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## PerkinElmer – EWC Agreement 28 May 2014

### Article 1 - INTRODUCTION

1. This Agreement is made in Brussels on 28.05.2014 between the central management of PerkinElmer and the duly appointed or elected members of the Special Negotiating Body representing PerkinElmer employees in the European Union.
2. This Agreement is effective 28.05.2014 and defines the scope, role, membership and operation of the PerkinElmer European Works Council (the "EWC") set up under EU Council Directive 2009/38/EC.
3. The central management of PerkinElmer ("the company") is located at 940 Winter Street, Waltham, MA 02451 in the United States. For the purposes of the EWC Directive central management has designated PerkinElmer Limited (UK) as its representative which means that this agreement is subject to the UK's *Transnational Information and Consultation of Employees Regulations*, as amended from time to time.
4. In accordance with the terms of TICER the role of the Special Negotiating Body will end upon the signing of this agreement.
5. Wherever in this agreement the European Union (EU) is referred to this is to be understood as also referring to the European Economic Area (EEA).

### Article 2 - AIM AND SCOPE OF AGREEMENT

1. PerkinElmer will provide the EWC with transnational information relating to its operations in the European Union (EU) and the European Economic Area (EEA) such as to encourage an open flow of information and a free exchange of views and opinions between the parties on the information provided.
2. The parties shall participate in the EWC in good faith accepting that the EWC shall not affect the prerogative of management who remain solely competent and responsible for business, employment, financial, commercial and technological decisions at local, national and transnational levels. The parties to this Agreement recognise and confirm this.
3. The Parties also confirm with this agreement their wish to engage in a constructive dialogue at European level and to work together in a spirit of open cooperation. Further, it is recognised that positive engagement between management and the EWC is helpful to all concerned, especially when significant changes which may impact employees are being considered.
4. This agreement runs in parallel with national processes of information and consultation in such a way that the prerogatives of both the EWC and those of national employee representative bodies are respected.

### Article 3 - DEFINITIONS

"Employee": means any person who has an employment contract with a PerkinElmer European group company.

"Employees' representative": means the employee representatives provided for by national law and/or practice who, from time to time, have been elected / appointed to the EWC under the terms of this Agreement and in accordance with the procedures set out in national law and/or practice.

**“European Works Council (EWC)”**: means the body of the employees’ representatives established in accordance with Article 6 hereof.

**“European Committee (EC)”**: means the joint body of the EWC and Management.

**“Select Committee”**: means the committee established in accordance with Article 8 hereof.

The **“Parties”**: refers to PerkinElmer central management and the employee representatives collectively.

**“Central Management”**: means the representatives of the European central management appointed by PerkinElmer. The central management will be composed in such a way that the EWC can be informed and consulted by the appropriate level of management, relevant to the issue under consideration.

**“Information”**: means transmission of data by the employer to the employees’ representatives in order to enable them to acquaint themselves with the subject matter and to examine it; information shall be given at such time, in such fashion and with such content as are appropriate to enable employees’ representatives to undertake an in-depth assessment of the possible impact and, where appropriate, prepare for consultations with the competent organ of the Community-scale undertaking or Community-scale group of undertakings.

**“Consultation”**: means the establishment of dialogue and exchange of views between employees’ representatives and central management or any more appropriate level of management, at such time, in such fashion and with such content as enables employees’ representatives to express an opinion on the basis of the information provided about the proposed measures to which the consultation is related, without prejudice to the responsibilities of the management, and within a reasonable time, which may be taken into account within the Community-scale undertaking or Community-scale group of undertakings.

**“Transnational matters”**: means matters which concern the whole undertaking within the EU or at least two undertakings or establishments of the group situated in two different Member States. This includes matters which, regardless of the number of Member States involved, are of importance for the European employees in terms of the scope of their potential effects within the EU or which involve transfer of activities between member states.

#### **Article 4 - OPERATIONS COVERED**

1. This agreement covers all wholly-owned or majority controlled operations of PerkinElmer in the EU and EEA.
2. When a date is set for a candidate country to join the EU then an employees’ representative from that country can attend EWC and EC meetings in an observer capacity. Until such time as there are legal rules in the candidate country covering the selection of EWC members then the employees’ representative will be chosen by the employees through a ballot.
3. It shall be open to the EWC to share non-confidential information with employees’ representatives in European countries which do not fall within the scope of this agreement.

#### **Article 5 - COMPOSITION OF THE PERKINELMER EUROPEAN COMMITTEE**

1. The PerkinElmer EC shall consist of:
  - a) Employee representatives appointed under the procedures set out in this Agreement and as provided by the national laws.
  - b) Appropriate members of the senior management of PerkinElmer as nominated by central management from time to time. All meetings of the EC will be chaired by a member of management (EC Chair) who

will also be responsible for all organisational matters relating to the work of the EC, including meetings between Central Management and the select committee.

**Article 6 - EWC COMPOSITION AND APPOINTMENT OF EMPLOYEE REPRESENTATIVES**

1. Members of the EWC must be employees of the company, elected/ appointed in accordance with the procedures set out in national law and/or practice.
2. Where the existing legislation or practice does not allow for the appointment of EWC members, the employees' representatives shall be elected in a secret ballot by the entire workforce of the Member State.
3. The selection shall take note as much as possible of the representation of each employee group and site and gender equality.
4. The members of the EWC shall be elected or appointed in proportion to the number of employees employed in each member state by the community-scale undertaking or community-scale group of undertaking, by allocating in respect of each Member State one seat per portion of employees employed in that Member State amounting to 10%, or a fraction thereof, of the number of employees employed in all Member States taken together. Countries with less than 25 employees will not be represented directly on the EWC, but will be associated with a country of their choice so as to provide a link with the EWC. Further, Sweden, Norway and Denmark will be entitled to one seat between them.
5. On the basis of the current scope of PerkinElmer's operations in the European Economic Area employee representation by country will be as per Appendix A. These figures will be updated annually, based on headcount as of December 31<sup>st</sup>.
6. Employee representatives will serve for a 4 year renewable term, except where otherwise provided for by national law and/or practice. EWC members may stand for re-election.
7. Should a member be unable to fulfil his mandate or lose his mandate, should that mandate be withdrawn from the bodies that appointed him, or should an EWC representative cease to be part of the Group's workforce, his substitute shall replace him for the rest of the mandate period.
8. Substitutes may be elected/ appointed, according to the same procedures as for the election/appointment of effective employee representatives. Each country may nominate or elect as many substitutes as there are effective employee representatives from that country. They will substitute for the elected employee representative in the event that the elected employee representative is unable to attend a EWC/EC meeting, such unavailability being notified to the EWC Select Committee, as soon as possible.
9. Employee representatives who cease to be employees of PerkinElmer for whatever reason shall immediately forego any rights as employee representatives on the EWC but shall continue to be bound by a duty of confidentiality as defined in this Agreement.

**Article 7 - ADAPTATION OF THE EWC TO CHANGES IN COMPANY STRUCTURE**

1. In the event of changes to the structure of the group and should these acquisitions/disposals result in changes to the membership of the EWC, then these changes will become effective at the time of the next annual meeting. In general, the following principles will guide such discussions:
  - a) Newly acquired companies with operations in EU/EEA member states where there is already a PerkinElmer presence and which has representation on the EWC shall be represented by the existing EWC employee representative(s) until the completion of their term of office. If the number of employees in the acquired company increases the employment level in any particular country so as to

justify additional representatives, then the additional representatives will be elected/appointed and seated at the next annual meeting after their election.

- b) For newly acquired companies with operations in EU/EEA countries without a PerkinElmer presence and therefore having no employee representative on the EWC, the company will arrange for the election/appointment, according to national laws, of the appropriate number of representatives as provided for in this agreement. These representatives will take their seat on the EWC as of the next annual meeting after the date of their election.
- c) Where PerkinElmer discontinues or divests a business unit or facility, in an EU/EEA member state which has representation on the EWC, which reduces the national employment level below the Article (5) then the number of national representatives will be adjusted at the next annual meeting after the change in employment level.
- d) Where the acquired company itself has a EWC then management will arrange a meeting with the select committees of both EWCs in order to reach agreement on how the EWC(s) will function in the future. In the event of any disputes arising in this regard that cannot be resolved by the parties themselves or with the assistance of an agreed third party, then the matter will be dealt with, where appropriate, in accordance with the procedure set out in Article 13 of the 2009 EWC Directive (2009/38/EC), as transposed by the UK Regulations.
- e) In the event of PerkinElmer being acquired by a group or a company without an established EWC, then the procedures as provided for in Article 13 of the 2009 EWC Directive, as transposed by *TICER* in the UK shall apply.
- f) In case of joint venture with 50/50 ownership of shares with a partner who also has a functioning EWC, then, in the event that the joint venture itself does not have an EWC, the joint venture will fall under the area of application of the EWC of the partner with the largest number of employees within the EEA.

#### Article 8 - SELECT COMMITTEE

1. The EWC, during its constituting meeting, shall appoint from among itself a Select Committee comprising of five representatives. The members of the Select Committee shall be employed in different Member States. Members of the select committee preferably should be able to work in English, the language of the company. English language training will be made available to select committee members who need such training to enable them to participate appropriately in the work of the select committee. Interpretation services will be provided if required during the first two years of the life of this agreement. After two years the situation will be reviewed and if it is felt that continued interpretation services would be required, then the company would stop offering language training.
2. One (1) deputy shall also be elected by EWC representatives in replacement of full select committee members wherever needed. Should a member of the select committee leave the company at any time then they will cease to be a member of the select committee and will be replaced by the substitute until the next full meeting of the EWC. At that meeting a permanent replacement to the Select Committee will be appointed by the full EWC.
3. The EWC shall elect a chairperson and a deputy chairperson amongst itself. These shall also act as chairperson and deputy chairperson for the Select Committee.
4. The select committee will meet with central management:
  - a) Once a year to prepare the annual meeting of the EWC;
  - b) In "exceptional circumstances" as defined in Article 11 of this agreement.
  - c) Where necessary to discuss issues as covered by the scope of the agreement

5. The Select Committee will discuss with central management, with a view to reaching an agreement, especially, but not limited to, the following topics:
- a) Dates, time and venue of meetings
  - b) The provision of training for EWC members
  - c) The EWC annual meeting agenda
  - d) Minutes of EWC meetings and post-meeting communiqués
  - e) Where necessary, appropriate arrangements for communicating the outcome of EWC meetings to employees
  - f) The need for, and who is to attend, extraordinary meetings, as defined in Article 11 of this agreement
  - g) Adjustments in the composition of the EWC following changes in company structure
  - h) Dispute resolution
6. The Select Committee will maintain regular contact with the members of the EWC between council meetings. It will strive to encourage EWC members to participate actively and proactively in the activities of the EWC. Especially in exceptional circumstances, the Select Committee will keep a close link with the other EWC members and consult with them whenever necessary.
7. Between Select Committee and EWC meetings, central management will keep the select committee informed, as appropriate. Should they consider it necessary, members of the select committee may, from time to time, request information from Management.

#### Article 9 - FRAMEWORK AND SCOPE OF THE EUROPEAN COMMITTEE

1. The EC meetings are understood to be an opportunity for management to exchange information with the employees' representatives as to the current and possible future position of the business and, for the employees, to express an opinion.
2. PerkinElmer will provide information to the EWC on relevant transnational business and employment matters, such as to facilitate a constructive and free exchange of views and opinions.
3. The information of the EWC shall relate in particular to the structure, economic and financial situation, probable development and production and sales of PerkinElmer, as defined in the company's long-term business strategy.
4. The information and consultation of the EWC shall relate in particular to the situation and probable trend of employment, investments, and substantial changes concerning organisation, introduction of new working methods or production processes, transfers of production, mergers, cut-backs or closures of undertakings, establishments or important parts thereof, and collective redundancies.
5. The above issues will form the core agenda of all EWC meetings. The following items will be placed on the agenda from time to time, for information and discussion purposes only, if there are relevant developments:
  - a) Corporate social and environmental responsibility;
  - b) Equal opportunities for all employees;
  - c) Training policy and career development
  - d) Working environment as well as health and safety issues
6. The EWC will not be responsible for:
  - a) Collective bargaining negotiations on pay or pay-related issues, terms and other non-wage benefits, at national or local level;
  - b) Local or national topics subject to national legislation or to local or national collective agreement;
  - c) Issues that relate to individual employees.

Such issues will continue to be handled in accordance with the procedures in force in individual countries.

**Article 10: OPERATION OF THE ANNUAL MEETING**

1. The EWC/EC will meet once a year, normally after the company has published its annual results. The meeting will be scheduled over three days (two nights), inclusive of travel time.
2. The practical arrangements of these meetings shall be handled by the corporate human resources department, though the travel arrangements of individual EWC members will be handled locally.
3. EWC meetings will be provided with the same facilities, including simultaneous interpretation, as are available at the EC meeting.
4. The normal venue for meetings will be Brussels, unless otherwise specified in the invitation.
5. Central Management, following agreement with the select committee, will advise employee representatives of the dates and location of the EC meeting.
6. The agendas of EC meetings are to be prepared by Management and the Select Committee. EWC members shall have the possibility to submit proposals to the Select Committee for items to be placed on the agenda no later than six (6) weeks prior to the EC meeting. Invitations to EC meetings, and the final agenda will be circulated no later than four weeks prior to the date of the meeting. Such documentation, as will allow EC members to prepare appropriately for the meeting, will be circulated in advance of the meeting but the bulk of the information to be shared with the EWC by central management will be presented at the meeting itself. Advance documentation will include a copy of the company's annual report and an "executive summary" of key facts and figures.
7. EWC and EC meetings will be conducted in English, which is the official working language of PerkinElmer. Interpretation facilities will be made available to allow EWC members to participate fully in the meeting but every effort should be made to limit the number of languages used.
8. Immediately following EC meetings, the Chair will prepare a brief communiqué on the discussions at the meeting. The communiqué will be agreed and signed with the select committee. This communiqué will then be translated and distributed to PerkinElmer business unit locations in the EU-EEA for posting.
9. Summary minutes of EC meetings will be prepared by the Chair and will be agreed and co-signed by the select committee. The minutes will then be translated into all the languages represented in the EC distributed to employee representatives normally within one month of EC meetings, again in accordance with normal business unit protocols.
10. The EWC's assignment implies exchanging with the workforce they represent, in order to prepare the sessions and to report back satisfactorily on EWC/EC deliberations.
11. Employee representatives will use established national arrangements to fulfil this duty.
12. In countries where no national arrangements exist then the company will discuss with the EWC member from that country how appropriate company communication procedures can be used to inform employees of EWC meeting outcomes.
13. In the absence of national arrangements the company will provide newly elected EWC members with the facility to introduce themselves to the employees they represent through normal company communication channels.

**Article 11 - INFORMATION AND CONSULTATION IN EXTRAORDINARY CIRCUMSTANCES**

1. In exceptional circumstances, where a contemplated decision or a single issue potentially substantially affects employee interests in the company as a whole, or in two or more countries covered by this agreement, the EWC Chair will liaise with the members of the select committee and inform them of the situation. In such circumstances, the select committee will be augmented by the EWC members from the countries affected, if they are not already a member of the select committee.
2. As an indication of what could constitute an exceptional circumstance a contemplated decision or an issue must potentially concern, at the same time, all of the operations in all EU-EEA countries in which the company has a presence or, at minimum, is a contemplated decision or a single issue that concerns at least 30 employees in each of at least two different EU Member States within a period of 90 days. Further, longer-term projects which potentially substantially affect employee interest shall also be dealt with in accordance with the procedures set out in this paragraph, if appropriate.
3. The information so provided will be relevant to the issue under discussion and will, include the following details:
  - a) Names of the affected company sites,
  - b) Description of the planned measure,
  - c) Description of the expected consequences for the affected employees,
  - d) Description of the economic organizational and business rationale leading to the proposed measure.
4. Should in a particular case the Select Committee find the information so provided not to be sufficient for looking into the relevant matter, the Select Committee is entitled to request additional relevant information within two weeks of receipt of the original information. The Select Committee must therefore specify the additional information required and documents sought as precisely as possible. Management will consider the request from the Select Committee and respond appropriately within seven working days.
5. Representatives of sites directly concerned by the circumstances or envisaged measures but who are not members of the EWC shall also be involved in the information and consultation process, in accordance with the procedures provided for in national law and/or practice.
6. Having assessed the information provided by management the select committee and central management will meet for consultations. The select committee will give its opinion at the end of the consultation meeting or no later than 10 working days afterwards. Management will respond to the select committee opinion in writing, giving the reasons for its response. This response will close the consultation.
7. The Select Committee may request a meeting with the full EWC when it deems it appropriate and management will not unreasonably refuse such a request.

**Article 12 - LINKING EUROPEAN AND NATIONAL INFORMATION AND CONSULTATION PROCESSES**

1. Central management will take appropriate steps to begin the information and consultation processes at European level before or at the same time as the national/local level.
2. European-level information and consultation shall follow the procedures set out in this agreement. National-level consultations shall follow the procedures set out in national law and/or practice. Both processes shall be conducted in such a way that the prerogatives of both the EWC and those of national employee representative bodies are respected.



**Article 13 - EXPERTS**

1. If so requested by the members of the EWC, experts proposed by the appropriate European-level trade union federations shall be entitled to assist the EWC, participate both in the meetings of the EC/EWC and the Select Committee and also work with them in "exceptional circumstances". The company will pay the costs of one such expert.
2. In exceptional circumstances, as defined in Article 11 of this agreement, the Select Committee or EWC may be assisted during the whole information and consultation process by an external expert of their choice. The appointment, mandate and costs of such an expert must be discussed and agreed beforehand with management. If exceptionally management would object to an expert proposed by the Select Committee/EWC they will outline their reasons for so doing. The SC/EWC will be given a reasonable period of time within which to propose an alternative expert.
3. In addition, in consultation with management, the EWC may call upon other, preferably internal company individuals with expertise in specific areas (safety, environment, health, working conditions, training).
4. From time to time, management and the select committee may agree to invite outside speakers to address the European Committee, EWC or Select Committee.

**Article 14 - TRAINING**

1. PerkinElmer will offer appropriate English-language training to EWC members who do not have an adequate command of the language during working time and the expense of providing such training will be paid for by PerkinElmer.
2. Following elections and at the start of a new term of office, a substantive training event will be held for the EWC. This event will be combined with the official installation of the EWC and election of the employee representatives on the Select Committee.
3. In the course of its mandate, the EWC is entitled to training on topics deemed necessary for the successful performance of its duties. These topics may include:
  - a) training in the knowledge and skills needed for liaising with the EWC members;
  - b) training in financial matters needed for interpreting financial information;
  - c) knowledge of labour market relations, legislation and the cultures of the countries represented in the EWC.
4. Appropriate training is necessary if EWC members are to function effectively. Consequently, EWC members' attendance at training programs shall be remunerated like working hours, while costs for transport, hotels and meals shall be covered by the company that employs them. EWC members may, after consultation and agreement with Central Management, participate in training programs in so far as this is necessary for the exercise of their representative duties in an international environment.
5. The attendance by any member of the EWC at an external training program is subject to prior agreement with management, as is the arrangement for internal training programs.

**Article 15 - THE LEGAL STATUS AND PROTECTION OF EMPLOYEE REPRESENTATIVES**

1. The EWC members are recognised as the legal representatives of the company's EU workforce in respect of all rights emanating from EU Directive 2009/38/EC, as transposed into UK law by the *Transnational Information and Consultation Regulations (TICER)*.
2. Employee representatives and their substitutes in the exercise of their function under this Agreement are entitled to the same protection and guarantees provided for employee representatives by the national legislation, collective bargaining agreements and labor market practices in their country of employment subject to the overriding protection that they shall suffer no advantage or disadvantage through their membership of the EWC. Their superiors shall ensure that their tasks at work be arranged in such a manner that EWC members may duly and properly discharge their mandate.
3. They shall be entitled to leave of absence from work whilst their salary continues to be paid for all periods of absence resulting from their EWC activity. The leave of absence rules and quotas allowed under national law shall not be affected by this.
4. Time spent by the EWC and the Select Committee in plenary, preparatory, debriefing and training sessions as well as travel time shall count as working hours and must not lead to any loss of income. If salary is bound to e.g. sales targets, this will be taken into account and appropriate arrangements will be made with the employee concerned to ensure that they suffer no loss of income.
5. Moreover the Select Committee has to be informed before implementation of any decision concerning termination of the employment contracts of a member of the EWC.
6. Accident insurance for EWC members will be provided for travel and other necessary EWC activities in line with company policy for field-based employees in similar circumstances.

**Article 16 - CONFIDENTIALITY**

1. The dialogue between Central Management and the EWC/Select Committee will be as open as possible. Central Management and the Chairman of the EC may decide that a particular topic under discussion within the EC is confidential. The Chairman will provide an explanation why such information must remain confidential and the duration of this confidentiality.
2. Without prejudice to national laws, Representatives on the EC shall not disclose to anyone outside the EWC any information, which has been provided to them in confidence. This obligation shall continue to apply even after the expiration of the term of office of any Representative as long as the information remains confidential.
3. Where, however, there are objective reasons for not disclosing information to Employees' Representatives as for example breaching a legal obligation, the relevant information will be disclosed to the Employees Representatives as soon as the reason preventing its disclosure no longer constitutes an obstacle.
4. Any proven breach of this provision will lead to the individual employee representative being excluded from any further participation in EWC meetings and dealt with in accordance with national and/or local laws and procedures in the representative's country of employment.
5. This confidentiality is not mandatory within the EWC and in communication with members of national employee representation bodies who are, according to national law, bound to secrecy as well.
6. The select committee may challenge management decisions in respect of confidential information through the procedures provided for in English law.

7. Perkin Elmer guarantees that information shared in between EWC/Select Committee members is protected by state of the art technology, and that personal details of all individuals involved are also protected, otherwise local laws will apply.

#### Article 17 - ADMINISTRATION

1. PerkinElmer shall bear all the costs of the EWC and the Select Committee for their activities as set out in this agreement.
2. Employee representatives will be released from duty, with normal pay, to perform EWC related duties.
3. Arrangements for time off and travel shall be made in advance by employee representatives with local management
4. PerkinElmer shall bear the cost of employee representatives for travel, accommodation, translation and interpretation at meetings, pre and post-meetings with employee representatives as well as training sessions and any other agreed meetings. In addition, costs of coordinators and experts will be covered as per Article 13.
5. The EWC shall be afforded all logistical means necessary for its members to communicate (international telephone and telecopy lines, computer, printers, copying machine, e-mail and postal address). In each establishment to which the respective members belong, they shall have access to premises which ensure that their communications remain confidential.
6. In addition to time spent by EWC members in meetings, they must be given the necessary time off to deal with the tasks and responsibilities the mandate entails. This time-off must also count as working hours.

#### Article 18 - DURATION OF AGREEMENT

1. This Agreement shall be valid for a period of four (4) years from the date of signing. Further to this period, it will remain valid unless terminated by a letter with acknowledgement of receipt by PerkinElmer Management or two-thirds of EWC members, subject to 6 months prior notice. The Agreement shall be adhered to during negotiations for a new Agreement until the new Agreement has been signed. In the event that the parties fail to reach agreement by the end of a 12 months' period starting with the notice of termination, this agreement shall automatically terminate and the subsidiary regulations of directive 2009/38/EC as transposed in UK law or of any subsequent directive replacing it shall apply.
2. In the case of changes in the European or national law, the parties will adapt the agreement to the new applicable legislation.
3. If the parties to this agreement deem it necessary, this agreement may be amended by mutual consent of the parties during its lifetime. The EWC consent shall be deemed to be validly given following a 2/3 majority of those eligible to vote.
4. The outcome of any such discussions on the renewal/amendment of the agreement will be subject to the approval of Management and to a 2/3 majority vote of the employee representatives on the EWC.
5. The employees representatives elected onto the EWC created by this Agreement will be solely competent to ratify the renewal/amendment of this agreement with PerkinElmer.

#### Article 19 - LEGAL STATUS AND DISPUTE RESOLUTION

1. This Agreement is negotiated under Article 6 of Council Directive 2009/38/EC and is to be governed and construed according to the UK transposition of that Directive, *The Transnational Information and*

**Consultation of Employees (Amendment) Regulations 1999 and 2010, as amended from time to time.**

2. Any disputes between the parties as regards the meaning and/or operation of this agreement shall be resolved in accordance with the procedures set out in The Transnational Information and Consultation of Employees (Amendment) Regulations 2010.
3. The English text of this Agreement is the binding text.
4. The signatories of this Agreement hereby confirm that they are fully authorised to agree the terms of this Agreement.



**Martina Bluemling**  
HR Director, Europe  
Representing Central Management



**Simone Zaninelli**  
Chairman of the Special Negotiating Body

**The following people were present at the meeting:**

Country	SNB delegate
Belgium	Luc Nys
Estonia	Paavo Helde
Finland	Janne Ahonen
Finland	Anu Koivikko
France	Marc Einsweiler
Germany	Dagmar Weber
Germany	Horst Lauersen
Ireland	Ronan Whelan
Italy	Aldo Biffi
Italy	Simone Zaninelli
Norway	Rune Vieskar
Poland	Andrzej Lechotycki
Spain	Francisco Diaz
UK	Carl Holder
UK	Richard Cornes

Central Management
Martina Bluemling
Anja Ceuppens
Vanessa Edmonds
Eija Potinkara

