

Transnational Company agreements

**European Commission
Employment, Social affairs and Inclusion DG
May 3th, 2011**

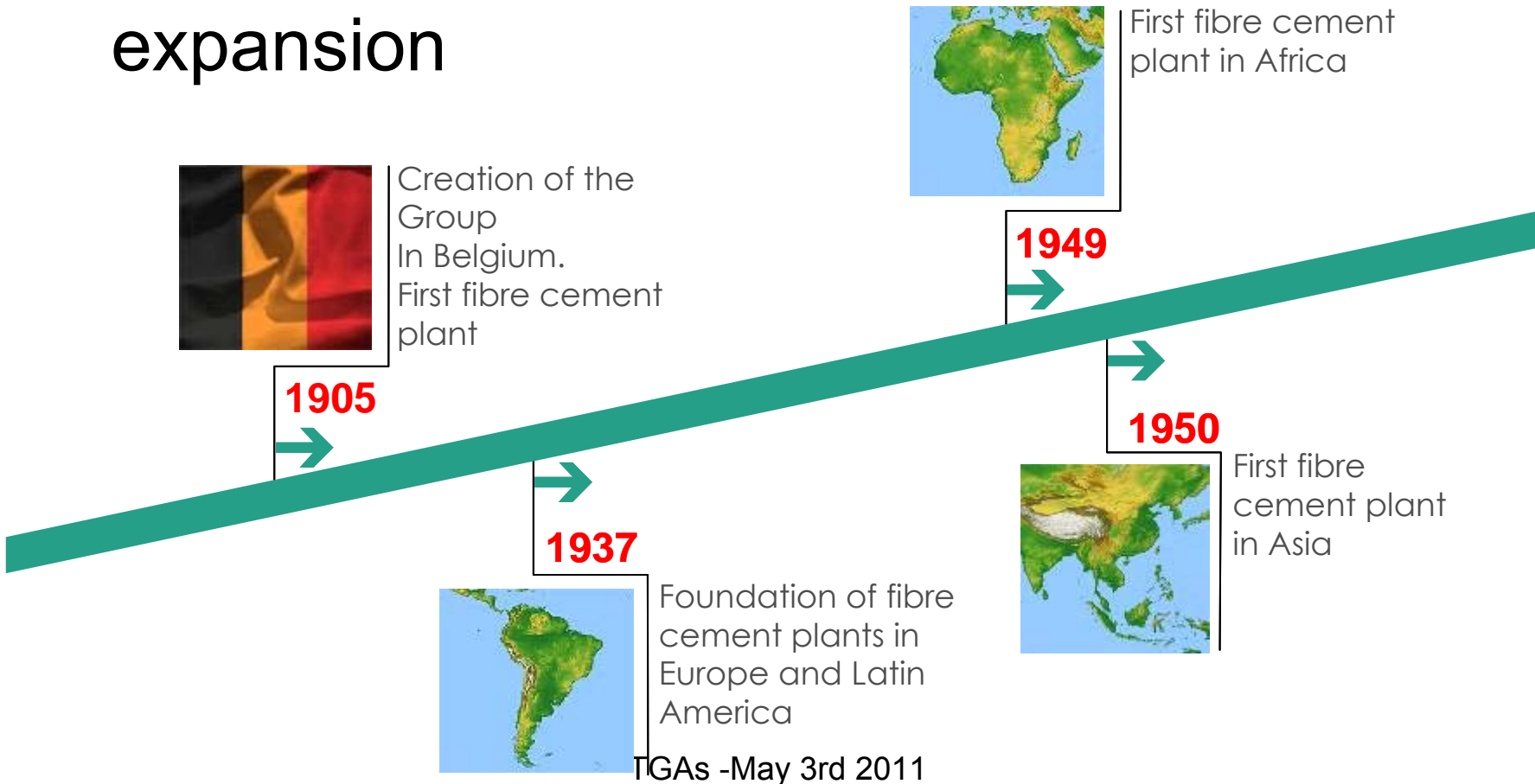
**Myriam Macharis
HR Director
Etex Group**

Etex Group

- Etex Group is an international industrial holding company located in Brussels
- Etex is still Belgian and not on the stock-exchange market
- Its affiliated companies are specialised in building materials and passive fire protection systems

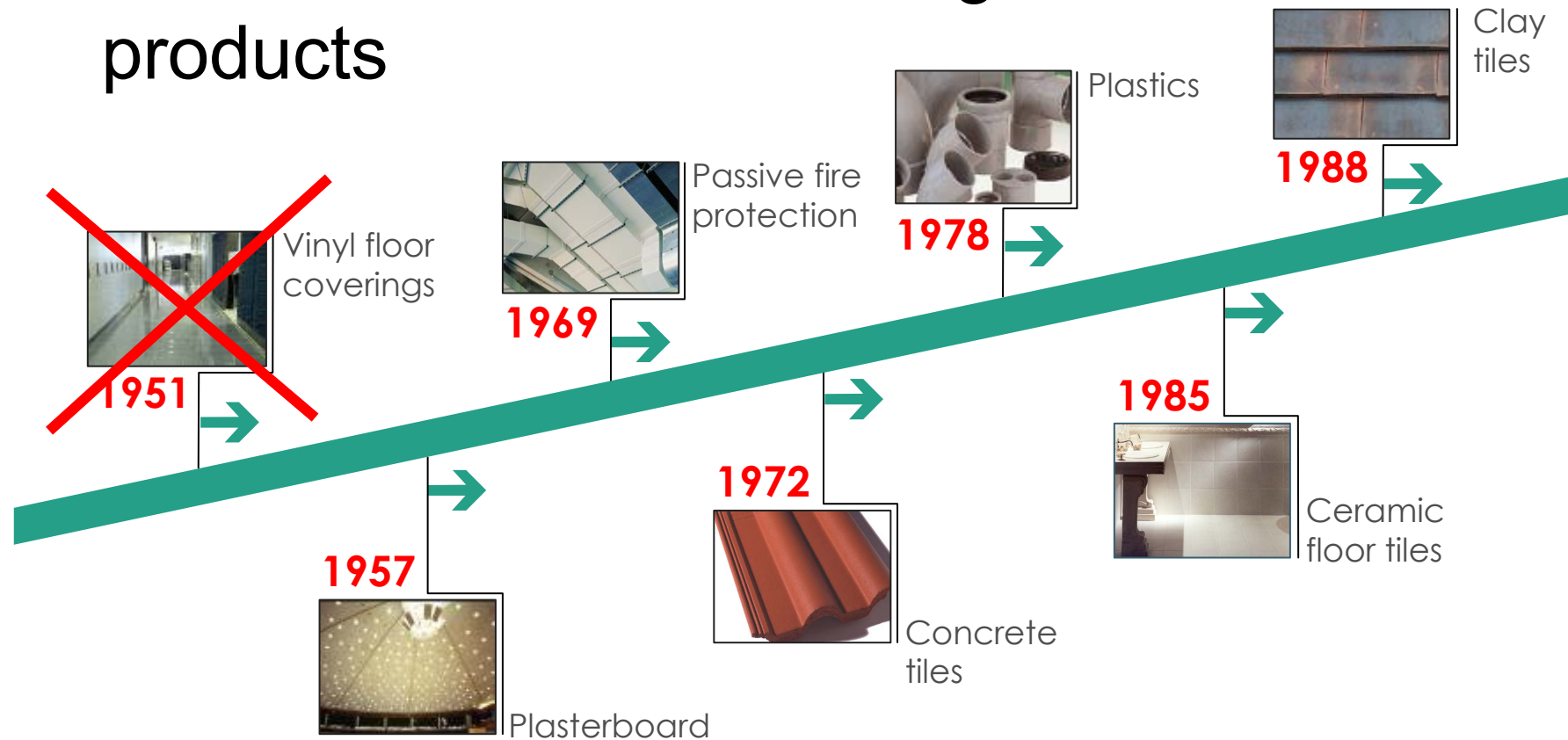
Historical background

- Creation of the group and its geographical expansion



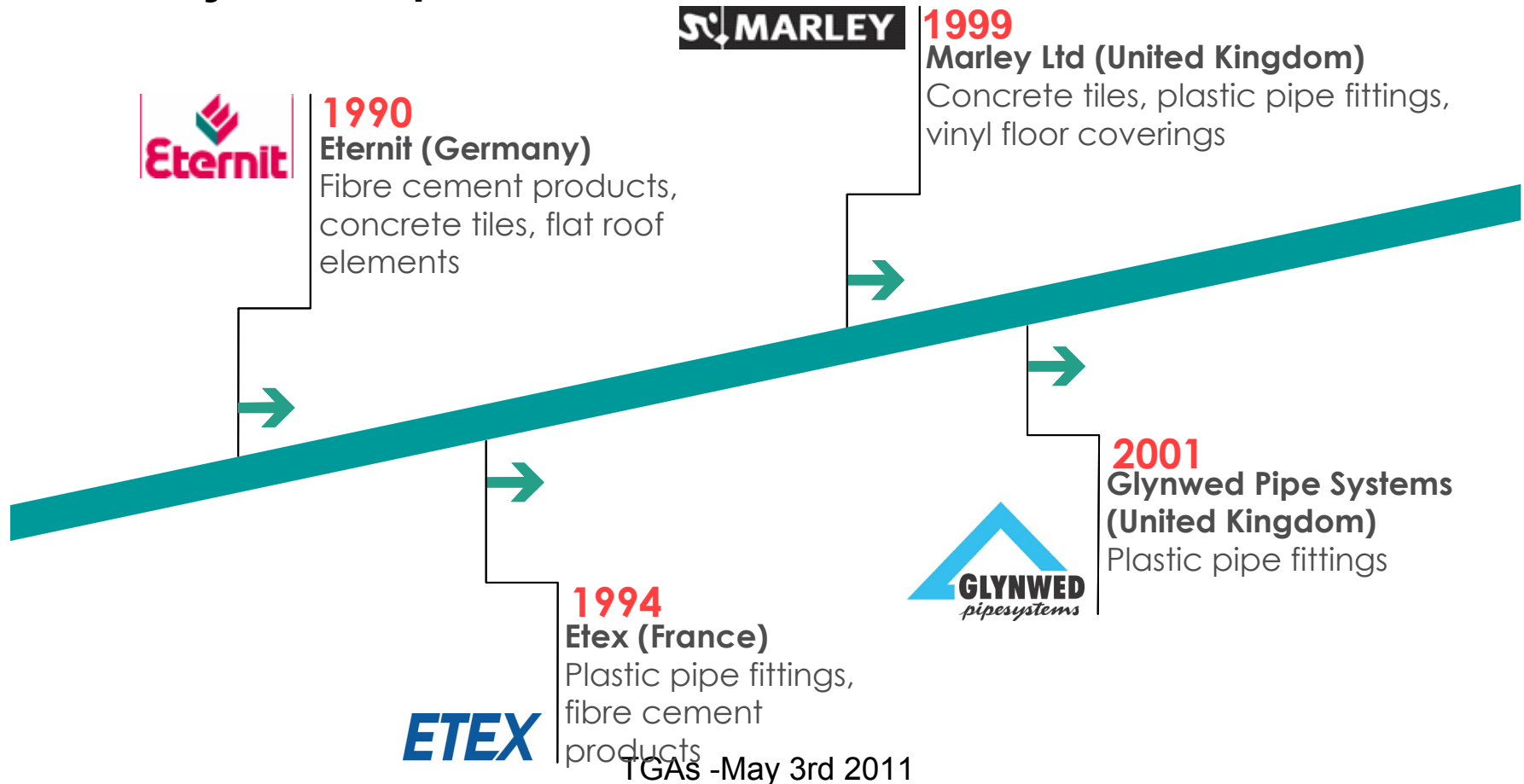
Historical background

- Diversification of technologies and products



Historical background

- Major acquisitions in the core businesses



Historical background

- Split of the Group in 2003

The recent rapid growth of the business leads to the formation of two important divisions, **Building Materials** and **Plastics**, both of them having a significant critical mass and a focussed industrial profile.



Etex Group retaining all the **Roofing and Boards** activities as well as **Floors and Walls** activities

and

Aliaxis groups the activities in **plastics for the plumbing sector**.

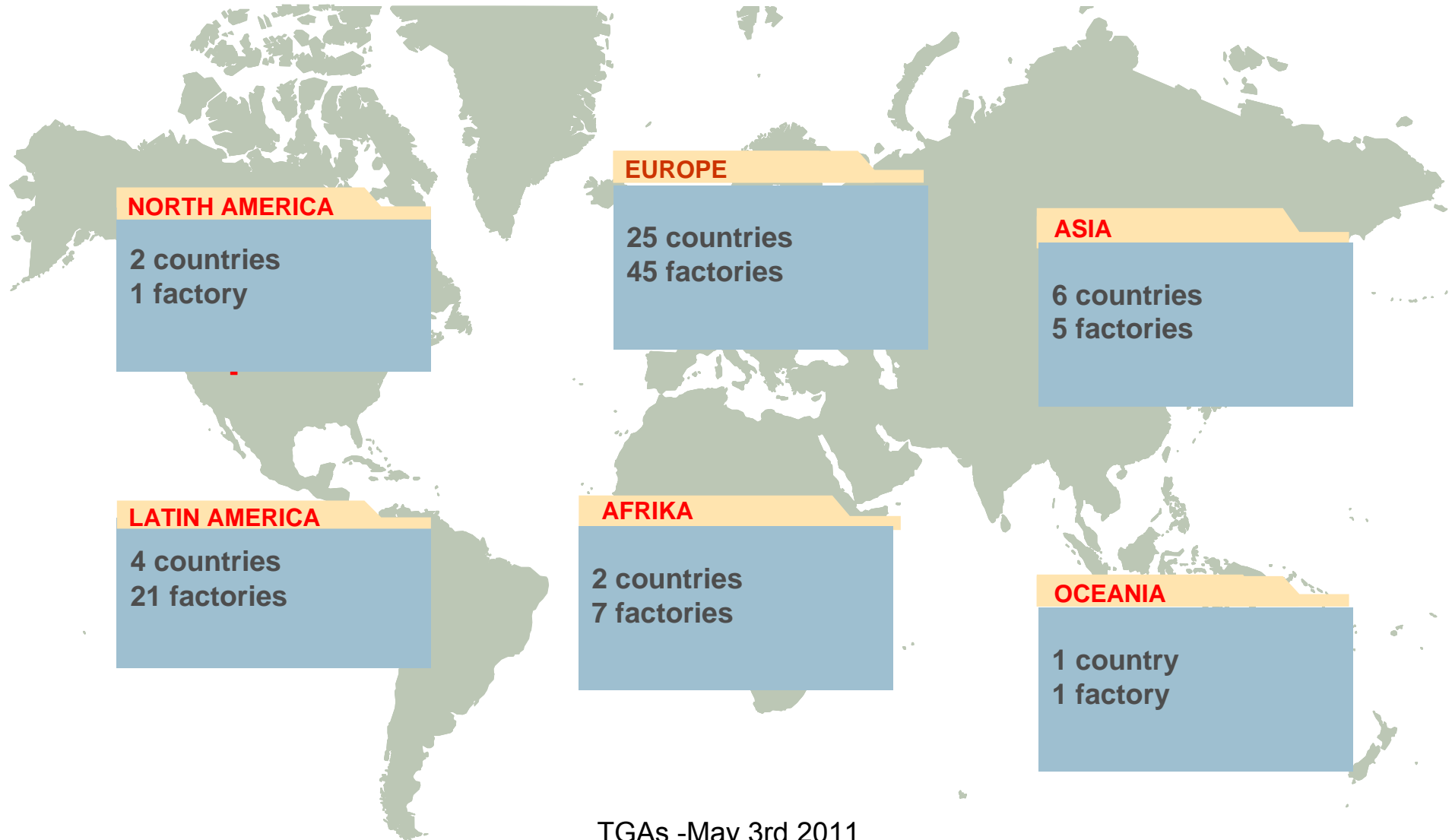
Etex Group today

- International industrial group
- Core businesses :
 - Roofing material
 - Cladding and Building Boards
 - Passive fire production systems
 - Floor and wall covering material
- 92 companies specialised in building material
- Present in 40 countries on all continents

Etex Group today

- Leader in its markets
- Consolidated turnover of € 2 billion
- 13,500 people employed worldwide
- 4 divisions :
 - EBM West – European Building Materials West
 - EBM East – European Building Materials East
 - IBM – International Building Materials
 - FPI – Fire Protection & Insulation

Present in 40 countries



EHS CHARTER 2010

NEGOTIATION

- Upon request of employee representatives
- Positive response of top mngt
- Difficult past (asbestos)
- EHS defined as top priority by top mngt throughout the Etex Group
- Social dialogue as a principle in Social charter

EHS CHARTER

NEGOTIATION

- Negotiation group identified
- Mngt : EHS and HR Group Director
- Workers representatives : 3 dedicated + secretary + 1 of European Federation of building and woodworkers (specialist EHS)

EHS CHARTER

INVOLVEMENT

- ≠ discussions in negotiation group
- Feedback to Mngt/ local reps
- Draft text (worked out by GY rep)
 - review by EG Mngt
 - 'testing' with local EHS operational managers
 - local workers representatives

EHS CHARTER

SCOPE

- All companies of Etex Group in the EU for which EG is majority shareholder
- Charter = framework
- Local Management remains solely responsible for EHS in their operations

EHS CHARTER

EXPECTED RESULT

- Joint Working Committee with competent members (3/3) as a **platform** for better
 - Information on EHS results of EG
 - Exchange and discussion on best practices
 - Discussion on 'issues' and concerns
 - Improvement of the communication
 - Reflection on how to improve awareness

EHS CHARTER

WHAT IT IS NOT

- Decision making instrument replacing local mngt
- Mediation platform /organ to solve local problems

EHS CHARTER

MEETINGS

- 1 meeting per year
- Fixed agenda
- Report to EWC

EHS CHARTER

IMPLEMENTATION

- Translation into 5 languages
- EHS Etex Group and HR informed local EU MD's of signed Charter with request to take action to implement
- Through local committees / representatives
- First follow-up in 2011

EHS CHARTER

LEGAL EFFECTS

- ?
- Not tested
- No specific clauses
- Strong moral commitment

Social CHARTER

- Scope : EU
- Recommendation of Executive Committee to take principles into account in other countries outside EU
- Not very 'alive'

Code of Conduct 2011

- Developed at Group level early 2011
- Approved by Executive Committee
- Send by CEO to all MD's for implementation WW
- Guidelines by HR to help implement

- Recent request from Union to consider to make an international framework agreement