

**AMENDMENT No.2  
TO THE EUROPEAN  
FRAMEWORK  
AGREEMENT FOR  
PROFESSIONAL  
INTEGRATION OF YOUNG  
PEOPLE**

## PREAMBLE

On March 28, 2013, Executive Management and the European trade-union federation IndustriAll signed a European Framework Agreement for the Professional Integration of Young People.

This agreement was entered into for a period of three years. It expired on March 28, 2016.

By signing the amendment No. 1 on 18 March 2016, the parties extended the said agreement for a maximum duration of one year, until 28<sup>th</sup> March 2017, in particular to give themselves sufficient time to organize a monitoring committee for the agreement in the 1<sup>st</sup> semester 2016 and assess the implantation of the agreement.

On the basis of this assessment, the parties were able to focus on negotiating a new agreement in the course of 2016.

As these negotiations have not yet been concluded, the parties wish, by signing this amendment No. 2, to extend again the term of the European Framework Agreement for Professional Integration of Young People for a maximum duration of one year, in agreement with the provisions of said agreement which states that "it may be renewed by express agreement of the parties".

### **Clause 1: Extension of the term of the Agreement**

The parties agree to extend the term of the European Framework Agreement for Professional Integration of Young People, as defined by Section VI, Clause 11 of said agreement signed on March 28, 2013, and by Clause 1 of Amendment n°1 signed on March 18, 2016, for a maximum duration of one year.

Article 11 of the European Framework Agreement for Professional Integration of Young People is thus amended as follows:

"This agreement shall apply from the date of signature. It is entered into for a term of three years.

*It is extended for a maximum duration of two years. It shall end when a new agreement concluded on the same subject matter comes into force and shall not, in any event, exceed March 28, 2018."*

### **Clause 2: Application of amendment**

This amendment comes into force from the date of signature.

### **Clause 3: Term of amendment**

This amendment is effective into for a maximum duration of one year.

Beyond this term, it shall cease to have any legal effect and shall not be continued as part of an indefinite agreement.

**Clause 4: Reference language of the amendment**

The parties agree that the text of this amendment, drafted in French, shall be the reference in the event of any discrepancy or difficulties in interpreting the terms hereof. The amendment is translated into English and German.

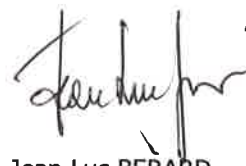
**Clause 5: Evaluations and Disputes**

In the event of any disputes arising out of or in connection with the application and interpretation of this amendment, the parties shall endeavor to settle them between themselves and to find an amicable solution, within a reasonable time frame and in a spirit of cooperation.

This amendment is signed in Paris, on March 20, 2017



Luc TRIANGLE  
General Secretary



Jean-Luc BERARD  
Corporate Senior Vice-President Human Resources



