

# EVIAN®, ANCHORED IN ITS LOCAL ECOSYSTEM



evian® is built with passionate men and women committed to sharing their know-how. Key stakeholders, there are approximately 1,200 employees who work in the evian® bottling site today, which represents 15% of the people living in Evian-les-Bains. During the transformation of the evian® bottling site over the past six years, the evian® site has been the scene of numerous changes. Driven by the site's Director Stéphane Dupays, teams enriched the project by imagining the future of the brand and their jobs, while adapting to changes and developing new skills. Since 2013, 30,000 annual training hours have been dedicated to accompany change management. Over the last few years, modernisations have created ergonomic work stands and desks and strengthened the safety of every worker. Since 2011, 200 new jobs have also been created within this transformed bottling site.

First local employer, evian® adapts its organisation to the reality of the area. It offers employees flexibility in their career choices such as contracts which enable employees to work as ski instructors during winter and at the factory the rest of

the time. 35% of workers are over 50 years old, evian® encourages the sharing and transmission of skills and expertise between the most experienced and the youngest employees. Indeed, the evian® bottling site must maintain its pioneer role in terms of management, support and training of its workforce. It must also develop the jobs of the future, creating reactive and creative work structures to build teams of men and women who can demonstrate pride and commitment in an efficient working environment.

One of France's top industrial flagships and a local hot spot, the new site contributes to the city's worldwide influence, just like the numerous international sports, cultural, scientific and political events organized in Evian-les-Bains.

Indeed, the bottling site's new configuration illustrates Danone and evian®'s capacity to adapt to a challenging market while continuing to invest in the French industrial sector as well as in its local ecosystem.

## KEY FIGURES

1,200 employees on site

200 new jobs since 2011

30 000 annual training hours to accompany change management since 2013

35% of workers are over 50 years old

