

Paris, 21 May 2015

PSA Peugeot Citroën's labour unions sign up to a new agreement on diversity and social cohesion

PSA Peugeot Citroën's management and labour unions today signed a new company-wide agreement on diversity and social cohesion to coincide with World Day for Cultural Diversity. The signatory labour unions are FO, CFE-CGC, GSEA, CFDT and FTC.

Under the agreement, which applies to some 70,000 Group employees in France, PSA Peugeot Citroën is taking action to promote diversity while renewing the commitment enshrined in the initial agreement signed in September 2004.

Part of the Group's corporate social responsibility policy, this agreement refers to PSA Peugeot Citroën's global framework agreement on CSR, which includes a policy to promote diversity wherever the Group operates.

PSA Peugeot Citroën has elected to promote diversity as part of its dialogue with the workforce. The agreement gets employee representatives involved on the basis of shared principles, helping to bring the Group's commitments to life in everyday practice.

The new agreement focuses specifically on youth employment issues, as well as on mobility and internal career development, with the aim of ensuring that the company's operating rules provide for objective selection criteria, a diversity of backgrounds and non-discrimination. It lays down guidelines stipulating that communication and training must be used to make employees individually aware of their role in combating prejudice against differences.

And it reiterates PSA Peugeot Citroën's determination that workforce diversity should add value and boost business performance. By encouraging equal opportunities for employees regardless of gender, age, ethnicity, disability, place of residence or other socioeconomic determinants, and by basing its practices on objective criteria relating to skills and results, the Group is seeking to foster the commitment and motivation of each and every employee.

In tandem with the new agreement, the AFNOR Certification Commission confirmed following an audit that it would be renewing PSA Peugeot Citroën's "Diversity Label".

Philippe Dorge, Executive Vice President, Human Resources, said: *"I am delighted that the new agreement has been signed. It addresses the issue of diversity, which arises at several levels for PSA: individually to ensure that everyone's talents are duly recognised and globally to meet the Group's performance and international growth challenges"*.

Ten key figures on diversity at PSA Peugeot Citroën:

- **125** nationalities are represented in the Group as a whole.
- There are **5,700** disabled employees.
- **35%** of employees in France and 30% Group-wide are aged over 50.
- There are more than **20,000** women, making up 19% of the workforce. Women account for **20%** of managers and **11%** of executives and senior managers in the Group.
- **3,000** young people have been hired on work-study programmes in France in 2014 and 2015. **30%** are women.
- More than **3,000** managers have been trained in handling diversity since 2009.

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About PSA Peugeot Citroën

With its three world-renowned brands, Peugeot, Citroën and DS, PSA Peugeot Citroën sold 3 million vehicles worldwide in 2014. The second largest carmaker in Europe, PSA Peugeot Citroën recorded sales and revenue of €54 billion in 2014. The Group confirms its position of European leader in terms of CO₂ emissions, with an average of 110.3 grams of CO₂/km in 2014. PSA Peugeot Citroën has sales operations in 160 countries. It is also involved in financing activities (Banque PSA Finance) and automotive equipment (Faurecia).

For more information, please visit www.psa-peugeot-citroen.com