

Paris - 14 September 2015

Groundbreaking partnership between PSA Peugeot Citroën and ManpowerGroup sees 300 people hired on permanent agency contracts

On Monday, 14 September 2015, Xavier Chéreau, Executive Vice President Human Resources at PSA Peugeot Citroën and Alain Roumilhac, Chairman of ManpowerGroup entered into an agreement to form a groundbreaking partnership to secure the career paths of 300 agency workers who will be assigned to work at PSA Peugeot Citroën's production facilities. This partnership builds on the existing alliance between the two groups, which until now focused on standard temporary work. By the end of 2015, Manpower will have hired 100 employees on permanent agency contracts for assignment at the Sochaux plant. The agency aims to take on a further 100 in 2016 to form part of a new weekend team for the Mulhouse plant and an additional 100 for PSA's various plants in 2017.

These permanent agency contracts, which aim to guarantee long-term employment both at PSA Peugeot Citroën plants and in the surrounding areas via regional mobility platforms, will improve flexibility at the Group's plants and enhance its economic performance as a result.

A study will be conducted at the Sochaux plant to assess flexibility requirements at the various stages of the car manufacturing process and to bridge the transition from internal job postings at PSA Peugeot Citroën plants to external assignments in the surrounding communities. The findings will be used to define methods that can be applied at the Group's other plants in France.

This partnership is fully consistent with the agreement signed between temporary employment agencies and trade unions on 10 July 2013 aimed at securing the career paths of agency workers. This agreement was later reinforced by the French Act of 17 August 2015 on social dialogue and employment, which sets out the legislative provisions applicable to permanent agency contracts. The partnership is therefore aligned with the French government's drive to reform the labour market.

Commenting on the partnership,

Xavier Chéreau said: *"A commitment to people and society is vital for a company's economic performance. I am delighted that PSA has signed this groundbreaking partnership, which will enable us to meet our social responsibility goals by giving people access to a permanent employment contract. We have worked closely with Manpower to develop new solutions that benefit workers while contributing to PSA's goal of getting back in the race and competing against the best."*

Alain Roumilhac said: *"This innovative, forward-thinking partnership with PSA illustrates our shared vision for this new type of employment, prioritising both our workers' long-term employability and our clients' economic performance. This collaboration is a testament to ManpowerGroup's ability to support companies in adapting their HR strategy and achieving their goals in this area."*



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

About ManpowerGroup France

ManpowerGroup, HR experts for a challenging world, is an HR services group that helps companies define and implement their HR strategy through one or more of the following solutions:

- Flexibility management and recruitment under the Manpower brand
 - Recruitment of mid- and top-level managers under the Experis Executive brand
 - Consulting in the fields of IT, contract staff and permanent staff recruitment under the Experis IT brand
 - Training and skills development (classroom-based and online) and outsourced training management under the FuturSkill brand
 - Business and services transformation: HR strategy consulting and implementation, and outsourced HR management solutions, under the ManpowerGroup Solutions brand
 - Outsourcing of IT infrastructure and end-user support services under the Proservia brand
 - Human capital optimisation solutions for talent and career management under the Right Management brand
- ISO-9001 certified ManpowerGroup had 6,000 employees and revenue of €4 billion in France in 2014.

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