

Fifth anniversary of the STEF-TFE agreement on disability The Group welcomes disabled athletes

To mark the fifth anniversary of the signing of the first Group agreement on the employment of the disabled, STEF-TFE, - the European expert of cold logistics- has developed a project to raise awareness of this cause: an inter-site challenge for the benefit of the association “Les Bouchons d’Amour”.

To reward the three winning sites, STEF-TFE, in partnership with the French Federation of Sports for the Disabled (Fédération Française Handisport), organised workshops led by well-known disabled athletes.

- **A sport challenge and discovery workshops to better integrate disabled employees and raise staff awareness.**

For three months, STEF-TFE has implemented an inter-site challenge for the benefit of the association “Les Bouchons d’Amour”. This association contributes to the funding of equipment and projects for disabled people by collecting and selling plastic caps. 136 sites participated in this challenge which raised 8 tons of caps.

Expert trainers ran the discovery workshops. These trainers introduced the various sports and helped with the preparation of participants. STEF-TFE employees were therefore able to attend demonstrations, and to compete against or team with disabled athletes.

“At STEF-TFE, the successful integration and retention of employees is a priority and a daily concern. By organizing this challenge, we wanted to rally our staff around the disability issue and facilitate the reception and integration of future disabled employees. Rewarding winning sites with the organisation of workshops for the disabled gave us a chance to approach this issued in a fun way and to provide an overview of adapted sport activities”, Robert Isabella, Human Resources manager for quality of life at work, said.

- **The program at the three winning sites**

Friday, October 14 – Plessis-Belleville STEF logistics site

- ❖ With the exceptional participation of Jérôme Demeyere, France silver medal in swimming and Christine Trepte France, weapon shooting
- ❖ Experimenting activities: basketball, boccia, blowgun, torball
- ❖ Track courses for motor and visual disabled

Wednesday, October 19 – Cavillon STEF logistics site

- ❖ With the exceptional attendance of Thierry Raoux, rated 16th at the Vancouver Biathlon Paralympic games
- ❖ Experimenting activities: blowgun
- ❖ Track courses for motor and visual disabled
- ❖ Sign language workshop

Thursday, October 27 – Lesquin STEF logistics site

- ❖ With the exceptional participation of Jérôme Lambert, France road cycling champion
- ❖ Experimenting activities: basketball, boccia, blowgun, torball
- ❖ Track courses for motor and visual disabled

- **Employing and retaining disabled employees: a key goal of STEF-TFE's employment policy for 5 years**

- On December 13, 2006, STEF-TFE and four leading trade unions (CFTC, CGT, FO and FNCR) signed an agreement on the employment of the disabled. It was subsequently signed by two more unions in 2008, CFDT and CGC.
- This agreement applies to the entire Group. Every affiliate even if it has less than 20 employees (and is therefore not covered by law) can benefit from the aid and support specified by this agreement.
- By signing this 3-year agreement, STEF-TFE took on several commitments which reaffirmed its policy in this matter: setting up an "Employment of Disabled Workers" network ; raising staff awareness on disability issues ; premises accessibility ; integration of disabled workers ; retention of disabled employees...
- As much was accomplished after 2006, another 3-year agreement (2010 – 2012) was signed with all trade unions on December 16, 2009.

Four main issues were identified:

- Continued recruitment of disabled people: a target of 60 Contracts or Permanent positions was set
- Increasing the skills of disabled employees
- Setting up local networks to multiply the number of initiatives for the disabled
- Continuing awareness projects

Key figures:

- Before the signing of the first agreement, the Group counted 277 certified disabled employees (employment rate of disabled workers: 2.78%)

On December 12, 2010, the Group had 512 disabled employees (employment rate of disabled employees: **4.35%**).

- Since the first agreement was signed, 248 disabled people have joined the Group
- At the end of 2010, some 26 sites exceeded the 6% legally required level for disabled employees (versus 9 before the first agreement was signed).
- More than 740 people were involved in a disability awareness program (managers, HR staff, employee representatives, employees...)
- 103 employees benefited from a changed job description or special training so they could keep their job
- 24 on-site diagnoses with recommendations led to the setting up of an employment policy in favour of the disabled

The two agreements led to:

- The creation of the Mission Handicap, a team dedicated to checking that commitments are met
- The setting up of local disability networks which regularly meet to develop an employment policy for disabled employees on every site
- The production of diagnoses with recommendations on 24 sites
- Vehicle conversion: 6 employees benefited from the addition of a brake lever on the steering wheel or of an automatic gear box
- Regular participation in operation “One day, One business in action “ organized by AGEFIPH and Cap Emploi
- Implementation of a “Discover a Trade” action to help each disabled employee discover another job within the Group

[About STEF-TFE](#)

STEF-TFE is the European leader for temperature-controlled logistics. The group offers a complete range of logistics solutions (transport, warehousing, information systems,...) mainly for food products under controlled temperatures (from -25°C to +18 ° C). Our customers are primarily food manufacturers, distributors, restaurant chains, wholesalers and pharmaceutical industry players. The group has 15,000 employees in eight countries and can rely on specialized infrastructures: 215 platforms and warehouses and more than 4 000 tractor-trailers, half of which are directly owned. Our daily commitment across our businesses and countries has, in 2010, brought a turnover of 2,057 million euro. STEF-TFE is a member of Enterprise & Progrès.

For more information, please visit www.stef-tfe.com

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