



## The Euro Disney group signs an 8<sup>th</sup> agreement to promote the employment of employees with disabilities

Marne-la-Vallée, 3 April 2014 — The Euro Disney group and French Trade Unions (CFDT, CGT and UNSA) have signed an 8<sup>th</sup> agreement concerning the employment of people with disabilities. The agreement extends the group's commitment for five years and strengthens several measures that have been in place since 1993 regarding recruitment, accessibility and maintained employment.

### Prioritising work-life balance, integration and maintained employment

This new agreement puts forward a number of concrete measures targeting key areas of business life, such as integration, working conditions and work-life balance:

- One of the agreement's priorities is **work-life balance**, with the introduction of options to move to part-time working (80%) with the group committing to pay both employer and employee pension contributions on a full-time basis<sup>1</sup>, taking parental leave of up to 60 days<sup>2</sup>, or taking paid leave for personal medical reasons or for a close relative with disabilities<sup>3</sup>
- The agreement also deals with the topic of **professional development** by taking the extent of the disability into account in promotion processes and implementing a programme of scholarships to help students with disabilities to pursue higher education courses
- **Reclassification measures** have also been strengthened given that the search for a new job will concern all the group's activities with training being put in place
- As well as **adapting workstations and working environments**, the agreement covers adapting employees' vehicles, helping them move closer to their workplace if they wish and the cost of their equipment<sup>4</sup>.

### Committing to 120 new recruitments

The Euro Disney group aims to recruit 120 employees with disabilities throughout the duration of the agreement; that means **120 new talents** who will join the 648 Cast Members with disabilities who are already part of our teams.

A budget of **1 million euro** has been set aside for the 2014 financial year to finance all these measures, and nearly **4 million euro** will be paid to the protected sector throughout the duration of the agreement. The group is working with a number of organisations and partners in order to achieve the deeper aims of the various sections of the new agreement, whether in terms of recruitment or maintained employment.

*"This eighth agreement bears witness to our group's desire to encourage the integration and inclusion of all talents, without discrimination. It is essential that we promote diversity, and to this end Euro Disney aims to fully play its part in encouraging a change in attitudes and behaviour"*, says Daniel Dreux, Vice President of Human Resources at the Euro Disney group.

<sup>1</sup> For employees with disabilities aged over 50 and with more than 15 years' service.

<sup>2</sup> 60 consecutive or non-consecutive days.

<sup>3</sup> Between two and five days per year for a close relative, and four days per year of authorised absence for employees themselves.

<sup>4</sup> Covered by the group's Mission Handicap service, subject to conditions defined in the agreement.



## **About the Euro Disney S.C.A. group.**

The group operates Disneyland® Paris which includes Disneyland® Park, Walt Disney Studios® Park and seven themed hotels with a joint capacity of 5,800 rooms (not including the 2,300 on-site hotel rooms operated by third-party partners). The group also operates two convention centres, the Disney® Village entertainment complex and a 27-hole golf course. Activities of the group also include developing the 2,230-hectare site, half of which remains undeveloped. Shares in Euro Disney S.C.A. are listed and traded on NYSE Euronext Paris.

For more information, please visit: <http://corporate.disneylandparis.com>

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