

Press release Paris, 23 January 2025

InVivo and trade unions sign a new agreement to strengthen social dialogue

The CFDT, CFE-CGC, CFTC, SDACOOPA-SOLIDAIRES and SUD Commerce's et Services trade unions have signed a new agreement with InVivo management that takes account of their expectations. The aim of the agreement is to make exchanges, discussions and negotiations even more effective, in a spirit of closer collaboration and ongoing social innovation. It covers the entire InVivo group in France.

Among the agreement's key measures:

- **The creation of a coordinators' office:** a new office with additional time and resources. This office, which is specific to the InVivo Group's social architecture, is a forum for discussion, the aim of which is to anticipate the needs of elected representatives and to provide them, in advance of group co-ordination meetings, with the information they need for the work in progress. The group coordinators are also given 50% of their work time so that they can carry out their group mandate with peace of mind.
- **The creation of a post of deputy coordinator** to ensure the future and continuity of trade union organizations within the InVivo group.
- **Highlighting the role of each body** and the associated mandates, by stepping up training and communication initiatives for employees and staff representatives.
- **The creation of a skills repository**, incorporating the skills developed by staff representatives in the course of their various mandates. These skills will enhance their professional experience and enrich their career paths.

"This agreement, which was co-written and signed with the social partners, illustrates our determination to give priority to co-construction in order to strengthen the quality and performance of social dialogue within the Group," says Ségolène Jarry-Chartier, HR Director and Director of Social Dialogue for the Group.

About the InVivo Group:

The InVivo group is one of Europe's leading agricultural groups, with a turnover of almost €11.7 billion, more than half of which is generated in France, and a workforce of 15,000 employees, including more than 10,000 in France. With operations in 39 countries, it has more than 90 industrial sites, including 63 in France. Agriculture, international grain trading, agri-food (malting, wheat and wine), retail (garden centers and food distribution): through its four business verticals, the InVivo group creates value from field to plate. A global, cross-functional center for innovative and digital solutions completes this structure. InVivo's ambition is to accompany the transformation of the French farm and to support European food sovereignty. To find out more: invivo-group.com - @InVivoGroup

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