

Press release

**GDF SUEZ and its social partners sign a European agreement on the improvement of working conditions**

November 27, 2014

On 27 November 2014, GDF SUEZ and the European trade union federations EPSU and IndustriALL signed an agreement on the improvement of working conditions. This agreement attests to GDF SUEZ's continuing strong social drive, as it has demonstrated since 2010 by signing five agreements at the European and worldwide levels.

With this new European agreement, the signatories are affirming their conviction that the success of the company, and its ability to adapt, depend simultaneously on the quality of collective labour relations and on the recognition by all those concerned of their role at an individual level, regardless of position or level of seniority.

Special attention must be given to allow everyone to express their views, regularly and confidentially, about their working conditions and their expectations with regard to:

- the nature of the assigned work and the conditions in which it is carried out,
- possibilities for professional development,
- understanding of changes in organisation and working methods,
- balance between professional life and personal life.

In 2015, each of the Group's companies in Europe will, in close cooperation with its social partners, draw up an action plan and develop it into a variety of forms adapted to its own situation and issues.

For Gérard Mestrallet, Chairman and CEO of GDF SUEZ, "The signing of this new European agreement demonstrates our deep conviction that a lasting industrial development plan must take social and human aspects into account. The special attention given to the individual level is central to any process for improving working conditions. It must be given concrete expression in the freedom of each individual to express his or her views regularly, in confidence, regarding working conditions and personal expectations. This agreement is further evidence of the quality of social dialogue within GDF SUEZ, and offers us the chance to reaffirm the crucial role of its management in the long-term development of our business".

About GDF SUEZ

GDF SUEZ develops its businesses (power, natural gas, energy services) around a model based on responsible growth to take up today's major energy and environmental challenges: meeting energy needs, ensuring the security of supply, fighting against climate change and maximizing the use of resources. The Group provides highly efficient and innovative solutions to individuals, cities and businesses by relying on diversified gas-supply sources, flexible and low-emission power generation as well as unique expertise in four key sectors: independent power production, liquefied natural gas, renewable energy and energy efficiency services. GDF SUEZ employs 147,400 people worldwide and achieved revenues of €81.3 billion in 2013. The Group is listed on the Paris and Brussels stock exchanges and is represented in the main international indices: CAC 40, BEL 20, DJ Euro Stoxx 50, Euronext 100, FTSE Eurotop 100, MSCI Europe and Euronext Vigeo (World 120, Eurozone 120, Europe 120 and France 20).

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