

Press release  
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## Eliance signs its first Agreement with Agefiph for the insertion and job-keeping of disabled people

Eliance, part of the Elior Group, a major player in the world of Concession Restaurant Services and Retail Travel, on 18 February signed with Agefiph, the Fund for the professional insertion of disabled people, the first partnership agreement for the insertion and job-keeping of disabled people for three of its markets (Airports, Stations, Leisure & Services). With the Motorways market having signed a collective contract renewal agreement on 29 April 2008, Bertrand Lozé, the General Director of Eliance, considers that it "confirms Eliance's commitment within its approach to integrate its disabled employees".

With support from Agefiph and a service provider, in 2007 Eliance audited its disabled persons employment policy in the Airports, Stations, Leisure & Services markets. With this diagnosis, the Management at Eliance has been given a concrete view of the issue of integrated in disabled people into the company. A relevant and efficient strategy in terms of integration into jobs, and keeping them, for disabled employees has been defined. To Jean-Marc Carrié, Human Resources Director at Eliance "it is important to allow for the diversity of professions and the specifics of our activities on our three Airports, Stations, Leisure & Services activities in implementing our policy for the employment of disabled people".

**This agreement is aimed at the following objectives:**

- implementing new actions as part of the overall company responsibility policy at Eliance,
- allowing the company to change from individual employment obligation management to a structured and structuring management system of jobs for the disabled, as a long-term venture,
- implementing, monitoring and controlling, with technical and financial support from AGEFIPH, its policy to incorporate and keep in their jobs disabled people, as part of its overall approach,
- to achieve the obligation of 6% of the payroll, in a gradual and differentiated manner, depending on the site.

Accordingly, in the 3 markets concerned by this agreement, Airports, Stations, Leisure & Services, Eliance **hopes to double its employment factor** in all the 35 facilities concerned.

In all, it is expected that **74 people** will be hired including 14 on a work/study contract, between now and the end of September 2010.

Technical and teaching expertise will be provided by Agefiph throughout the development of this agreement.

### **About Eliance**

Eliance is the subsidiary of the Elior specialising in Concession Restaurant Service activities and Retail Travel.

In France, Eliance (with 8000 people on the payroll) has developed a complete restaurant services supply (fast restaurant outlets – take-away sales, bars, cafeterias, caterers, traditional restaurants) together with a network of shops and a wide range of services in four different markets: Airports, Motorways, Stations, Leisure & Services (Museums, Prestige sites, Exhibition parks, Events). With all the different brand names considered together, this activity generates turnover representing 32% of the Group turnover.

### **About Elior**

Elior was founded in 1991 and is the third Contractual Restaurant Services and Associated Services operator in Europe. The Group turnover in 2008 was €3.5 billion and it is one of the leaders for Institutional Restaurant Services and Facilities Management on the one hand, and Concession Restaurant Services and Retail Travel on the other. The company employs 68,000 people serving 2.9 million customers every day in 13,800 restaurants and outlets in 14 different countries. Elior offers its know-how to the world of enterprise, teaching, care and medical-social institutions and residences for elderly people, and in the world of travel (airports, stations, motorways) and leisure and culture (museums and exhibition parks). As a responsible company, Elior is a member of the United Nations World Pact since 2004. The Group is particularly attentive to the nutritional balance of its patrons, the impact of its activities and purchasing on the environment, and the integration and training of its partners. For more information, contact: [www.elior.com](http://www.elior.com)

### **About Agefiph**

Agefiph is the Fund for the professional insertion of disabled people. It provides advice and financial support to disabled people, employers and professionals in the world of insertion. Thanks to its knowledge of the sector, the part it plays as the moderator of a vast network of professionals, and its analysis work, making it a renowned expert in the field, enabling it to contribute to the better understanding of the changing market and the employment of the disabled. In 2007, Agefiph undertook more than 250,000 actions to the benefit of disabled people and 65,004 various enterprises [www.agefiph.fr](http://www.agefiph.fr)

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