

The Global Compact Best Practices	
Fact Sheet no. 5	Approved in January 2004
A social contractual policy that puts employment at the forefront and lays down the fundamentals of the Company's social responsibility	
Reference	Elimination of discrimination in employment and occupation

A resolute policy:

Air France has been committed to a contractual policy with its social partners for a number of years in order to develop a responsible approach to social dialogue.

One major component of its commitments: jobs

Growth at Air France as a direct result of its successful economic policies and the recent changes in the regulations concerning working hours have led to the hiring of 17,000 young people in the first five-year phase. In a new multi-year agreement signed in 2002, Air France reaffirmed its objective of cohesion and social stability designed to ensure the continuity and quality of service it must offer its customers. All adjustments rule out involuntary severance and will be arrived at through a process of consultation.

Agreements that lay the foundations of the new themes in social responsibility:

In 2002, Air France negotiated a renewal of its social agreements and subsequently implemented them:

- multi-year agreements on employment policies involving all categories of personnel;
- at the time of these agreements, the new themes were discussed and the basic principles laid down in order to develop the tools for a concerted social responsibility policy:
 - the integration of local residents and priority populations,
 - the prevention of discrimination,
 - the inclusion of performance indicators in service provision contracts,
 - the development of teleworking,
 - personal humanitarian projects, including an option to take leave for "international solidarity" initiatives,
 - the will to achieve social innovation.
- More specific agreements were derived from these global accords:
 - equal opportunity in the workplace,
 - three-year agreements covering prevention, health and safety in the workplace,
 - the prevention of harassment,
 - the renewal of the day-release training charter,
 - jobs and working conditions for the disabled.

All these agreements refer to the Ethical and Social Charter signed at Group level by the partners.