



**EUROPEAN AGREEMENT
IN FAVOUR OF THE
PROFESSIONAL
INTEGRATION
OF YOUNG PEOPLE**

CONTENTS

1 SCOPE OF THE AGREEMENT	4
2 CHANGES IN THE SCOPE	4
3 CONTRIBUTING TO PROFESSIONAL TRAINING FOR YOUNG PEOPLE	4
Article 1 - Strengthening and improving the welcome process for young people in training to assist their integration into the job market and improve the attractiveness of the Group's professions	
Article 2 - Enhancing the status of support worker	
Article 3 - Continuing to develop relations with European schools and universities	
4 RECRUITING AND INTEGRATING YOUNG PEOPLE INTO THE SAFRAN GROUP	9
Article 1 - Recruiting young people into the Group	
Article 2 - Promoting diversity and inclusion	
Article 3 - Developing an attractive integration pathway for young recruits and offering prospects	
Article 4 - Quality of working life	
5 IMPLEMENTATION OF COMMITMENTS	12
Article 1 - Implementation of the agreement	
Article 2 - Publication of the agreement	
Article 3 - Monitoring the agreement	
6 MISCELLANEOUS PROVISIONS	13
Article 1 - Duration of the agreement	
Article 2 - Reference language of the agreement	
Article 3 - Assessments and disputes	
Article 4 - Non-regression clause	
Article 5 - Review	

INTRODUCTION

INTRODUCTION

The parties, aware of the economic and social importance of integrating young people¹ through training, intend through this agreement to improve the existing mechanisms by continuing the efforts of the 2013 and 2017 agreements.

This new agreement is in line with Safran's Corporate Social Responsibility (CSR) strategy, recognising the current concerns of young people regarding the environmental and societal impact of their jobs, work-life balance, the possibility of working in other countries and a professional context offering prospects for development and mobility.

Depending on their level of education and socio-economic background, young people are worried about the challenges of the ecological and digital transitions, particularly in terms of financial security and health.

The agreement recognises the importance of the aerospace industry in providing jobs and development opportunities for young people, and Safran is fully committed to this sector. Faced with a tense labour market, the major challenges facing the company include the attractiveness of jobs in the aeronautics industry, retention, diversity and inclusion, as well as decarbonisation and sovereignty linked to its activities.

ACCELERATING DEVELOPMENT

In addition, the Group needs to plan ahead for changes in its business lines and skills, and turnover in its teams. Safran is committed to deploying significant resources for acquiring, retaining and passing on the skills needed to support its development and the renewal of its workforce.

For the young people welcomed into the Group, vocational training provides a guarantee of professional experience leading to a qualification, diploma or certificate, with a view to facilitating their access to employment.

Safran currently employs more than 52,000 people in the European Union and more than 56,000 in the European zone including the United Kingdom, Switzerland and Norway.

The parties recognise that appropriate training and work experience are the key to integrating young people into the world of work. The agreement underlines the desire to contribute to their integration through work placements, sandwich courses, tutoring, advice, mentoring and support for young pupils and students.

Safran is committed to participating in the European Commission's initiatives to develop apprenticeships in the European Union, and to strengthening its contribution to the European apprenticeship area, by taking part in the actions led by the European countries, in particular the bilateral agreements on cross-border apprenticeships.

Safran aims to promote the integration of these young people in training, by offering employment opportunities and paying special attention to those already in training. The commitment to diversity, equal opportunities and equal treatment is confirmed. To this end, the agreement defines common guidelines for Safran's European subsidiaries that, while respecting national legislation, will ensure proper deployment of the Agreement.

A "best practice guide" for the integration of young people in Europe, available on the intranet, is planned to share successful initiatives within the Group in Europe.

¹ Young person: the parties agree on the following definition, any person under the age of 30.

1 | SCOPE OF THE AGREEMENT

Article 1 - Scope of application

This Agreement applies to Safran and all its directly or indirectly owned subsidiaries, within the meaning of Article L. 233-16 of the French Commercial Code.

The list of companies covered by the scope of application is given in Appendix 1. For the purposes of this Agreement, these companies collectively constitute "the Group" and individually "the Company".

The signatory parties agree that the provisions of any agreements signed at company level may only differ from this group agreement insofar as they are more favourable to employees.

Article 2 - Changes in the scope of the companies

The purpose of these provisions is to anticipate any changes in the scope of the Group as defined in Article 1 of this agreement.

In the event of a change in structure leading to a significant change in scope, the parties agree to meet within 6 months to examine the possible consequences for this agreement.

Article 2.1 - Conditions governing the entry of a new company into the scope of application

Any company which newly fulfils the conditions set out in Article 1 is eligible to enter the scope of the agreement in compliance with the legal provisions in force.

An endorsement to this agreement, amending appendix 1, will formalise the inclusion of this new company within its scope.

Article 2.2 - Conditions under which a company leaves the scope of application

Any company that ceases to meet the conditions defined in Article 1 above will be excluded from the scope of this agreement, in accordance with the legal provisions in force.

An endorsement to this agreement, amending appendix 1, will formalise the removal of this company from its scope.

2 | CHANGES IN THE SCOPE

Any company which becomes more than a 50% subsidiary of one or more of the companies referred to in Section I of this agreement and which falls within the scope defined in Section I may join this agreement.

In the event of a change in the scope of the European Union, the parties agree to meet within 3 months of the occurrence of the triggering event in order to discuss the impact of this change.

3 | CONTRIBUTING TO THE VOCATIONAL TRAINING OF YOUNG PEOPLE

Article 1 – Strengthening and improving the welcome process for young people undergoing training to encourage their integration into the labour market

1.1 Making the Group more attractive to younger generations

In order to raise awareness of the aerospace sector's recruitment targets, its business lines and the sector's commitment to decarbonisation, Safran wishes to step up its participation in awareness-raising initiatives to raise awareness of its activities, business lines, career development opportunities and CSR commitments.

This issue is particularly important for the younger generations and requires action to be taken well before they enter the labour market.

Safran's reputation development policy

The policy of enhancing the Group's reputation in each country (known as "employer branding") is designed to promote and harmonise communication messages relating to the Group with the target recruitment audiences. The various initiatives designed to raise the Group's profile involve employees and partners such as schools, employers' associations in the sector, and associations active in the fields of diversity and employment. The actions taken are tailored to the realities of the different countries, professions and socio-professional categories.

The parties therefore reaffirm their commitment to initiatives designed to enable young people to explore all professions, options for development and fulfilment, resources committed to decarbonisation and initiatives relating to corporate social responsibility.

Mobilising all stakeholders in the company

Annual monitoring of the commitments made in the previous agreement has shown the involvement of a large number of Group entities in integrating young people in training: work-study students, interns, research students and VIE (Volontariat International en Entreprise) volunteers in Europe.

For example, at present, almost one in seven Group employees every year takes responsibility for a young person trained at Safran.

Each of these schemes enables young people to acquire a recognised diploma, qualification or certification, thereby assisting their integration into the labour market. This approach is based on mutual commitments and reciprocal contributions, with the aim of promoting their successful integration into the world of work. For example, apprentices will receive training throughout their course, mainly via their tutors. Every effort will be made to ensure that students pass their exams (help with reports or dissertations during their studies, interactions with various Safran professionals to prepare for their future career, etc.). At the same time, apprentices must respect the rules of the company and apply themselves conscientiously to their studies.

Specific commitments

Safran is therefore committed to continuing and expanding the number of young people it takes on as part of these training programmes in its European subsidiaries. The aim is to participate in the training of young people within the scope defined in SECTION I above. The main aim of the training courses is to give young people in Europe access to employment and to lead in priority to a diploma or qualification where possible.

The parties confirm their desire to continue to promote and develop apprenticeships, the process of welcoming trainees and the training of European research students. The training courses offered will be consistent with the business professions of the companies in question.

The signatory parties recognise that the development of international culture and mobility during studies can prove to be an asset for the sustainable professional integration of young people. To achieve this, Safran intends to make the most of all the facilities available within its establishments for trainees from other European countries. Internship and work-study contract offers are published on the e.Talent platform, which is integrated into the Group's HR information system, SELIA (Self Employee Life Application).

In addition, the European Commission is aiming to develop apprenticeship programmes through the European Alliance for Apprenticeships (EAfA). Safran wishes to continue its commitment to this approach and contribute to the European apprenticeship sector by signing bilateral agreements on cross-border apprenticeships, such as the one signed between France and Germany in July 2023.

This formula provides a legal framework for the option of carrying out the theoretical or practical part of apprentices' training in a neighbouring country, thereby contributing to their international mobility.

Student support measures will be offered locally to make it easier for students to alternate between two countries and to reduce constraints, with particular attention being paid to accommodation.

A work progress report will be presented at the annual monitoring committee meeting. Safran will also ensure that young people undergoing vocational training are from a wide range of educational backgrounds.

1.2 Developing work-linked training mechanisms

The parties affirm their desire to maintain work-linked training as a vocational training mechanism recognised by the social partners, the various European countries and the European Commission. Management intends to maintain apprenticeships at least at the level achieved by Group entities in Europe. These courses offer young people a meaningful opportunity for professional and social integration.

Safran intends to take on 5% of full-time equivalent (FTE) work-study students per country each year within the scope of the agreement and for countries with more than 100 employees.

For countries whose alternating workforce is currently above this 5% threshold, an increase of 2% in the alternating workforce is recommended.

Taking on work-study students provides an opportunity to actively contribute to the feminisation of the company. Therefore, the parties reaffirm their joint desire to make progress in recruiting young women on work-linked training schemes in each country (42% by 2022 for the European zone).

Safran also undertakes to prioritise recruitment from among these young people, on completion of their training and in accordance with national practices, on the basis of equal skills.

1.3 Encouraging internships

The signatory parties agree that internships and work experience enable young people to confirm their choice of career path through a practical introduction to a company and a trade, while at the same time enabling them to acquire professional experience.

For this reason, Safran is committed to welcoming 5% of interns at Group level in Europe. Such courses can be offered as part of the school curriculum or as part of a training course leading to a qualification.

For countries in which the number of trainees exceeds this 5% threshold, a 2% increase in the number of trainees is recommended.

The signatory parties emphasise the importance of the quality of the work placements, which must offer solid and meaningful learning content based on a contractual document such as an agreement, and offer a definition of the specific skills to be acquired during the work placement, supervision and mentoring of the trainee, and monitoring of the trainee's progress.

1.4 Welcoming young European research students (PhDs)

Innovation is a major challenge for the Group, and a strategic area of investment. The signatory parties intend to improve the process of welcoming young European PhD students and thus contributing to their training.

1.5 Supporting and following up young people during their training at Group level

The parties agree on the importance of supporting and following up young people during their training period in the company, with the particular aim of facilitating their potential recruitment by the Group. The parties believe that the Group should supervise young people in such a way as to motivate them.

A guide for young people undergoing training will be available in each country in the local language to inform them of the Group's policy and the content of this agreement. Known as the "work-study student guide", its purpose will be to review the progress of the work-study period and the skills acquired by the young trainee. This follow-up is also a way for young people to be able to discuss their first experiences and the skills they have acquired. In addition, this guide will outline the main stages in a young apprentice's career at Safran. It will also complement the "Livret de formation" training handbook, where this exists.

Safran intends to ensure that all apprentices, trainees and research students are supervised by a support worker responsible for welcoming them and supporting them in their career plans, in accordance with national legislation and practices.

In addition, it is proposed that the relationship between the support worker and the young person be supported by formal interviews organised at different points during their training.

The aim is to satisfy the young person's professional development requirements by enabling them to assess the progress of their assignments and take stock of their future plans.

During the work-linked training period, any young person undergoing training has the opportunity to meet with the Human Resources department to discuss their career path and any difficulties they may be experiencing. In this case, another interview must be scheduled within the following 3 months to ensure that the situation develops properly.

Work-study students can be given a meeting with an HR contact, if they so request, 3 months before the end of their contract. The aim will be to help them prepare for their first job, including advice on job-hunting (help with writing CVs, mock recruitment interviews, presentation of the e.Talent tool for identifying available positions in the company, knowledge of the local employment market, etc.). The "work-study student guide" will inform work-study students and future graduates entering working life of the option of requesting such an interview.

Article 2 - Improving the status of support worker or tutor

The parties believe that, in relation to training, the support worker plays a key role in the success of the young person's vocational training, by welcoming and following up the newcomer. Through this follow-up process, the support worker advises and guides the young person in training, providing them with all the knowledge they need for their training. The parties therefore wish to encourage support for young people undergoing training and the transmission of knowledge and skills, by enhancing the status of support workers and recognising their role.

The Group is committed to:

- > Offering this role to volunteers only,
- > Providing training for support workers,
- > Making the role of support worker an integral part of their job and including it in their career development,
- > Giving the support worker the time needed to carry out this task,
- > Adjusting their time and workload where necessary,
- > Providing a guide for the accompanying person or guardian on the Group intranet translated into the languages of the various European countries where Safran is present.

The Development Interview is the ideal time for this particular task to be discussed between a tutor and their manager.

Article 3 - Continuing to develop relations with European schools and universities

Under this Agreement, Safran will:

- > Continue to develop links with schools and universities, to extend partnerships to industrial schools welcoming students looking towards operator or technician professions or business schools, etc.
- > Develop these partnerships at Group level in order to strengthen the Group's representation among students and Safran's target schools, and also to ensure that training programmes match the Group's skills needs.

The Group also intends to encourage and organise employee visits to training centres, schools and universities. The target groups are pupils from primary schools, secondary schools and higher education organisations.

Communication with these groups will be stepped up in the fields of aeronautics, decarbonisation, Safran's CSR strategy and our achievements. These actions are an opportunity to promote the Group's inclusion approach, including diversity and diversity of curricula within the teams.

The network of ambassadors will be developed in each country, just as it has been in France for several years. The network is built around three types of ambassadors: leader/assistant leader, teacher and profession.

Ambassadors take part in school events, forums and school steering committees, as well as conventions and conferences organised by the Group.

Their mission to promote our businesses and provide support are inherent to the activities of all Group employees and are carried out during their working hours. Initiatives with schools at all levels are encouraged, in the form of career presentations in schools, company visits, project sponsorship, conferences, job dating, etc.

Such approaches may be promoted by local employee representatives as representatives of the signatory parties and combined with the promotion of this agreement within their own area in order to contribute to stakeholder involvement.

Each Tier 1 and Tier 2 company has a Campus Manager, who is responsible for School relations and for introducing, monitoring and coordinating the above initiatives in conjunction with the Group Talent department, and more specifically the department in charge of the youth integration policy.

4 | RECRUITING AND INTEGRATING YOUNG PEOPLE INTO THE SAFRAN GROUP

Article 1 - Recruiting young people into the Group

To meet the Group's development challenges, knowledge transfer is a priority area. Safran intends to continue to recruit, in direct employment, qualified young people and, as a priority, young people receiving training.

To this end, support mechanisms dedicated to their job search are recommended, such as access to job offers, HR advice and organisation of internal events.

Recruitment policies are expanded with co-optation, country challenges and the support of a central team. Its role has been expanded and now offers a service to Safran companies in recruitment of all categories and in the various countries. This support includes: recruitment communication campaigns at national level; a consolidation of the needs of the various companies, giving candidates global visibility; a search service, etc.

The majority of new hires are on permanent contracts.

Article 2 - Promoting diversity and inclusion

The Group is actively seeking to increase the diversity of the people it recruits, in line with the CSR strategy's Diversity and Inclusion roadmap, which can be accessed on the Group intranet. The challenge is to make progress in integrating a diverse group of young people that is representative of the country, in line with the local situation.

The Diversity & Inclusion roadmap provides for the implementation of measures to promote inclusion in the following four areas: multiculturalism, disability, equal opportunities and gender.

Thus, the Group deploys by measuring employee perception in these countries, by defining guidelines, or at company/country level or locally, or by the use of specific agreements (see Disability Agreement in France) and action plans, partnerships, the group aims to raise employee awareness and thus create space for dialogue.

These initiatives will be introduced in the countries covered by this agreement in line with local practices and circumstances.

2.1 Diversifying training profiles

Safran aims to ensure a diversity of training profiles within its teams, across all professional categories and activities.

Initiatives aimed at universities, industrial and professional schools, and also management schools, are being carried out in order to ensure greater diversity in recruitment.

2.2 Promoting equal opportunities and treatment

The signatory parties reaffirm their commitment to the fair treatment of applicants and the fight against discrimination. Such measures are essential to ensure that human rights are upheld.

Safran remains strongly committed to promoting diversity, equal opportunities and non-discrimination in job applications. Applications are processed without discrimination on the basis of the skills and experience required for the position to be filled. Action in this area helps to remove the social and cultural obstacles that already exist at European level, and to mobilise all the players involved.

2.3 Promoting gender diversity

In the European countries in which the Group operates, recruitment of women for scientific and technical positions, remains highly dependent on the proportion of men and women in the corresponding training courses.

For this reason, the signatory parties undertake to promote the Group's scientific and technical professions to young female students. This will involve the establishment of a Europe-wide network of practitioners. This network will be made up of female Group employees who will regularly visit schools to promote gender diversity in our professions. The role of these speakers will be to inform secondary school girls and students about the many careers open to them in the scientific and technical fields, using the example of a company like Safran.

They will be able to join this network if they are themselves graduates in scientific and technical education and occupy a post of this nature.

Furthermore, when family days are organised at the sites, special communication will be made, making it possible to confirm the Group's desire to welcome girls.

The signatory parties also agree on the need to encourage greater female representation in teams and gender diversity at all levels of the company and in all categories of personnel. Safran aims to achieve at least a 25% recruitment of women each year, with a medium-term target of 35% in Europe.

2.4 Support for young people with disabilities

In particular, the parties stress the importance of contributing to the vocational training of young people with disabilities. Partnerships that already exist between Group companies and training centres, schools or universities for the induction of people with disabilities will be used, or developed where they do not already exist.

The Group's companies will ensure that they have the resources in place to welcome young people with disabilities. These resources will be defined and tailored to their situation, in order to offer the most favourable possible conditions for their successful induction and training. A qualitative presentation by country will be made to the Monitoring Committee.

2.5 Support for people who are not familiar with employment and fight against exclusion

The signatory parties reaffirm their desire to promote the professional integration of young people who have few or no qualifications and are excluded from employment, and of refugees, in accordance with the support in place in the country for companies.

The Group is therefore committed to promoting initiatives that help young people who are not familiar with the world of industry to find out more about the Group's businesses. These initiatives, which require specific support, will be rolled out in the countries covered by this agreement in line with local practices and circumstances.

Article 3 - Developing an attractive integration pathway for young recruits and offering prospects

3.1 Welcoming new young recruits

The parties reiterate that particular attention must be paid to welcoming young recruits to the Group. Safran's aim is to help young people take up their new roles in their local environments.

The practical welcoming arrangements will be planned in advance by the companies to give the young recruits the best possible introduction to work from the moment they are hired.

The parties wish to improve the information provided to young recruits regarding the presence and role of staff representatives and/or representatives of trade unions as part of the measures to assist them in taking up their duties.

The procedures for implementing this system will be examined by the social partners in the companies covered by this agreement in the light of local practices and circumstances, including through local action plans.

3.2 Integrating young recruits

Given that the Group's environment offers significant development prospects, Safran wishes to support the young person's entry into his or her job on a permanent or fixed-term contract and improve his or her knowledge of the Group in order to open up development prospects.

Induction programmes will be developed on the basis of local conditions, and at three levels (Group, Company and Site), to familiarise each young employee recruited with the business lines of his or her site, company and the Group as a whole.

The Group's plan to introduce a common recruitment and induction process for all entities, known as "on-boarding", which is due to be rolled out in 2024, will actively contribute to the quality of the induction of young people.

3.3 Providing perspectives and development mechanisms

Internal mobility is encouraged within the Group, and a charter formally sets out the commitments and principles adopted by the Group. Job opportunities are published in e.Talent.

The following development mechanisms give young people the means to be involved in their professional project. These systems are accessible in the Group's HR information system, SELIA, on the intranet and from the Human Resources departments.

- > Visibility of the business lines within the Group is presented in the business line reference framework; the business lines currently being drawn up present the possible pathways in a family of business lines and the bridges between business lines. The forward-looking vision of medium-term trends in business lines, skills and workforce is shared and studied with the social partners within the framework of the European Jobs Observatory² and the Group's communication on these subjects will supplement the information useful for reflection on its career plan.
- > To support everyone's thinking, materials and resources are available to help them work on their professional plans and to be aware of opportunities. Most of them are accessible in SELIA, the Skills module of which gives a dynamic to this reflection and the realisation of internal professional projects.
- > To support everyone and to aid understanding, materials and resources are made available. These resources aim to help individuals work on their professional plans and be aware of opportunities, most of which are accessible in SELIA. In particular the Skills module, which is designed to be active and dynamic in the application of an individual's professional development.
- > If they so wish, employees can have career interviews with the HR teams, get advice from sponsors and, in some Group companies, benefit from co-development with a peer group.

² European Jobs Observatory: joint body created by the European Agreement on skills development and securing career paths (DCSPP)

The objectives and training offered by the Group, help to contribute in taking up positions, mobility and internal developments. These training programmes can be in the main professions or retraining programmes for new professions. The awareness-raising programmes of Safran University and the Digital Academy aims to prepare and support these changes in profession and skills and the digital transformation.

Article 4. Quality of working life

The Group pays close attention to quality of life in the workplace, as measured by dedicated surveys. Measures undertaken in this area by the companies or coordinated between the subsidiaries in the country are encouraged, as are measures that promote work-life balance, including taking account of parental considerations, following the example of the “parenthood” agreement for France, signed in July 2023.

These measures need to be tailored to the cultural and legal context of each country, and the formal signature of contracts is encouraged at local or European level.

5 | IMPLEMENTATION OF COMMITMENTS

Article 1 - Implementation of the agreement

The signatory parties agree on the need for dialogue between local management and staff representatives concerning the application of this Agreement.

To this end, a joint meeting of the members of the Monitoring Committee and the HR teams of the European entities will be organised within 6 months of signature of this agreement in order to examine the terms of this deployment.

Communication to the Human Resources teams of the companies and local teams will be organised within 6 months of signature of the agreement.

A presentation will be organised for local staff representatives, who will be involved in promoting this agreement within their own area.

It will be organised by the local Departments, which may ask the members of the Monitoring Committee or the Social Affairs Department to help on this subject.

Action plans will be drawn up between local management and trade unions and/or employee representative bodies, and implemented in compliance with current national legislation and practices.

These plans will build on existing programmes and commitments.

These plans will be implemented within 9 months of signature, in cases where they do not already exist.

Article 2 – Publication of the agreement

In the first year, communication will be established with all employees and entities in the various countries concerned to promote this agreement locally and in the language of the country. This attractive and digital communication will raise employee awareness of what they can do to help integrate young people and ensure that young people are well informed about what is available to them.

This agreement will also be available on the Group’s intranet.

Information materials relating to the signing of this agreement will be produced in the languages of the countries listed in Annex 1.

Article 3 - Monitoring the agreement

At the end of the first 6 months, the signatories of the agreement will meet to conduct a preliminary review of the situation and monitor the progress and the proper implementation of the agreement. The signatories undertake to set up a monitoring committee for this agreement.

This committee will consist of representatives of Safran management and a maximum of ten European employee representatives appointed by IndustriALL Europe.

This monitoring committee will meet once a year. Its activities at such times will include the following:

- > A review of the indicators listed in Appendix 2,
- > A review of the quality initiatives carried out at Group level and within the entities.

At the end of the annual meeting of the agreement monitoring committee, a condensed presentation of the results, including indicators and qualitative actions, will be sent to the management of the subsidiaries for sharing, including information relating to their country, with local staff representatives. The terms of this sharing will be adapted to the organisation of social dialogue in the country and in the subsidiaries (local or central body).

6 | MISCELLANEOUS PROVISIONS

Article 1 - Duration of the agreement

This agreement applies from the date of signature and is concluded for a period of five years. It may be renewed by express agreement between the parties.

Article 2 - Reference language of the agreement

The signatory parties agree that the text of this agreement, which is written in French, shall serve as the reference in the event of any differences or difficulties of interpretation. The agreement will be translated into each language of the countries within the European scope.

Article 3 - Assessments and disputes

In the event of any disputes relating to the application and interpretation of this Group agreement, the signatory parties will endeavour to resolve them between themselves. IndustriALL Europe and management will seek to resolve these disagreements amicably, within a reasonable timeframe and in a spirit of cooperation.

Article 4 - Non-regression clause

The parties stress that the provisions of this European agreement are not intended to replace any local laws, regulatory provisions, national, regional or company agreements, or practices in force in the European companies of the Safran Group which may be more favourable to employees.

Article 5 - Review

The signatories may propose that all or part of this agreement be reviewed, particularly in the event of significant changes in the Group's scope. Any amendments made must be approved by all parties to the agreement.

Signed in Paris, on January 25th, 2024

For Safran

For IndustriAll Europe

Stéphane DUBOIS
Group Human Resources & Social
Responsibilities

Isabelle Barthès
Deputy General secretary

APPENDIX 1

GROUP COMPANIES AS OF THE DATE OF SIGNATURE OF THIS ENDORSEMENT

France

Safran SA

- *Safran Additive Manufacturing Campus*
- *Safran Ceramics*
- *Safran Aircraft Engines*
- *Airfoils Advanced Solutions*
- *Safran Aero Composite*
- Safran Aerosystems SAS
- Safran Cabin
- Safran Electrical & Power
- *Safran Electrical Components*
- *Safran Engineering Services*
- Safran Electronics & Defense
- *Financière Orolia*
- *Safran Data Systems*
- *Safran Electronics & Defense Beacons SAS*
- *Safran Reosc*
- *Safran Spacecraft Propulsion*
- *Safran Syrlinks SAS*
- *Safran Trusted 4D SAS*
- Safran Helicopter Engines
- *Safran Power Units*
- Safran Landing Systems
- *Safran Filtration Systems*
- *Safran Landing Systems Services Dinard*
- Safran Test Cells France
- Safran Nacelles
- Safran Seats
- Safran Transmission Systems
- Safran Ventilation Systems

Netherlands

Safran Cabin NV

Czech Republic

Safran Cabin CZ

Germany

- Safran Cabin Services GmbH (Hamburg)
- Safran Cabin Germany GmbH (Herborn)
- Safran Engineering Services GmbH (ISE)
- Safran Engineering Services GmbH (SES)
- Safran Electronics & Defense Germany GmbH
- Safran Data Systems GmbH
- Safran Helicopter Engines Germany GmbH
- Safran Nacelles GmbH
- Safran SA GmbH
- Safran Passenger Innovations Germany GmbH
- Zodiac Cabin Controls GmbH

Belgium

- Safran Aero Boosters
- Safran Aircraft Engines Services Brussels

Spain

- Safran Engineering Services Spain
- Safran Orolia S

Finland

- Robonic LTD - Oy

Poland

- Safran Aircraft Engines Poland
- Safran Transmission Systems Poland

Norway

- Safran Sensing Technologies Norway

Switzerland

- Safran Electronics & Defense
- *Safran Vectronix AG*
- *Safran Sensing Technologies Switzerland*
- *Safran Time Technologies Switzerland SA*
- *T4 Science*

United Kingdom

- Safran Aerosystems Services UK Ltd
- Safran Electrical & Power UK Ltd
- Safran Engineering Services UK Ltd
- Safran Helicopter Engines UK
- Safran Landing Systems UK Ltd
- Safran Landing Systems Services UK Ltd
- Safran Nacelles Ltd
- Safran UK Ltd
- Safran Seats GB Ltd

APPENDIX 2

1. Quantitative indicators

(in compliance with national legislation and practices)

Total number of work-study students per year:

- By country
- By gender

Total number of interns per year:

- By country
- By gender

Total number of research students per year:

- By country
- By gender

Rate of conversion of work-study students, trainees or research students recruited on completion of their training: recruitments under fixed-term and open-ended contracts at 31 December:

- By country
- By category (Managers/Employees)

% of women recruited per year:

- By country
- By category (Managers/Employees)

Total number of tutors trained each year, by country

These indicators will be analysed on a per-company basis as required.

2. Qualitative indicators by country

Mapping of local action plans

List of partner schools and universities

Facilities for welcoming new recruits

Inter-country initiatives, in partnership with the European Alliance for Apprenticeships or under agreements between European countries.

Progression of the network of ambassadors by country

Actions to promote diversity and inclusion carried out in the countries,

- Including good practice in promoting the integration of people with disabilities,
- Including initiatives to help young people without qualifications.

Quality of life & work-life balance actions

APPENDIX 3

Glossary

Definitions used by Safran: Trainee –
Work-linked training – Research student
– Support worker

Trainees:

According to the European Commission, “In general, in almost all countries where a common definition of traineeship exists, there is a strong link between education and work experience. Across Member States, the common defining characteristics of legal frameworks relating to traineeships are: (i) the general educational purpose; (ii) the practical element of learning; and (iii) the temporary character of the traineeship”.

The “trainee” headcount is the number of trainees benefiting from a contractually agreed traineeship lasting more than 1 week (i.e. greater than or equal to 6 working days).

Work-linked training contract: work-linked training contracts are employment contracts that include training leading to a diploma or qualification, and are mainly aimed at young people under 30 who are in the process of entering the world of work. The two main forms of work-linked training contract are the apprenticeship contract and the vocational training contract.

Research student: special contract for research students preparing for a PhD

Support worker/tutor: any activity involving advice, guidance or supervision of a learner by an experienced and competent professional with no hierarchical link to the learner. The support worker supports the learner throughout the in-company training process (either in the school or training centre, or in the workplace).

NB: a supplementary document sets out the current definitions by country. It will be updated annually and sent to the Monitoring Committee.

APPENDIX 4

Definition of parenting

Parenting covers all the ways of being and experiencing parenthood. It refers to the relationship between an adult and a child, whatever the family structure, with the aim of ensuring the child’s care, development and education. However, the concept of parenthood is rooted in the cultural, legal and political realities of each country.

The Group’s parenting support measures cover all the major stages, from conception to education, and aim to support each employee in their life as a parent and in their careers.

APPENDIX 5

Diversity & Inclusion Roadmap

APPENDIX 6

Internal Mobility Charter