



Charter of inter-company relations

PREAMBLE

A study of applications filed with the Credit Mediation Department, *Médiation du crédit*, since its establishment in November 2008 has revealed a certain number of problems in SMEs' relations with their major contractor customers.

This Charter has been drawn up jointly by *Médiation du crédit* and the CDAF (French purchasing association) to solve these problems. It commits the large contractors that have signed the charter to work on improving their relations with their suppliers, especially when these are small and medium-sized enterprises (VSE-SMEs).

The signatory contractors affirm that they are resolved to apply the good practices described below and to discharge their responsibilities in an environment of mutual trust with the suppliers, based on the full knowledge of and respect for each party's rights and obligations.

It is clearly established for all the signatories that:

- All of this Charter's commitments, and their implementation, are to be understood in the frame of the market economy legislation in force and the European and national provisions governing business relations (French commercial code) as well as, for the companies and bodies concerned, public procurement legislation;
- Some of the signatories already apply all or part of the Charter's principles;
- The Charter concerns on the whole:
 - Companies and bodies with a large purchasing volume;
 - Large purchases, for both buyer and seller (the term "strategic suppliers" in Article 2 refers to suppliers selling one or more products or services which are of strategic importance for one of the purchaser's lines of business).

CHARTER OF "TEN COMMITMENTS FOR RESPONSIBLE PURCHASING"

1. Guarantee fair financial treatment for suppliers

The large contractor's responsible attitude consists of making payment in keeping with the Economic Modernisation Act (LME), strictly and faithfully applying its provisions. The signatories undertake to refrain from distorting the spirit of the act and to refrain, in their dealings with small and medium-sized enterprises, from practices such as:

- Imposing excessive discount rates in return for compliance with the LME's payment terms;
- Unilaterally applying an unreasonable deduction for disputes when they make payment, except where otherwise stipulated by contractual provisions;
- Withholding information from the supplier in the event of a dispute;
- Deliberately delaying the handling of a dispute.

2. Promote co-operation between large contractors and strategic suppliers

The large contractors intend to co-operate with their strategic suppliers by, for example:

- Sharing qualification and final approval costs;
- Helping their core SME strategic suppliers with their business performance (production, purchasing, etc.);
- Helping SMEs to make the most of existing arrangements;

With full respect for the management of the companies concerned.

Customer and supplier will embark upon this approach in good faith, by means of an agreement as the case may be, refraining from any practice resembling de facto management and aiming solely to establish a partnership relationship.

3. Reduce the risks of mutual dependence between contractors and suppliers

A contractor that accounts for too much weight in an SME's business could represent a risk in the event of a sudden change in order volumes. Consequently, any actions that SMEs may take (diversification, internationalisation and improved expertise) will be positive initiatives for the contractors.

A large contractor's withdrawal will be notified in advance and phased to take into account the long-standing nature of relations with the business and, where applicable, the extent of dependence and its possibilities for diversification and adaptation.

A supplier that acquires a de facto technical monopoly may put a contractor's supplies at risk. In this case, the contractor will logically require a second supply source, which could be negotiated, for example, in the form of a normally remunerated licensing agreement.

4. Involve the large contractors in their sector

In their bilateral relations with their sector's suppliers, large contractors undertake to seek :

- To establish a relationship of trust with the company's management and, in particular, the company head, who will be asked, in keeping with this principle, to give their customer the necessary visibility over their activity;
- To develop forward management of purchasing to give suppliers visibility by notifying them in advance of discontinuations of orders and medium-and long-term business level forecasts, thereby fostering the adjustment of capacities;
- To protect the sector by refraining, as far as possible, from suddenly bringing operations back in-house in periods of crisis, and to be attentive to maintaining the subcontracting capacities and expertise required in recovery and growth periods.

Large purchasers will be attentive to the consolidation of production sectors, especially in the case of technological edge, and will promote their international deployment.

5. Evaluate the total purchase cost

When evaluating the competitiveness of supplies from different sources, large contractors will endeavour as far as possible:

- **To take into account all the cost elements** (not just compare the price of the good or the service, but include all the other costs) such as:
 - The related logistical costs borne directly by the purchaser (transport, storage, etc.),
 - The entire length of the technical development process, all back and forth processes being considered,
 - Training and upskilling time,
 - The after-sales costs calculated on the basis of equivalent services,
 - The costs of quality audits and CSR.

- **To incorporate, especially when subcontracting, all the unknowns in the evaluation of these total costs such as:**
 - Breaks in supply,
 - Product and service compliance,
 - Risks associated with handling disputes,
 - Currency fluctuations,
 - Social and political risks not covered by insurance,
 - The reliability of the after-sales service,with their potential repercussions in terms of operating losses and impact on corporate image.

6. Incorporate environmental concerns

Large customers need to anticipate sustainable development considerations and especially the environmental impacts of their purchasing policy, supply sources and their product/service technical specifications in order to prepare themselves for a probable increase in regulatory obligations in this area, future increases in fossil fuel prices and the probable taxation of emissions:

- End-of-life recycling,
- Waste treatment, pollution and energy consumption,
- Carbon footprint.

Large contractors also need to set the example to build their suppliers' awareness of their sustainable development responsibilities. They will include suppliers' performances in this area in their selection criteria.

7. Corporate regional responsibility

It is every business's responsibility to:

- Build a fabric of relations that fosters its growth while maintaining good business relations with customers and suppliers in the same region;
- Seek, in the region in which it conducts its business, to contribute as much as possible to developing economic activity.

8. Purchases: a function and a process

If a business is to comply day to day with all the principles stated, its purchasers need to be professional and:

- Be trained in purchasing techniques;
- Be personally committed to the ethics, show impartiality and objectiveness, and be able to avoid any situation that could generate conflicts of interest;
- Be briefed to use free and fair competitive tendering to ensure efficiency in keeping with the following rules: open access to calls for tender, equality of treatment for bidders, transparency and traceability of procedures, and factoring in of the total cost as defined in point 5.

The same principles apply to purchases made by third-party representatives.

9. A purchasing function tasked with steering the supplier relationship as a whole

Purchasing function players in large contractor set-ups are not solely purchasers, but also prescribers and users potentially in daily contact with the suppliers. The quality of the relationship with the suppliers is the result of teamwork, where each player's contribution is decisive. This is a collective mission.

The purchasing function steers and co-ordinates the entire commercial, financial and accounts relationship with suppliers by:

- Managing a customer-supplier relationship based on mutual respect,
- Setting up the tools needed to monitor suppliers,
- Providing information on its purchasing policy with the utmost transparency,
- Prioritising negotiations to solve commercial disputes.

The purchasing function steers and co-ordinates the business plans required to implement this Charter in addition to tracking the associated indicators and any corrective actions called for.

The contractors will appoint one or more "SME correspondent(s)" who can be contacted by the suppliers to mediate in the event of failure to solve conflicts with local purchasers.

10. Define a consistent purchaser remuneration policy

The setting of targets for purchasers – both contractors’ in-house purchasers and third-party representatives — and even the structure of the variable part of the purchaser’s remuneration will take in all of the economically, financially, environmentally and regionally responsible purchasing principles contained in this Charter.

IMPLEMENTATION OF THE CHARTER

The CDAF and the B to B Mediation Department, *Médiation Inter-entreprises*, will co-operate to disseminate this Charter and promote its effective application in liaison with the signatories.

In particular, the CDAF will encourage all CDAF member purchasers to sign this Charter.

To this end, the two bodies have undertaken to set up a steering committee, which they will co-chair and which will meet regularly at least twice a year.

These meetings will develop this Charter further, if required.

**The 393 signatories of the Charter of inter-company relations
(February 2010 – June 2013)**

National-level signatures took place in the presence of:

- **Christine Lagarde**, Minister for the Economy, Finance and Industry (3 sets of national-level signatures in 2010)
- **François Baroin**, Minister for the Economy, Finance and Industry (1 set of national-level signatures in 2012)
- **Arnaud Montebourg**, Minister for Industry (1 set of national-level signatures in 2013)
- **Jean-Claude Volot**, National Business Relations Mediator
- **Pierre Pelouzet**, Chairman of the *Compagnie Nationale des Dirigeants et Acheteurs de France*

The signing ceremonies listed below were held in the presence of the following socio-professional organisations and trade federations:

- 28 June 2010:

CGPME
MEDEF
APCM
UPA
ACFCI

- 30 September 2010 in Marseille:

GMIF (Groupement Maritime et Industriel de Fos et sa région)
UIMM PACA
UIC

- 14 December 2010:

Fédération des industries ferroviaires
Syntec Numérique

- 30 June 2011:

French Federation of Fairs, Trade Shows, Conventions and Events

- 3 November 2011:

COM MEDIA
SNCD

- 24 January 2012:

GIFIC

- 3 October 2012:

CINOV-IT
Groupement affilié FREE ASAP

- 5 February 2012:

GICAN

BRETAGNE POLE NAVAL

- 6 February 2012:

SYNDICAT DU COACHING

- 15 April 2013 :

ANAE

- le 19 june 2013 :

PRISM'EMPLOI

First signing ceremony at the Ministry for the Economy, Finance and Industry, 11 February 2010: 21 major contractors signed the Charter

- ADP
- BIOMERIEUX
- BOUYGUES CONSTRUCTION
- DANONE
- EADS
- EDF
- EIFFAGE
- LEGRAND
- L'OREAL
- MINISTERE DE LA DEFENSE
- RATP
- RHODIA (SOLVAY)
- SAFRAN
- SANOFI AVENTIS
- SNCF
- SODEXO
- SPERIAN
- STX France SA
- THALES
- TOTAL
- VEOLIA

Second signing ceremony at the Ministry for the Economy, Finance and Industry, 28 June 2010: 24 additional signatories

- 3 M
- Air Liquide
- ALCATEL-LUCENT
- ALSTOM
- AREVA
- BNP-PARIBAS
- Caisse des dépôts et consignations
- CEA
- Ernst and Young
- Faiveley Transports
- FRANCE TELECOM
- Fromagerie BEL
- LAFARGE
- La Poste
- (GIAT) NEXTER
- Rexel
- RFF
- RTE
- Schneider Electric
- Service des achats de l'Etat
- SILEC câbles
- SNR ROULEMENTS
- SOCIETE GENERALE
- UGAP

Regional signing ceremonies:
Lyon, 22 September 2010 & Marseille, 30 September 2010:
24 signatories (including some who also signed at Group level (*))

Lyon (21):

- ALDES AERNAUTIQUE
- ALSTOM GRID (*)
- APRRES Industries
- CIAT
- COIRO TP
- DALKIA Centre Méditerranée(*) – Groupe VEOLIA
- EDF (*) Délégation Régionale
- EIFFAGE (*) Construction Centre-Est
- GFC Construction(*)
- NTN-SNR roulements (*)
- PERRIER
- RAMPA
- RENAULT TRUCKS
- SDMS Technologies
- SOMFY
- SKF Aerospace France (*)
- TORAY films Europe
- TREDI
- VANATOME
- VELAN SAS

Marseille (3):

- EUROCOPTER (*)
- RTM
- ST Microelectronics- site de Rousset (*)

Third signing ceremony at the Ministry for the Economy, Finance and Industry, 14 December 2010: 67 signatories (including some who also signed at Group level (*))

Railway sector (29)

- ACIERIES ET LAMINOIRS DE RIVES
- ALSTOM TRANSPORT France (*)
- ANSALDO STS France
- BDR SA
- BOMBARDIER TRANSPORT France SAS
- CEIT
- CFD
- ECA EN
- EGIS RAIL
- FBO
- FLB SAS
- FREINRAIL
- GHH VALDUNES
- HELLERMANN TYTON
- HYPERTAC
- MBD DESIGN
- OTIMA
- RAILTECH INTERNATIONAL
- SAFE RAIL
- SCHALTBAU France

- SEF INDUSTRIE
- SIEMENS SAS Division Mobility (*)
- SKF France
- SOURIAU CONNECTION TECHNOLOGY
- SPENCER MOULTON SARL
- TATA STEEL France RAIL SA
- TSO
- VOITH TURBO SA
- VOSSLOH COFIGER

Digital sector (10)

- ATOS ORIGIN
- DEVOTEAM
- HP France
- LOGICA France
- MICROSOFT
- OPEN
- SAP France
- STERIA
- ST MICROELECTRONICS
- UNISYS France

Aerospace sector (8)

- AUBERT & DUVAL
- DAHER SOCATA
- LATECOERE
- LIEBHERR AEROSPACE TOULOUSE SAS
- LISI AEROSPACE
- SOFRADIR
- SOURIAU CONNECTION TECHNOLOGY (*)
- ZODIAC AEROSPACE

Other businesses (20)

- AEROPORT COTE D'AZUR
- AEROPORT DE LYON
- AEROPORT DE TOULOUSE BLAGNAC
- ALLIANZ France
- AP-HP
- ARKEMA
- BEARING POINT
- BPCE
- CREDIT AGRICOLE SA
- DCNS
- FIDAL
- GDF SUEZ
- GROUPAMA
- HEINEKEN France
- KONE
- LFB
- RICARD
- SIEMENS France
- SOCIETE DES AUTOROUTES DU TUNNEL DU MONT-BLANC
- TECHNICOLOR

Regional signing ceremony
Castres, 18 January 2011: 1 signatory

- LABORATOIRE PIERRE FABRE

Digital signatures, 1 March 2011 :
7 signatories (including some who also signed at Group level (*))

Railway sector

- HARTING France
- MATIS TECHNOLOGIE
- NTN-SNR ROULEMENTS (*)
- PARKER HANNIFIN France SAS
- SATEBA
- TYCO ELECTRONICS Logistics AG

Aerospace sector

- HUTCHINSON AEROSPACE & INDUSTRY (*)

Regional signing ceremony
Nantes, 14 April 2011: 6 signatories

- ACB
- ARMOR
- GROUPE CHARIER
- MAN DIESEL
- MANITOU
- SERCEL

Regional signing ceremony
Annecy, 30 May 2011: 3 signatories

- ARAYMOND
- BOSCH REXROTH
- ROUTIN

Regional signing ceremony
Saint-Etienne, 6 June 2011: 7 signatories

- BARRIQUAND
- BORGWARNER
- CELLUX
- CLEXTRAL
- EVOLUTIS
- LES METALLERIES DU FOREZ
- RISS OUTILLAGE

Regional signing ceremony
Corsica, 9 June 2011

- CORSE COMPOSITES AÉRONAUTIQUES

Electronic signatures, 30 June 2011: 1 signatory

Railway sector

- GT AZUR

Regional signing ceremony
Toulouse, 1 July 2011: 6 signatories

French Federation of Fairs, Trade Shows, Conventions and Events

- BIARRITZ TOURISME
- CREATIFS
- FOIRE DU DAUPHINE- ROMANS
- LENI
- S.A FOIRE INTERNATIONALE ET CONGRES DE CLERMONT-COURNON
- S.A FOIRE INTERNATIONALE ET CONGRES DE NANTES

Signatures collected by the French Federation of Fairs, Trade Shows, Conventions and Events
On 13 October 2011: 17 signatories

- Agence COTE OUEST
- AMC PROMOTION
- D.Ö.T, Distribution, Organisation & Technique
- EGYLIS
- EXPOLE SARL
- GALLY LOCATION
- LA COMPAGNIE DE LOCATION DE MOBILIER
- MESSE FRANKFURT France SAS
- METZ EXPO EVENEMENTS (GL events)
- NIVEXPO - FOIRES ET SALONS NIVERNAIS MORVAN
- PALAIS DU GRAND LARGE SAINT-MALO
- SECEMA - SOCIETE D'EXPLOITATION DU CENTRE D'EXPOSITION ET DE CONGRES D'AMIENS METROPOLE - MEGACITE
- SIAE (SALON INTERNATIONAL DE L'AERONAUTIQUE ET DE L'ESPACE)
- STRASBOURG EVENEMENTS
- UBIQUS EVENT SOFTWARE
- VAINGLAS INTERNATIONAL
- VERDUN EXPO MEUSE

Paris signing ceremony - 3 November 2011
43 signatories (including some who also signed at Group level (*))

Members of the COM MEDIA

- ACMS
- ADMINIUM
- ADVENCE
- ALTAVIA
- ASCENCEO 360
- COME BACK GRAPHICS
- CONEXANCE MD
- CSP-AZUR PARTNER
- DEJA LINK
- DITRIMAG

- DUPLI PRINT
- EDIPRO
- ELPEV
- ETOILE IMPRIM
- EVOO
- FOT IMPRIMEURS
- FREELANCE.COM
- GOCAD
- GROUPE DIFFUSION PLUS
- GROUPE FOLIO
- GUTENBERG NETWORKS
- HSK PARTNERS SOS/FICHIERS
- IMPRIMERIE DE CHAMPAGNE
- KORYO
- MAYENCE
- MEDIALLIANCE
- OPTIMAIL
- PDI (*)
- POINT 44
- PROVIGIS(*)
- PURE IMPRESSION
- QUADRILASER
- RDSL
- REDWORKS
- SEALOCK
- SIP
- SQUARE
- STACI
- TECHNIPLIS (*)
- UP GENERATION
- VALPACO
- XEROX France
- XL Marketing GROUPE

Regional signing ceremony
Marly, 10 November 2011: 1 signatory

Office supplies

- LYRECO

Regional signing ceremony
Bordeaux, 24 November 2011: 1 signatory

Aerospace sector:

- SABENA TECHNICS

Signing ceremony in Paris, 16 December 2011

- INTERIOR MINISTRY

Signing ceremony, 23 December 2011

- CKS OUTSOURCING

Fourth signing ceremony at the Ministry for the Economy, Finance and Industry,
10 January 2012: 20 signatories

- ALTRAN
- BOUYGUES TELECOM
- CAP GEMINI
- RICOH France
- CNES
- CREMONINI
- CONSORT NT
- EUROTUNNEL
- MBDA France
- PERNOD SA (filiale)
- MARTELL- MUMM
- PERNOD-RICARD Groupe
- PIERRE ET VACANCES
- SAINT-GOBAIN ACHATS
- GROUPE SOPARIND BONGRAIN
- SKF France
- SUEZ ENVIRONNEMENT
- TF1
- VALEO
- URBANIA ADYAL

Signatures collected by the French Federation of Fairs, Trade Shows, Conventions and
Events on 27 February 2012: 2 signatories

- EDEN SERVICES
- ENJOY MONTPELLIER

Signing ceremony in Paris, 7 March 2012

- Mouvement ETHIC

Regional signing ceremony in Lyon, 20 April 2012

- ExperBuy

Signing ceremony in Paris, 25 June 2012

- CNP ASSURANCES

Regional signing ceremony in Lyon, 12 July 2012

- FIDUCIAL Bureautique

Signing ceremony in Toulouse, 13 September 2012

- CHENE VERT SAS

Signing ceremony in Paris, 25 September 2012

- NOVEA

Signing ceremony in Gouvieux, 27 September 2012

- VINCI

Signing ceremony in Mont Saint-Aignan, 2 October 2012 : 3 signatories

- Communauté d'agglomération Rouen Elbeuf Austreberthe
- Communauté de Communes Bresles Maritime
- Communauté de Communes Caux Vallée de Seine

Signing ceremony in Paris, 9 October 2012 : 46 signatories

- **Adhérents du CINOV-IT :**

ACS Horizons
 DALISYS
 DEF Systemes
 EVOLIS Consulting
 ISTEON
 LALLIER Olivier
 KERNEL 42
 MANITIS
 SCOPUX
 SPEAKIPLAY
 SYD Conseil
 WAYCAST Development
 TMTS
 COLLECTIVITES NUMERIQUES

- **Groupement affilié Free ASAP :**

AJI-LOGISM
 AKATALYS
 AMATYSSE Conseil
 ARAMIS
 CENSO
 CURSUS CONSULTING Group
 CURSUS MANAGEMENT
 CURSUS PERFORMANCE
 D & P CONSEIL
 DCTEC
 EMGS France
 ETIC SOLUTIONS

EUROPA TRAINING GROUP
FREE ASAP GIE
GEIA
INTM
ISSEO
JLC CONSULTANTS
KALIS
MICRO INFORMATIQUE DE L'EST
MOZART CONSULTING
OPENIKA
OPERA Partners
PERACONSEIL
PLANEUM
SAP Imep Consulting
SAP Imep Hosting
SI-LOGISM
THEMIS Conception Informatique
VALUEGO
VO2 Group

Signing ceremony in Paris, 15 October 2012

- VERTDECO

Signing ceremony in Clermont-Ferrand, 16 October 2012

- MICHELIN
Signing ceremony in Caudry (Nord), 17 October 2012 : 4 signatories
- PORTAGE SI SAS
- ODICEE
- HIPPODAMOS
- MARSY Transport-Logistics

Signing ceremony in Paris, 18 October 2012

- CLAMENS

Signing ceremony in Paris, 11 December 2012 : 6 signatories
Members of COM MEDIA

- PROCEDES CHENEL INTERNATIONAL
- MAGNUM
- SPIR Communication
- LES PAPIERS DE PRESSE CFPP/SPPP
- Groupe FG DESIGN
- ORFI SAS

Signing ceremony in Paris, 14 December 2012

- KRYS

Signing ceremony in Paris, 17 December 2012

- STIM PLUS

Signing ceremony in Figeac (Mecanic Vallée), 19 December 2012

- RATIER-FIGEAC

Signing ceremony in Paris, 20 December 2012

- AXA FRANCE

Signing ceremony in Paris, 3 January 2013

- L.A. CONSEIL

Signing ceremony in Paris, 9 January 2013 : 17 signatories members of CINOV-IT

Members of CINOV-IT

- AECF Consulting
- AUBADE Consulting
- AXIO Conseil Management
- Bruno Midavaine
- ASAP Consulting
- Stratégie et Finances
- DOGON Consulting
- Antony BOCHERT
- DIDAXIS Group
- L'informatique Communicante (LIC)
- ALMASYS Conseil
- ZDCONCEPT Consulting
- ADNSOFT
- SPI & CO
- WORK SHOP & USE
- PHORCYS
- SISTRIS
-

Signing ceremony in Valenciennes, 11 January 2013 : 9 companies from rail industry

AIF (Association des Industries Ferroviaires)

- AECF Consulting
- TITAGARH WAGONS AFR
- MECATRANS (site AMESCO)
- AUEM
- DEPRECQ
- HIOLE TECHNOLOGIES
- FORGES de FRESNES
- STRATIFORME INDUSTRIES
- HEUILLE et Fils
-

Out of AIF

- CEDRES INDUSTRIES

Signing ceremony in Paris 29 January 2013

- LEGOUEIX

Signing ceremony in Aix en Provence 31 January 2013

- GROUPE QUINCAILLERIE AIXOISE
- MARTEL QUINCAILLERIE*
- EPSI*

Signing ceremony in Paris 5 February 2013 : Naval sector

Salon Euromaritime – Porte de Versailles à Paris

- GICAN (Groupement des Industriels des constructions et activités navales)

Signatories of Bretagne Pôle Naval (8)

- MECA DIESEL
- SAS NAVTIS
- SNEF
- SOBEC GROUPE SNEF
- SPRD SAS
- SOFRESID
- ENGINEERING SA
- LAUDREN NAVAL

Signing ceremony in Paris 6 february 2013

- SERAINE (Formation & Conseil)
- SYNDICAT DU COACHING*

Signing ceremony in Lyon 11 february 2013 : 17 signatories

- ATC GROUPE
- BLYGOLD France
- F.T.P.C.
- GSF MERCURE
- INGEROP Conseil & Ingénierie
- MACADAM
- MAJESTIC
- PROSEGUR Sécurité Humaine
- FB TECHNOLOGY
- ALPHA-CIM SAS
- DECIBEL France
- SELENE SAS
- A.P.E.I. L'Artisanerie, le Verdier
- REXOR
- OUTILACIER
- HOSPICES CIVILS de LYON
- RHA Conseil

Signing ceremony in Paris 28 february 2013

- AUBAY

Signing ceremony in Paris 8 march 2013

- GOULEVITCH SARL

Signing ceremony in Paris 3 april 2013

- EPSA

Signing ceremony in La Gacilly 5 april 2013

- LABORATOIRES DE BIOLOGIE VEGETALE YVES ROCHER (LBVYR)
-

Signing ceremony in Paris 15 april 2013 : 11 signatories

Members of the COM MEDIA

- SENSATION !
- ORMES
- ACTIVISES SAS
- LA FONDERIE
- MAGIC GARDEN
- L'AGENCE LINK EVENT & IMAGE
- MANIFESTORY
- SAS OPUS
- VISION Décor
- HRG FRANCE
- CREATIV SPIRIT

**Fifth signing ceremony at the Ministry for Industry,
27 may 2013 : 3 signatories**

- ACCENTURE
- IPSEN PHARMA
- TRANSDEV Group

Signing ceremony in Paris 17 june 2013

- SAS ATHENEE

Signing ceremony in Paris le 19 juin 2013

Signatory of the PRISM'EMPLOI

- Groupe MINERVE

Signing ceremony in Paris le 25 juin 2013

- TOM ASSISTANCE

Signing ceremony in Amboise le 26 juin 2013

- MECACHROME

As of 30 june 2013, there were 393 signatories of the *Charter of inter-company relations*.