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PSA Peugeot Citroën's Equal Opportunity Employer Label Renewed

PSA Peugeot Citroën's Equal Opportunity Employer label has been renewed. In 2005, the Group was the first major company in France to receive the label, which was renewed a first time in 2008 and again in 2011. The label is granted by French national certifier AFNOR Certification after a demanding review process.

The label recognises the Group's assertive policy over more than a decade to promote the hiring, integration and professional growth of individuals from a variety of backgrounds in terms of culture, nationality, training and experience.

In February 2011, the Group signed a new agreement with all the labour unions to develop the hiring of women and gender equality, greatly expanding on an initial agreement signed in 2003 and renewed in 2007. The new agreement focuses on three major areas: supporting the integration of women in a traditionally male-dominated industry, guaranteeing gender equality in the company and improving women's access to senior management positions.

In addition, the Group's senior management team promoted the creation of an internal women's network in March 2010. The network, called Women Engaged for PSA, now has over 160 management-level members. It contributes to the goal of bringing more women into management teams by fostering experience sharing and support for women's career development.

Philippe Dorge, Vice President, Human Resources, PSA Peugeot Citroën, commented: "The renewal of our Equal Opportunity Employer label rewards our efforts to continue setting the benchmark for gender equality and promotion of diversity. PSA Peugeot Citroën's business performance benefits from team diversity, which is also a source of synergy and social harmony. It is crucial for us to incorporate a wide variety of backgrounds that reflect the communities in which we work."

In 2012, women accounted for 22% of the total workforce, compared with 17.6% in 2002. The percentage of women among new hires stood at 36.2%, up 7 points from 2010. In addition, nearly 33% of new managers hired were women.