

**CONVENTION ON ECONOMIC AND SOCIAL
DATA IN GROUPE DANONE COMPANIES
1989**

In order to provide quality information and help everyone understand how the company works and the issues being faced in each Groupe DANONE company, the economic and social data detailed below will be communicated to personnel and staff representatives.

Personnel and workers representatives need these data to know about the economic and social performance of their company.

The definition of the indicators, the content, presentation and frequency (at least annually) for these data must be adapted to each company.

Some of these data are strictly confidential. Personnel and workers representatives must be made fully aware of this.

ECONOMIC DATA

COMMERCIAL DATA

- Market: the company's position and development trends
- Volume of sales (tons or hectoliters) by product type
- Export sales (including internal group sales)
- Total number of "new products" launched in the previous two years

FINANCIAL DATA

- Net sales
- Consolidated earnings or earnings before tax (according to the country)
According to accounting rules specific to each country, companies will select indicators that give a reflection of their financial situation (cash flow, net profits, etc.).
- Total capital expenditure
- Total advertising expenditure
- Research and development expenditure for each WWBU
- Total amounts paid for profit sharing/shares schemes when these exist in the company

SOCIAL DATA

EMPLOYMENT

- Monthly average permanent workforce
Using all useful breakdown types that exist in the company e.g. : non managers, managers, men, women, length of service)
- Permanent/non-permanent workforce

WAGES AND SOCIAL CONTRIBUTIONS

- Total wage costs managers/non-managers
- Total employer's social contribution

WORKING HOURS

- Total number of hours worked in the year
- Absenteeism rate
- Number of part-time employees
- Number of employees working shifts including night shifts

SAFETY

- Frequency
$$\frac{\text{Number of accidents with work with time off} \times 1\,000\,000}{\text{Number of hours worked}}$$
- Severity
$$\frac{\text{Number of days lost} \times 1\,000}{\text{Number of hours worked}}$$
- Number of fatal accidents
- Measures taken to improve conditions at work as including cost (e.g. amount of preventive investment, setting up of a safety plan)

TRAINING

- TOTAL expenditure on training
- Number of hours training (including a breakdown for the following categories : men/women and managers/non-managers)
- As far as possible, analysis of the impact of training on careers development and qualifications in the company.

