



*Press release, February 26, 2010*

## **STEF-TFE and disability The power of diversity**

On February 25, 2010, STEF-TFE and the French Handisport Federation (FFH) for disabled athletes renewed their partnership covering alpine and cross-country skiing for another two years. STEF-TFE will sponsor leisure activities as well as national and international competitions organized by FFH.

STEF-TFE has also renewed its sponsorship of athlete Romain Rosique (cross-country skiing and biathlon). Winner of a bronze medal during the 2009 World Cup (men, sitting), Romain Rosique will participate in the 10<sup>th</sup> Winter Paralympics held in Vancouver March 12 – 21, 2010.

“True to its commitments, STEF-TFE has decided to renew its partnership with the French Handisport Federation and its sponsorship of athlete Romain Rosique. We will cheer Romain Rosique at the 10<sup>th</sup> Winter Paralympics in Vancouver. We hope he will carry the colors of France and of STEF-TFE very high, said Gérard Groffe, STEF-TFE’s vice-president for human resources.

“We are very pleased that STEF-TFE will remain one of our official partners. We fully appreciate STEF-TFE’s policy and efforts to open its ranks to the disabled. With the Winter Paralympics held in Vancouver, 2010 is a special year for all our athletes. STEF-TFE’s support is very important to them”, said Gérard Masson, Président of the FFH.

### **Renewal of Goup STEF-TFE’s agreement on the employment and hiring of the disabled**

On December 16, 2009, STEF-TFE and all trade union organizations represented in the group (CFTC, CFDT, CGC, FNCR et FO) signed the second three-year agreement on the employment and hiring of disabled employees. The 2010-2012 agreement covers four main areas :

- Hiring candidates with disabilities, with a target of 60 jobs
- Improving the qualifications of the disabled at STEF-TFE
- Setting up a decentralized network to multiply initiatives in favor of the disabled
- Pursing efforts to increase awareness to this issue

Since 2006, when a first agreement on disability was signed, STEF-TFE has actively implemented a policy to support the employment of the disabled, with a team of four managers dedicated to its success with the support of the entire management.

**Key figures:**

Before the first agreement, STEF-TFE had 277 disabled employees (2,78% of its workforce). This number has today risen to 478 (4% of the workforce).

Since the first agreement was signed, more than 50 disabled candidates have been hired and over 600 employees have been trained to be more aware of the disability issue.

*“Hiring and keeping disabled employees is a priority and a major issue for the management of our human resources. It is everybody’s concern at STEF-TFE. The signing of a second agreement will allow our team trusted with this issue to continue its efforts with a renewed vigor”*, said Gérard Groffe, STEF-TFE’s Vice-president for human resources.

**About the French Handisport Federation FFH**

Since the first sport association for the physically disabled was founded in 1954, the handisport movement has gone a long way. It now includes all physically and sensorially disabled sportspeople. Today, the French Handisport Federation is recognized by the Ministry for Health, Youth and Sport and assumes some of its delegated responsibilities. It is a member of the French National Olympic and Sports Committee (CNOSF) and of the International Paralympics Committee. The FFH has 26 regional committees, 78 committees at the “département” level, 23 000 license holders, 35 000 young and adult members practicing a sport in one of 1 000 clubs. These offer 45 different leisure or competitive sports and open air activities, including 17 Paralympics sports.

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**About STEF-TFE**

STEF-TFE is the European leader for temperature-controlled logistics. STEF-TFE’s sales totaled €2,081 million in 2008 (20% outside France). STEF-TFE’s European logistics network includes 226 temperature-controlled sites and a fleet of 2,000 vehicles specifically equipped for the transportation of fresh, cold and frozen goods. The group employs 15,000 people in eight countries (France, United Kingdom, Belgium, Nederland, Switzerland, Italy, Spain, Portugal) and is present in Tunisia for its North African activities. Its customers include food manufacturers, retail and restaurant chains as well as French and European laboratories.

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