

6 new companies join the collective of companies in favour of a more inclusive economy in France

Paris, February 18, 2019 - Groupe Adecco, Groupe BPCE, Groupe CRIT, EDF, Groupe Renault and Système U are today joining the collective of companies in favour of a more inclusive economy, enabling it to strengthen its commitments and its action in the service of the French in precarious situations. The collective also announces the opening of a new field of action aimed at strengthening its members' inclusive purchasing policy.

"We share the conviction that it is urgent that our country's economy be more inclusive, that the economic and social go hand in hand, that the social fabric be rebuilt from the economic fabric. In short, that the economy and the underlying finance be at the service of society. »

This was the opening of the article published in *Le Monde* on December 18, 2018, announcing the launch of a collective of 13 major companies in support of a more inclusive economy in France. Two months after its creation, it was joined by a group of companies that shared the objectives of its roadmap: Adecco Group, Banques Populaires Caisses d'Epargne Group, CRIT Group, EDF, Renault Group and Système U.

The collective now brings together 19 companies that employ more than 1 million employees in France spread over more than 45,000 sites covering the entire country, in both urban and rural areas. The deployment of the actions proposed by the member companies in the territories is planned from the second quarter of 2019.

Increased commitments in terms of access to employment and security of career paths

The 13 companies have committed to an unprecedented effort on apprenticeship and continuing training, increasing by nearly 50% the number of apprentices they will welcome in 2020 to 35,000. The support of the 6 new companies will make it possible to welcome 15,000 additional apprentices next year, bringing the total to more than 50,000.

The collective has also committed to strengthening the training of its employees by committing to provide 5 million additional hours of continuing training by 2020, compared to the two previous years. Thanks to the new companies involved, this figure has risen to more than 6 million.

The new members of the collective are also committed to strengthening the initiatives announced in December by promoting the hiring of apprentices and people from priority neighbourhoods and rural areas, and by increasing the hiring of people with disabilities.

In addition, they are making new commitments to:

- enable more than 40,000 people to have access to a more stable contract than traditional temporary work, thus consolidating their social situation and their access to housing and bank credit,
- and set up collective operational job readiness (OPE) initiatives to recruit jobseekers in technical occupations under stress.

New offers of goods and services for people in precarious situations

The collective is committed to developing specific offers of goods and services for the most vulnerable households. The arrival of the 6 new companies will complete the system, particularly in the following areas:

- Mobility: with the acceleration of a programme to repair or maintain vehicles at cost price and micro-credit enabling people in precarious situations to buy a new vehicle with very low monthly payments - with the objective of reaching 10,000 beneficiaries by 2022;
- Energy transition and access to heating: with support for the conversion of oil-fired boilers to heat pumps through the allocation of bonuses ranging from €3500 to €5500 for the most modest households
- Banking inclusion: with the creation of a banking offer for fragile customers at €3 per month, with a ceiling on incident costs lower than the government's recommendations.

A new field of intervention: inclusive purchasing policies

The collective also announces the expansion of its roadmap for 2020 and its desire to strengthen its members' inclusive purchasing policy. This new area of work aims in particular to promote reflection on supply chains, to develop the local SME ecosystem, to support Social and Solidarity Economy or integration companies as well as Work Assistance Centres.

About the collective of companies for a more inclusive economy in France Created on 18 December 2018, the collective for a more inclusive economy in France is a voluntary and spontaneous initiative that currently includes 19 companies wishing to serve social and societal progress: Accor, Groupe Adecco, Axa, BNP Paribas, Groupe BPCE, Carrefour, Crédit Mutuel Alliance Fédérale, Crédit Agricole, Groupe CRIT, Danone, EDF, Engie, Korian, Orange, Groupe Renault, Schneider Electric, Sodexo, Système U and Veolia. This collective is working on three priority areas: (1) the implementation of products, services and mechanisms to help people in precarious situations on a daily basis, (2) the implementation of concrete actions to promote access to employment and the security of professional careers, particularly for young people and the most vulnerable populations, and (3) the development of inclusive purchasing policies.