

PEPSICO FRANCE and STEF-TFE sign an unprecedented agreement on the exchange of skills in supply chain human resources

Vincent PROLONGEAU, general manger of PEPSICO France and Jean-Pierre SANCIER, general manager of the logistics arm of STEF-TFE, have signed an agreement on the exchange of skills in supply chain human resources under a logistics contract which binds the two groups until 2013.



PEPSICO France and STEF-TFE decided to enter a new phase in their logistics partnership and to go beyond the usual out-sourcing relationship between a manufacturer and its logistics operator: the two companies have designed an original agreement to make their partnership more efficient. They will share transferable best practices and human resources expertise from their respective logistics activities. This agreement provides for an innovative human resources experimentation in three areas:

- Sharing best supply chain human resources practices
- The contribution of human factors in collective performance
- Intra-company and intercompany cohesion

A shared conviction: the value of employees is key to a company's performance

This initiative was born out of the willingness of PEPSICO France and STEF-TFE to share their complementary human resources strengths in order to make their logistics more efficient. Both companies have developed human resources policies which make them first-rate employers in their field.

PEPSICO France : respecting people improves the performance of the company

PEPSICO France, winner of the Great Place to Work 2011 award for companies over 500 employees, believes that the quality of employees and partners is key to the performance of a company.

By promoting diversity, intergration and civic engagement, the group believes that a responsable company should be a force of progress in its relationships with partners.

Vincent PROLONGEAU, manager director of PEPSICO France and chairman of Entreprise et Progrès says :

“This partnership between a manufacturer and a logistics operator is unique and exciting. It proves that partnerships, beyond their economical justification, also involve people from two companies.

The group wants to bring a better quality of life to the communities and public with whom it works every day. "This proactive approach to work and the enhancement of socio-dynamics will lead to a learning and accountable relationship between the two partners. Individual performance and motivation will help the collective performance of the two companies", says Delphine Dupuis, head of human resources at PEPSICO France. This exchange of skills is part of the "Performance With Purpose" strategic project of the PEPSICO group. This program promotes enhanced respect for people and the environment. The idea of this partnership with STEF-TFE came naturally to PEPSICO France.

STEF-TFE : developing people in a service business with a strong human dimension

To STEF-TFE, this initiative results from an historic and sustained commitment to the enhancement of the human side of its service business and to the association of its employees in the capital of the group : today, STEF-TFE is the listed group with the largest share of its capital owned by employees..

Jean-Pierre SANCIER, managing director of the logistics arm of STEF-TFE says:

"We share with Vincent PROLONGEAU values and convictions on the importance of people in a company. STEF-TFE teams are stakeholders in the quality of PEPSICO France's supply chain. We must bring meaning to our common objective: satisfying our customers to inspire our employees and gather their support every day. Through this partnership, we want to work better, combine our skills and confirm the place of people at the core of our sustainable development policy. This is what this unprecedented partnership between our two companies means. This is one of the most inspiring aspects of our role as a global operator of PEPSICO France".

Céline LIEGENT, head of human resources for the logistics arm of STEF-TFE says:

«PEPSICO France and STEF-TFE call on their people to initiate interactive projects associating teams from both companies and to create a process of sustained improvement based on enthusiasm, emulation, and pride of participating in an innovative project.

We believe that strengthening the ties of our employees with the brands and teams of PEPSICO France is key to bringing together all players in the logistics side for an improved long-term performance. The convention on the exchange of HR skills embodies our common willingness to go beyond the usual codes in out-sourcing. It will enable our teams to grow together and enhance the human resources vision of our two companies.

An unprecedented human resources agreement for a more efficient collaboration

Under this agreement, PEPSICO France and STEF-TFE commit to exchange their skills and to implement their collaboration in three main areas in 2011:

1 – Safety and well-being at work

These two items are at the heart of both companies' priorities. They will result in rigorous processes as well as innovative initiatives in the company. PEPSICO France and STEF-TFE teams agree to share best practices in security. For examples, management teams from both companies will meet for one day on this issue to, among other themes, reduce risk and suggest areas for improvement on arduous working conditions. Similarly, PEPSICO France has agreed to share with STEF-TFE the actions of its "Well-being at work" program most easily transposable to a logistics platform.

2 – Training

Training is a pillar of the HR policy at both companies. They have agreed to set up a training project enhanced by the sharing of experience. STEF-TFE will conduct a training program in logistics for the employees of the supply chain teams of PEPSICO France, through a totally original module developed by the STEF-TFE engineering department. The feedback from PEPSICO France logistics teams will enhance the training module for the benefit of new employees at both companies.

3 – The culture of belonging

Along with these action plans focused on the sharing of key HR expertise, logistics teams from both companies will meet to exchange during days of friendly meetings. PEPSICO France will in June 2011 take part in the organization of the “Open House” to be held on the STEF-TFE Plessis-Belleville logistics site. PEPSICO France will offer activities centered around its products. The aim is to enhance team spirit and pride at working for leading brands and to embody the human link that connects the two partners.

A three-year agreement covering key and differentiating HR expertise

From 2012 to May 2012, PEPSICO France and STEF-TFE will extend their exchanges and sharing of best practices, within the same spirit than in 2011. They will focus on employability, management and internal communication

STEF-TFE and PEPSICO France agreed to support actions in the field of basic knowledge and key skills. Training modules will be offered on a voluntary basis to employees of the STEF-TFE Plessis-Belleville site. The aim will be to help volunteers develop their learning skills, work efficiency and autonomy.

Finally, the two partners will discuss the development of managerial ability by focusing on the values common to both companies and the optimization of internal operational communication by studying the news of the “Fresh products” division of PEPSICO France.

About PEPSICO France

PEPSICO markets the world’s broadest range of food brands, consisting of 19 different product lines, each generating annual sales of over one billion dollars. Our brands - Quaker, Tropicana, Gatorade, Frito-Lay, and Pepsi Cola – also include hundreds of beverages and healthy food products popular with consumers worldwide. As our net sales of nearly \$60 billion show, PEPSICO Employees share a common commitment to sustainable growth, the result of our efforts to built a more healthy future for the people and the planet and a way to PEPSICO’s future successes. We call this company project “Performance with Purpose”: it underlines the will of PEPSICO to offer a wide range of beverages and food suited to local tastes, to minimize our footprint on the environment through innovation, by limiting water and energy consumption and reducing the volume of our packaging, to provide our employees a pleasant working environment, and finally to respect, support and invest in local communities where we operate. PEPSICO FRANCE is a member of Entreprise et Progrès.

For more information, please go to www.PEPSICO.fr

About STEF-TFE – www.stef-tfe.com

STEF-TFE is the European specialist for temperature-controlled logistics. The Group offers a complete range of logistics solutions (transport, warehouses, I.T., management...) mostly for temperature-controlled food products (from -25°C to + 18 °C). Our customers are mostly food manufacturers, retailers, catering and restaurant chains, wholesalers and pharmaceutical companies. The Group has 13 800 employees in eight countries with dedicated infrastructures: 215 platforms and warehouses and 4 000 vehicles, half of them self-owned. Our daily commitment on our different markets and various countries enabled us to reach a 2 057 million euros turnover in 2010. STEF-TFE is a member of Entreprise et Progrès.

For more information, please go to www.stef-tfe.com

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