

Paris, 18 June 2019

Press release

## **Saint Louis Sucre signs a majority agreement with three trade unions**

Saint Louis Sucre signed a majority collective bargaining agreement concerning the Employment Safeguard Scheme (ESS) with three unions at the meeting between management and unions on 17 June 2019 in relation to the reorganization of the sites at Cagny, Marseille and Eppeville.

The three signatory unions, CFE-CGC, FO and CFDT represent more than 80% of the workforce.

The plan involves :

- Refocusing the Marseille packaging plant on liquid sugar production,
- Stopping sugar production on the Eppeville site, and alcohol production at its distillery, and transferring the majority of the Eppeville sugar refinery's activities to 2 sites in Roye (sugar refinery and packaging), 25 km away, and refocusing its activity on storing sugar, syrup and molasses and on the dehydration of pulps,
- Stopping sugar production on the Cagny site, and refocusing its activity on storing sugar, molasses and making animal fodder from molasses

The plan will be implemented in the first six months of 2020 after the 2019/20 sugar campaign and the 2020 syrup campaign.

### ***Favouring redeployment***

The management is aware of its responsibility to the employees and the problems this plan will cause and therefore will leave no stone unturned in its efforts to encourage internal and external redeployment and the professional reinsertion of the employees affected. In particular, the sites at Etrépagny (sugar refinery) and Roye (sugar refinery and packaging) will offer equivalent positions to the employees of the sites affected by the EES. Each employee who is redeployed to another site will have a period for adaptation.

### ***Measures concerning the employees at Cagny and Marseille***

The job cuts could result in 51 employees in Marseille and 70 at Cagny being made redundant. A large voluntary redundancy scheme will therefore be set up to avoid forced layoffs. The scheme includes voluntary retirement, early retirement and voluntary departures for other careers. Financial assistance to create or take over a business, redeployment leave and training grants (for adaptation, skills training, diploma or reconversion courses) will also be provided.

***Measures affecting employees at Epeville***

The reorganization also involves keeping 47 employees on the Epeville site and proposals to modify the employment contracts of 71 employees, who will be asked to join the Roye Sugar Refinery or Roye Packaging Site.

Although these sites are in the same geographical sector, accompanying measures will be set up with specific mobility indemnities.

***Employee Information and assistance mechanisms***

To encourage voluntary departures, an Information and Advice Point (IAP) will be set up on 1 September 2019 or before, with the approval of the Social and Economic Committees of the sites affected. In addition to the IAP, an Employment Unit will help each employee find a suitable employment solution.

*Saint Louis Sucre, a subsidiary of Europe's leading sugar manufacturer, the Südzucker group, employs 723 permanent employees and works with 4733 growers – figures on 1 April 2019.*

*The Marseille site has 58 permanent employees.*

*The Epeville site has 126 employees and is supplied by 1268 growers.*

*The Cagny site has 82 permanent employees and is supplied by 1036 growers.*

*Press contact : Hélène Schmelz, tel. : +33 1 41 61 48 00.*