



## **Adia's conviction : "Safety is a professional skill"**

### **⇒ Creation of the tool "S@ve Compétence" Adia**

Studies show that temporary staff is more exposed than other staff to professional risks on a global scale: the improvement of the safety of temporary staff will be a major issue for the years to come in France. Even though Adia has carried out numerous actions to reduce the number and the seriousness of accidents (ex. Frequency rate -13% between 2003 and 2007), health and safety at work continue to be a major concern to Adia in terms of its corporate social responsibility.

The base foundation of the safety policy of Adia is: "safety is a professional skill in itself" The safety component in fact is essential to Adia's core activity: recruiting.

In order to reinforce its engagement on prevention, Adia has recently finalised, with the support of Apave<sup>1</sup>, an assistance tool for recruitment dedicated to safety. In its first version, this tool, titled "S@ve Compétence" is specifically adapted to the risks encountered in the construction sector. It is indeed in this sector of activity that the temporary staff remains most exposed to the risks of work accidents and Adia has decided to highlight the perception and the implication of its candidates on safety.

In the framework of its line of work Adia observes and values the professionalism of its candidates for the temporary assignments or permanent work contracts, more specifically thanks to interviews and tests performed during the process of recruitment. S@ve Compétence in itself is not a selection tool; it is more of an assistance tool for recruitment because it has as an objective the enrichment of the interview, the creation of an active exchange between the candidate and Adia's recruiter about safety.

Therefore, the goal is to analyse the perception of the candidate on the safety in construction sites. The evaluation is carried out according to several criteria: the level of technical knowledge on safety of the associate, his capacity to analyze risk, his behaviour regarding safety and his aptitude to reach for help when he feels he is in a difficult situation. Adia's recruiter evaluates if the candidate is aware of his limits and if he is able to reach out to other people to solve together the difficulties experienced. The problem is not so much at the technical level; it is more about each one's ability to apply their knowledge, to appeal if necessary, to adapt his behaviour and to become aware of one's margin of progress: here we find the actual stepping-stone to reducing accidents.

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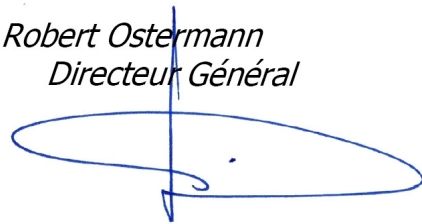
<sup>1</sup> a technical consulting and training company

At the end of the S@ve Compétence course the recruiter does a debriefing with the candidate about good and bad practices that are to be revealed by the tool. The efficiency of this new approach is cemented through the rich exchange in which they share experiences about safety in a two-way exchange! Indeed, we are persuaded that recruiters have so much to learn from temporary staff, their rich experiences and good practices.

Currently, this tool is operational and has already been implemented with numerous clients. The integration of S@ve Compétence to an Internet platform has made it easy adaptable to the particularities of the clients' areas of expertise.

Moreover, the engagement, the experience and the participation of companies that we work with are important elements to continue the progress altogether on the prevention of work accidents and occupational diseases of temporary staff.

*Robert Ostermann  
Directeur Général*

A handwritten signature in blue ink, consisting of a large, horizontal oval shape with a vertical line crossing it near the center, and a small dot to the right of the vertical line.

**About Adia :**

*Adia offers performable HR solutions to its clients, being socially valuable to its candidates and associates. This is the vision that Adia has on its area of expertise: a winning equilibrium for everybody. Adia is the 4th player of “temporary staffing, services and expertise on employment professionals” with € 1,6 billion turnover in 2007. Adia has equally taken the role as the agitator of the market of temporary staffing and recruitment, fully assuming its role as a player of the labour market, working hard to build a true status for the temporary staff and tackling all the issues of recruitment in France: fighting against all forms of discrimination, integration of handicapped people to the labour market, professional insertion of youths coming from underprivileged neighbourhoods, professional insertion of seniors, development of diversity at work ...*

*Thanks to the recent law of Social Cohesion in France, we have been henceforth authorised to directly recruit staff on permanent work contract for our clients.*

*For the candidates, Adia represents the most efficient and rapid solution to find temporary jobs and permanent work contracts. For the companies, it is the global response to their recruitment needs.*

*For more information : [www.adia.fr](http://www.adia.fr)*



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**A l'attention du Secrétaire Général**

Le 20 mai 2008

Monsieur le Secrétaire Général,

Je suis heureux de confirmer que Adia soutient les dix principes du Global Compact relatifs aux droits de l'homme, aux droits du travail, à la protection de l'environnement et la lutte contre la corruption.

Par cette communication, nous exprimons notre intention de soutenir et de promouvoir ces principes dans notre sphère d'influence. Nous nous engageons à intégrer le Global Compact et ses principes dans la stratégie de notre entreprise, sa culture et ses opérations quotidiennes.

Nous continuerons de mettre en avant de manière claire cet engagement, à la fois vis-à-vis des salariés d'Adia, permanents et intérimaires, de nos clients, nos fournisseurs, nos partenaires et de nos autres parties prenantes.

Dans cette logique de responsabilité et de transparence, nous continuerons à rendre publics les résultats de nos actions en faveur de la bonne application des dix principes du Pacte Mondial grâce à notre Communication sur le Progrès (*Communication on Progress – CoP*) annuelle, comme nous l'avons déjà fait par le passé.

Veuillez trouver ci-joint des informations générales concernant notre compagnie ainsi que le nom de la personne responsable des contacts avec le bureau du Global Compact à New York.

Je vous prie d'agréer, Monsieur le Secrétaire Général, l'expression de ma très haute considération.

  
François Davy  
Président