Implementation of the European agreement on equal opportunities:

- Gender Equality
- Integration of the differently-abled

A European ambition of:
The European Working Council
AREVA
The European Metallurgy Federation

Brussels, May the 14th 2009
Overview of 06-09 realizations on Equal Opportunities in Europe

1. Commit
   Equal Opportunities Agreement

2. Communicate
   Agreement internal communication

3. Involve
   ODEO project

4. Act
   European Equal opportunities network and action plans

1. Commit
2. Communicate
3. Involve
4. Act

Joint approach

HP/Staff reps.
**ODEO Project**

Application of AREVA framework agreement Equal Opportunities

- Application: **13 countries** of the AREVA EWC in a concrete, pragmatic manner.

- Interaction between all players: European, national and local level, thus improving and reinforcing **transnational cooperation** through the application and appropriation of the framework agreement.

- Process will permit a **new social dialogue** more open, cooperative and constructive between social partners.

- Identification and sharing of **best practices**

- Development of **action plans** throughout Europe by ER and HR

- Creation of **European network**, Employee reps, Human Resources working together on consensual issue i.e. our framework agreement. Thus contributing to an AREVA European company culture.
ODEO Project
Constructive social dialogue

How

- Working together on socially innovative projects
- Obtaining ambitious, pragmatic and workable results

Leading to

- **AREVA European Agreement on Equal Opportunities** signed by Anne Lauvergeon and Bart Samyn Deputy General Secretary EMF November 2006

- Agreement negotiated in 4 meetings between EMF, Select Committee and AREVA corporate management. Working atmosphere particularly constructive, rewarding and enriching

- **Monitoring Committee** held on March 08 the 11th

Issues: Gender Equality, Differently abled people in the workplace.

- All partners, AREVA, EWC and EMF determined this agreement will make a difference. Firmness of intention led to ODEO project.
Dear Colleagues,

Recruiting 12,000 talented new members of staff every year means recruiting individuals with different origins and from diverse backgrounds and cultures, without discriminating. It is this that gives us our richness and strength.

It is the diverse mix of the men and women who make up our group that constitutes its true wealth – of this I am convinced. That is why equal opportunities must be a part of our daily objectives.

I pay particular attention to the presentations given at the European Works Council plenary sessions, such as the 2007 accounts of experiences in Germany and Turkey.

For us, Europe represents the first step in this diversity policy. Brazil and India have also introduced equally remarkable initiatives.

Sharing these best practices will allow us to grow as a group.

Furthermore, the fact that we’ve created this policy as part of an agreement signed with European social partners and our desire to strengthen social dialogue.

This is a commitment that will be made in the 2008 agreement on equal opportunities.

I am counting on you all to ensure the project’s long-term success.

Anne LAUVERGEON
ODEO Project
4 Steps

▶ First step

Detailed evaluation of Equal Opportunity situation (gender equality and insertion of differently abled)

▶ Second step

ODEO seminar: 8\9 April, Lyon, 2008

▶ Third step

10 workshops incorporating all AREVA European sites.

▶ Fourth step

Publication of consolidated results diffused on AREVA and EMF internet sites. Copies to ILO (International Labor Organization) and UNICE (European Employers Union)
# ODEO Steering Committee Agenda

<table>
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<th>1. The ODEO Core team project</th>
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The ODEO Core Team Project
Team presentation

- Project director: Maureen Kearney, EWC secretary

- Project manager:
  - Cécile Vennat (taking over from Laure Klock)
  - Dominique Chevalier (EWC member)

- Assistants: Valérie La Duca, EWC, and Michèle Poncelet, Labor Policy Department.

- Accounting: Josef Willekens, selected EWC member
The ODEO Core Team Project
Missions

- Pilot at the European level the good progress of the ODEO project in the 12 countries (initially 13 countries).

- Ensure the respect for the commitment taken with the European Commission on the ODEO project.

- Create the AREVA European HR and Staff reps. network in order to:
  - Identify expectations from HR and employees' representatives to work together more efficiently.
  - Share best practices in AREVA to improve working conditions for all employees.
The ODEO Core Team Project

Actions

- Ensure equal representation in every step of the ODEO project
- Elaborate ODEO leaflets and kakemonos (displays)
- Compile results of employee surveys launched during workshops
- Support local joint team in the organization of ODEO regional workshops
- Co animate workshops with host site’s local joint teams
- Analyse output from workshops and gather feedbacks
- Manage the ODEO project budget
- Formalize the final report for the European Commission
- Ensure the ODEO spirit (equal representation/constructive dialogue) endure
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Step 1 : Evaluation guide

Objectives

- Full appraisal of Equality situation in 51 European AREVA sites by both human resources and employee reps.
- Identify state of affairs in topics as varied as career development, training, recruitment and social dialogue.
- Detect best practices and avenues of improvement
Step 1: Evaluation guide

Outcome

- 33 sites (total 51) worked jointly HR and ER to fill in the guide.

- Equal pay for equal work is considered the most advanced commitments identified by the sites. 33% of females (non managerial) and 43% of female managers obtained a significant pay rise in 2007 (consolidated figures to be improved).

- Career development is considered a difficult topic and none of the sites felt comfortable estimating the future.

- Work with sheltered workshops and outside partners (insertion of differently abled) is a commitment undertaken by all countries for 2008 and 2009.

- Diversity of culture in our European sites leads to different conceptions of how to move forward! (confirmed by workshops)
Step 2: the seminar in Lyon

Objectives

- The seminar took place in the “Espace Sarrazin” on April the 8th and 9th 2008
- Seminar objectives:
  - Bring together employee representatives, human resources and managers on an equal footing
  - Develop a modern social dialogue through the application of the Equal Opportunity Agreement
  - Create a European network of players to articulate action plans in Europe, both at national and local levels
  - Identify expectations from HR and employees' representatives to work together more effectively
  - Share best practices and courses of action to improve Equality in the Group
  - Enjoy the experience of working together

81 Participants from 12 countries
Personnel & HR Representatives, Managers
External Participants
Step 2 : the seminar in Lyon
April the 8th 2008

The European Equal Opportunity Agreement and ODEO project

Speakers

- Maria Helena ANDRE's experience: Deputy Sec.-Gen for the European Trade Unions Confederation. "With the ODEO project AREVA corporate management and the EWC have tremendous potential to influence other International Groups and show that the wish to change from the inside creates conditions to improve work conditions for all."

- Philippe VIVIEN. "AREVA needs to rock the boat! If we can’t move forward on Equal Opportunities then we can’t move forward on the rest"

- Isabelle BARTHES. "It is important to have a “European Social Model”. We need to communicate on our agreement because of its"

Witness statements: inspiring

- Dorine BOURNETON: experience, differently abled person, fighting for recognition and acceptance in aviation
- Nicole VOS: experience in the workplace, maternity leave, trade union member……

Dinner Play: down to earth and fun.....

- Awareness-raising with regard to equal opportunity themes
- Sharing the ODEO dynamic and enthusiasm with special guests
Step 2: The seminar in Lyon

Tool kit

ODEO Steering Committee, Brussels, November the 5th 2008
### Evaluation

#### Step 2 : the seminar in Lyon

**NOTES DONNEES SUR UNE ECHELLE DE 1 à 4**

<table>
<thead>
<tr>
<th>Identité des répondants</th>
<th>H</th>
<th>F</th>
<th>M/RH</th>
<th>RP</th>
<th>Moyenne</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Le <strong>guide d’auto-évaluation paritaire</strong> ODEO vous a-t-il aidé à travailler la mise en œuvre de l’accord européen Égalité des chances ?</td>
<td>3,03</td>
<td>2,77</td>
<td>2,88</td>
<td>2,96</td>
<td>2,93</td>
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<tr>
<td>2a- La réponse conjointe au guide d’évaluation ODEO aide-t-elle à l’amélioration du dialogue social ?</td>
<td>2,88</td>
<td>2,77</td>
<td>2,77</td>
<td>2,96</td>
<td>2,84</td>
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<tr>
<td>2b- La réponse conjointe au guide d’évaluation ODEO favorise-t-elle une meilleure application de l’accord européen Égalité des chances ?</td>
<td>2,88</td>
<td>2,82</td>
<td>2,73</td>
<td>2,96</td>
<td>2,85</td>
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<tr>
<td>3a- Le séminaire ODEO vous a-t-il apporté une aide pour la pousuite de la mise en œuvre de l’accord européen Égalité des chances <strong>en termes de bonnes pratiques ?</strong></td>
<td>2,67</td>
<td>2,91</td>
<td>2,67</td>
<td>2,85</td>
<td>2,75</td>
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<tr>
<td>3b- Le séminaire ODEO vous a-t-il apporté une aide pour la pousuite de la mise en œuvre de l’accord européen Égalité des chances <strong>en termes de méthode ?</strong></td>
<td>2,67</td>
<td>2,55</td>
<td>2,36</td>
<td>2,88</td>
<td>2,62</td>
</tr>
<tr>
<td>3c- Le séminaire ODEO vous a-t-il apporté une aide pour la pousuite de la mise en œuvre de l’accord européen Égalité des chances <strong>en termes de motivation ?</strong></td>
<td>3,25</td>
<td>3,26</td>
<td>3,11</td>
<td>3,42</td>
<td>3,25</td>
</tr>
<tr>
<td>4- <strong>Souhaitez-vous vous impliquer davantage</strong> dans les ateliers de travail constructifs nationaux visant à arrêter les plans d’actions pour la mise en œuvre de l’accord européen Égalité des chances ?</td>
<td>3,30</td>
<td>3,17</td>
<td>3,07</td>
<td>3,44</td>
<td>3,25</td>
</tr>
<tr>
<td><strong>Moyenne</strong></td>
<td>2,95</td>
<td>2,89</td>
<td>2,80</td>
<td>3,07</td>
<td>2,93</td>
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</table>
Step 2: the seminar in Lyon

Participants’ feedback

“Once again, "Bravo" for the magnificent organisation. Your work and investment to ensure the seminar’s success illustrates the General Directorate and EWC's desire for equal opportunity”

“Thanks to the constructive exchanges we were able to have, and thanks to the desire on behalf of everyone to finally "change the mentalities", I left Lyon filled with hope and motivated do my part to contribute to this noble cause.”

Even better would be if the Senior Management Teams themselves were responsible for ensuring improvement in the ODEO metrics that we have discussed

“I hope to see a notable change in mentalities take place quickly. I would like to express my gratitude for these 2 days.”

“It seemed very important to us that this, along with any other significant project, will need continued support and sponsorship from top management to make sure everyone is focussed on what needs to change.”
<table>
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ODEO Regional Workshops
Facts & figures

Facts & figures:

- Nearly 60 AREVA entities concerned in 12 European countries
- 10 ODEO regional workshops hosting sites in 7 countries
- 140 HR/Managers/Staff reps participating with equal representation
- Nearly 100 best practices identified
- 10 regional action plans designed

Poland/Turkey 12 June 2008
Spain/Italy 22 July 2008
France - Centre 26 September 2008
North Europe 1 October 2008
France - West 3 October 2008
France - Paris 20 October 2008
France - South 23 October 2008
Belgium 24 October 2008
UK 27 October 2008
Germany 28 October 2008
ODEO Regional Workshops
Examples of best practices

Gender Equality
- Recruitment of women in core building, winding preparation, final assembly, quality control, etc
- Scientific career promotion and AREVA professions in high schools
- WE network initiatives (leadership, flexible hours…)
- Questionnaire towards employees
- Parenthood measures (crèche, parental leave …)
- Life balance measures (personal services on site “conciergerie”)
- Professionalization paths for women
- Anti discrimination training
- Equal pay policy
- …

Integration of the differently-abled
- Participation to specific career fairs and partnership with specific job boards
- Job environment adjustments
- Significant business effort with sheltered workshop
- Training on handicap
- TADEO tool demonstration
- Ad hoc association partnerships
- Multi disciplinary team on site
- Plant visit path for differently abled
- Equipment financing for employees’ disabled family member
- Theatre plays from Lyon used in English courses
- …
Communication actions

- **50 000** AREVA employees informed on the ODEO projects (intranet/leaflets)
- ODEO communication translated in **10** languages
- Nearly **4000** ODEO leaflets and **30** kakemonos distributed on hosting sites
- Presentation of the ODEO project by HR/Staff rep. binome during work councils

**ODEO information on AREVA Intranet**
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## Regional action plan – Handicap

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<tr>
<th>Region</th>
<th>Regional action plan</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poland T&amp;D</td>
<td>Developing awareness among concerned employees and managers as to the medical requirements in relation to the job offered to the differently abled person</td>
<td>July 2008</td>
</tr>
<tr>
<td>Poland T&amp;D</td>
<td>Inviting employees to disclose the disability if they are in possession of appropriate medical certificate</td>
<td>July 2008</td>
</tr>
<tr>
<td>Poland T&amp;D</td>
<td>Guarantee equal training access and pay to abled and differently abled employees</td>
<td>July 2008</td>
</tr>
<tr>
<td>Poland T&amp;D</td>
<td>The leaving reasons at the exit interviews will be determined whether there is a gender/disabled discrimination in order to take steps if necessary</td>
<td>September 2008</td>
</tr>
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## Regional action plan – Gender Equality

<table>
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<th>Region</th>
<th>Regional action plan</th>
<th>Deadline</th>
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<tbody>
<tr>
<td>Poland T&amp;D</td>
<td>Women / men on parental leave receive invitations to trainings taking place during their absence</td>
<td>July 2008</td>
</tr>
<tr>
<td>Poland T&amp;D</td>
<td>Women/ men on parental leave are kept informed on daily issues in the company by receiving a weekly newsletter to their home address</td>
<td>July 2008</td>
</tr>
<tr>
<td>Poland T&amp;D</td>
<td>Measuring the awareness of the managers as far as the lack of discrimination is concerned in the integration process survey conducted with the new-hired employees</td>
<td>Sep 2008</td>
</tr>
<tr>
<td>Poland T&amp;D</td>
<td>3 weeks before the re-entering in the company, women / men on parental leave are invited to the meeting with the HR and the manager to discuss the salary level and training needs on the return to the company</td>
<td>July 2008</td>
</tr>
<tr>
<td>Poland T&amp;D</td>
<td>Conducting survey on personal and professional life balance</td>
<td>Oct 2008</td>
</tr>
<tr>
<td>Topic</td>
<td>Responsible</td>
<td>Deadline</td>
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<tr>
<td><strong>Internal Communication/Awareness Actions</strong></td>
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<tr>
<td>Communication boards will be placed at restaurant, entrance and offices. Besides, there will be a LCD TV in restaurant for showing HR Projects presentations.</td>
<td>NC</td>
<td>30.06.2008</td>
</tr>
<tr>
<td>ODEO t-shirts, posters and mouse pads will be made. An kick-off meeting will be arranged for all employees. These materials and leaflets will be used during this event.</td>
<td>ET + BB + NC</td>
<td>30.06.2008</td>
</tr>
<tr>
<td>Regular social activities will be arranged at Women Day &amp; Disabled Week within the scope of ODEO Project.</td>
<td>Team</td>
<td>Continuous</td>
</tr>
<tr>
<td>Regular reviews/measurements will be taken in order to use in biannual report/news flash and share through boards</td>
<td>Team</td>
<td>Continuous</td>
</tr>
<tr>
<td><strong>National Media Communication Actions</strong></td>
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<tr>
<td>A news will be published in Hürriyet HR Newspaper about ODEO Project including the regional workshop &amp; local awareness organization events.</td>
<td>ET</td>
<td>31.07.2008</td>
</tr>
<tr>
<td>A news will be published in HR Magazines about ODEO Project including the regional workshop &amp; local awareness organization events.</td>
<td>SK</td>
<td>30.09.2008</td>
</tr>
<tr>
<td>A news will be published at HR portals about ODEO Project including the regional workshop &amp; local awareness organization events.</td>
<td>ET + NC</td>
<td>31.12.2008</td>
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<tr>
<td><strong>Benchmark Actions</strong></td>
<td></td>
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<tr>
<td>The units in Germany &amp; France will be visited for benchmarking in terms of mental/cognitive handicapped employees.</td>
<td>ET</td>
<td>31.12.2008</td>
</tr>
<tr>
<td><strong>Recruitment Actions</strong></td>
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<td></td>
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<tr>
<td>In order to recruit a mental/cognitive handicapped person, communication will be held with ENICHMER &amp; other social organizations for looking candidates within this scope.</td>
<td>BB</td>
<td>30.06.2008</td>
</tr>
<tr>
<td>An update &amp; continuous disabled candidates database will be established</td>
<td>BT</td>
<td>Continuous</td>
</tr>
<tr>
<td>The workstation for female &amp; disabled BCs will be determined. A list will be prepared &amp; shared with related managers. Required ergonomic conditions so that disabled people can work will be constituted.</td>
<td>BB + NC</td>
<td>31.08.2008</td>
</tr>
<tr>
<td><strong>Self-Assessment Survey Improvement Actions</strong></td>
<td></td>
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</tr>
<tr>
<td>Career Development: A mentorship program will be developed so that each female young graduate and/or junior newcomer can benefit from the experiences of a senior female manager on the steps to her career path.</td>
<td>ET + YD + NC</td>
<td>31.12.2008</td>
</tr>
<tr>
<td>Parenthood: Parenthood seminars &amp; return to work interviews will be held with external consultant companies. Pregnant BC women will work only at daily shift.</td>
<td>ET + YD + NC</td>
<td>31.12.2008</td>
</tr>
<tr>
<td>Recruitment: Recruitment policy will be updated in terms of equal opportunities for women &amp; disabled people. The policy will be shared with all employees &amp; managers with recruitment responsibility. Also, awareness about the issue will be raised up among potential candidates through national media communication actions.</td>
<td>ET + BT + NC</td>
<td>31.12.2008</td>
</tr>
<tr>
<td><strong>Other Actions</strong></td>
<td>Related UHRC</td>
<td>Continuous</td>
</tr>
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<td>The leaving reasons at the exit interviews will be determined whether there is a gender/disabled discrimination in order to take steps if necessary</td>
<td>Related UHRC</td>
<td>Continuous</td>
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Spain - Actions for 2009

- Necessity to communicate internally and externally on ODEO project
- Participate to the “Best Place to Work” award
- Communicate on their professions through AREVA female testimonies
- Develop business with sheltered workshops.

Italy – Actions for 2009

- Pursue effort on differently-abled people insertion
- Gender equity : benefit from Spanish experience through Campus Management activities
ODEO Regional Action Plans
North Europe

Integration of Differently Abled

- Collecting testimonies by employees on how we handle diversity (Cecile, HR managers – until end of December 2008)
- Get directories of sheltered workshops in the regions where T&D is present (Cecile, Thomas, HR managers – until end of November)
- Use the DVD of the Lyon theater play in English courses or intranet sites etc. (Cecile, Thomas, asap)
- Expose management and employee reps to the world of differently abled people (Thomas, HR manager until end of Q1 2009)
- Inform all employees about ODEO and the workshop, promote diversity in all sites, flyer about ODEO and the GSBV - until the end of 2008)

Gender Equality

- The 10 commandments of Work-Life-Balance (HQ until the end of Q1 2009)
- Awareness training on gender equality “stereotypes”
- WE Network to improve gender equality in the workplace: Inform that T&D employees might be interested too (asap).
- Testimonies of women engineers etc. – female role models (HR managers - until the end of December 2008)
- Agenda in People Review by gender – start with women talent (until end of April 2009)
- Interview before return from parental leave (until end of January 2009, if applicable)
ODEO Regional Action Plans
Belgium

- ODEO leaflet distribution to all employees + joint information desk at the restaurant
  
  *Dessel Week of 27 of November 2008 - Dizon January 2009*

- Systematic distribution of ODEO leaflet to new hires
  
  *From now on both sites*

- Diversity referent nomination (after consultation of staff resp.)
  
  *CE Dessel 3rd week of November 2008*
  *CHSCT Dizon 2nd Week of November 2008*

- Organization of a Women referendum with shared methodology between both sites (questionnaire – debate – REX)
  
  *January 2009*

- Analysis of needs to raise business with sheltered workshops
  
  *January 2009*

- ODEO follow-up meeting to be organized on the Dizon site
  
  *March 2009*
ODEO Regional Action Plans

UK

Proposals to be prioritize and jointly agreed by the end of 2008:

Gender Equity

- Further development of our family-friendly policies (e.g. flexi time, part time working, maternity & paternity leave etc)
- Investigation into the viability of an on-site crèche facility
- Metrics tracking our success in attracting, interviewing, developing and promoting females
- Re-looking at our customer image / branding – “softening” the image of a heavy-engineering business
- Use of female mentors / role models, both in work and at schools / colleges
- Internal pay audit to ensure no unintentional discrimination is occurring
- “family day” where our (predominantly) male workforce can bring their (predominantly) female partners to see what AREVA is all about
- Ensuring ladies on maternity leave are kept informed of developments at work
- Implementation of a “buddy” system to help new females settle into the environment

Insertion of differently abled

- Achievement of the “positive about disability” symbol for our recruitment and promotional literature
- Development of relationships with external bodies so that we can use their expertise & access to funding
- Development of an internal audit to help identify our current position (the UK has no regulations concerning quotas, or even the identification of, differently abled workers)
- A more pro-active inclusion of our Occupational Health Department
- Education for management at all phases through recruitment
- Ensuring a climate where differently abled employees are confident that the Company will be sympathetic toward any reasonable adjustments that need to be made
- Inclusion of metrics that track our success in attracting, retaining and developing differently abled people
ODEO Regional Action Plans
Germany

- Participation in a cross-company network to share best practices, first contact with Sanofi Aventis
- Implementation of an after-school care club
- Awareness Trainings on work–life balance, female leadership
- Participation at the „Physikerinnentagung“ in November 2008 in Münster to promote technical jobs
- Participation at the „WoMen Power Congress“ in the frame of the German Hannovermesse 2009 in Hannover
- Support of occupational rehabilitation centre
- Announcing of the committee to watch over the implementation of the European agreement

Communication:
- Presentation of the ODEO project and the We network and ongoing diversity activities in the frame of all-employee meetings at our location Erlangen, Offenbach, Lingen and Duisburg in November 2008
- Creation of an intranet information web page on diversity and ODEO
Organization in sub groups to follow action plan due to be implemented by the end of 2009:

- Regional Employee Survey on Equality in the workplace
- Nomination of a Staff rep. Referent in link with the HR handicap/Gender equality referent(s)
- Gender representation per profession analysis
- Women integration guide
- Employee guide for participating to campus management activities
- ODEO Communication towards employees
- Maintaining differently abled workers within AREVA

Sub groups meeting to be organized beginning of 2009 (equal representation)
Organization in sub groups to follow action plan due to be implemented by the end of 2009

Transversal actions to be prioritized:

- Gender Equality
  - School teachers site visits
  - Ante/Post Maternity leave interview
  - Training on gender equality (CAFOC / Celide)
  - Keep in touch with mother/father in maternal/parental leave
    (send corporate news/Invitation to entity’s events)
  - Analyze remuneration gaps

- Insertion of differently abled
  - Q&A relative to accessibility
  - Specific Site visit
  - Action « Un jour, un métier »
  - Work with Professional Reinsertion institutes
  - Long term support process
  - Raising awareness tools (theatre plays…)
  - Boost business with sheltered workshops

Following up meeting: March 09
Organization in sub groups to follow action plan due to be implemented by the end of 2009:

- Develop contact with schools in order to raise awareness of young people to all AREVA jobs (special communication to the girls on our technical job)

- Set up a method permitting equal representation in all career fairs (like student career fair or disabled persons career fair) – January 09 (First experience: Handicap career Fair Avignon 20 November 08)

- Organization of visits of AREVA plants specially for women employees in order to discover our technical jobs

- Sheltered workshops: Develop and work on more complex activities
Organization in sub groups to follow action plan due to be implemented by the end of 2009:

<table>
<thead>
<tr>
<th>Regional Action Plan</th>
<th>Interlocutors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Systematic ante/post maternity/parental/Adoption leave interview</td>
<td>E. Gass Petit, G. Virayie, M. Kearney, S. Dréville</td>
</tr>
<tr>
<td>Raising awareness on our professions to young students in high schools (Fête de la Science, Orientation consultants, professors...)</td>
<td>A. Mathieu, G. Mabire, E. Valentin</td>
</tr>
<tr>
<td>Communicate on ODEO action plans and on current agreement on equal opportunities in the work place</td>
<td>B. Galicier, L. Irandoust</td>
</tr>
<tr>
<td>I. Raising awareness on stereotypes via training and conferences</td>
<td>E. Valentin, B. Galicier, M. Kearney, P. Feillault</td>
</tr>
</tbody>
</table>
1. The ODEO Core team project

2. Step 1 and 2 evaluation
   Auto evaluation guide and Lyon Seminar

3. Step 3 evaluation
   ODEO regional workshops
   ODEO Workshops overview
   ODEO Workshops participants' testimonies
   ODEO regional action plans

4. ODEO, what did we learn from the project?

5. ODEO, what next?

6. Debate
ODEO, what did we learn from the project?
Challenges & Key success Factors

▶ Challenges
- Assert AREVA sincerity and commitments on the project
- Ensure long term credibility for our commitments towards « Equal opportunities in the Workplace »
- Promote constructive social dialogue through international agreements implementation
- Ensure global commitments are deployed locally

▶ Key Success Factors
- A structured project and strongly involved project actors
- A pragmatic approach (concrete, measurable and visible action plans)
- Innovative way to deal with HR/Staff rep. relations – different from negotiation scheme (ex. : France regional workshops)
- Articulate both central (European agreement signatories) and local (local HR & staff reps.) levels of agreement implementation
- Conciliate group commitments with respect to local legislation
Achieve our commitments in Europe regarding equal opportunities in the work place (gender equality / integration of differently abled) by:

- pursuing an innovative social dialogue in respect to the ODEO spirit
- ensuring ODEO action plans will be implemented
- speeding up networks interactions to optimize actions success implementation (ODEO network, WE network, Handicap referents network, Gender equality HR network …)

2009 programme:

- June 2009: European Seminar - Brussels, 18 & 19 June 09
- September 2009: * AREVA Day on Gender Equality in Europe
- November 2009: * AREVA Day on Differently Abled in Europe
- December 2009: Agreement Monitoring Committee

* ODEO action plan follow up

Within a concrete best practice sharing approach and a modern and responsible social dialogue