

ENGIE: Agreement covering all workers globally

Updated: 29/04/2020

Due to the COVID-19 crisis, ENGIE decided to accelerate the implementation of two of its ENGIE CARE minimum social protection program pillars. ENGIE CARE will be included in the future global CSR agreement currently under negotiation with the international trade union federations (GUFs): IndustriALL Global Union, Public Services International (PSI), and Building and Wood Worker's International (BWI). These guarantees have been recorded 'in a joint declaration' with the GUFs.

The new global CSR agreement 'will include a commitment to guarantee 177,000 employees minimum social protection cover for parenthood, health, disability and death globally, that will be implemented through the ENGIE CARE program,' the joint statement said.

The program will cover:

- hospitalization costs in full for Covid-19 and at least 75% for other conditions
- life insurance equivalent to 12 months of gross salary
- employees who are currently furloughed due to the health crisis, the Group also undertakes to provide the same health cover until the end of 2020.

These measures will apply immediately and in full across the Group's global headcount and will also apply to any fatalities occurring since the pandemic started.

This announcement made on 29 April is accompanied by another focusing on the reduction of executive compensation and a further announcement of support for small and very small companies within its supply network, as part of two other global solidarity initiatives. These include:

- A reduction in executive compensation. The 13 members of the Executive Committee and the chairman of the Board of Directors have together decided to take a 15% pay cut for a period of two months, effective immediately. In addition, the Group's top management team globally has been asked to adopt a similar initiative. The money saved in this way will go towards aid initiatives to help people and communities left vulnerable by this health and economic crisis.
- Financial support for small suppliers. The group has decided to earmark €250 million to accelerate payment of its suppliers, SMEs and VSEs, and thus help to strengthen their cash flow in these difficult times.

In a joint press statement the three GUFs welcomed ENGIE's initiative: 'They recognize ENGIE's acknowledgement of the key role trade unions and social dialogue play in the current crisis to ensure the long term sustainability of the company and the health, safety and well-being of its employees.'

Update based on: Planet Labor, 29 April 2020, n°11895 – www.planetlabor.com by Marie-Noëlle Lopez