

The Global Compact Best Practices	
Fact sheet no. 2	Approved in January 2004
Creating spin-offs ¹	
Reference	Elimination of discrimination in employment and occupation

Creating spin-offs according to Air France meets both employees' individual aspirations and the requirements of stakeholders (local communities, local development organizations, associations grouping small and medium-sized firms), while contributing to regional development.

Air France has decided to develop these spin-offs within the framework of a strong ethical content (thus providing an alternative to the rightly criticized measures in severance plans) by joining the DIESE Charter (Développement de l'Initiative Entrepreneuriale chez les Salariés – Development of Entrepreneurial Initiatives among Employees) as early as October 2000. This Charter refers explicitly to the corporate responsibility of business firms.

Social aspect of creating spin-offs at Air France:

The desire to meet employees' individual aspirations is reflected in the following measures:

- The implementation of professional mobility leave for employees who wish to realize a personal project.
- Assistance provided to employees taking leave to set up a business. Air France supplements the legal measure, particularly with regard to examining the feasibility of a projet and assisting the person concerned.
- The introduction of an external reconversion leave to promote spin-off projects as part of the renegotiation of a collective agreement signed with cabin crew.

All these measures, designed to facilitate job access, contribute to creating long-term employment, a key factor in sustainable development.

Social aspect:

Air France has placed all its experience and knowledge in creating spin-offs at the disposal of local communities and economic development structures. In this way it has supported local residents, at the same time as meeting the requirements of stakeholders:

- with the General Council of Val de Marne, participation in the objective «Creating spin-offs among small and medium-sized companies» of the département's strategic development plan (economic springboards of Val de Marne).
- participation in setting up «93 Entreprendre» in 2003, a departmental branch of the «Entreprendre» network.
- Responsibility for the «economic development and setting up of companies» committee of the Association «Entreprendre à Tremblay», set up at the initiative of the town of Tremblay, which groups over one hundred SMEs.
- participation in Aérople, an incubator for enterprising new companies in Roissy.
- participation in the Steering Committee of the programme «Entreprises et quartiers» initiated by the Institute of Corporate Sponsorship of which Air France is a member.

Through these different involvements, creating spin-offs covers the economic and social dimensions of sustainable development. It is a measurable action (number of start-ups supported, number of jobs created, number of participations in economic development operations, etc.) where it is possible to monitor the development and results.

1. Employees start up or take over a business and are supported by major firms