutions.

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Schneider Electric is the global specialist in energy management and automation. With revenues of ~€25 billion in FY2016, our 144,000 employees serve customers in over 100 countries, helping them to manage their energy and process in ways that are safe, reliable, efficient and sustainable. From the simplest of switches to complex operational systems, our technology, software and services improve the way our customers manage and automate their operations. Our connected technologies reshape industries, transform cities and enrich lives. At Schneider Electric, we call this **Life Is On**.

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