



Press release
27 January 2014

STEF and MESSIDOR Association

sign a convention for the integration of the mentally disabled

STEF Logistique Méditerranée and MESSIDOR Association have signed a convention for the secondment of ESAT disabled employees (support and work Assistance establishment). The partnership aims at promoting the integration and retention of mentally disabled people into an ordinary workplace.

Under this renewable one-year agreement (October 2013 - October 2014), MESSIDOR Association will be in charge of a co-packing operation, which consists in organizing and executing food products packing services: labelling of packages or units, re-palleting.

This operation needs a team of 5 to 7 mentally disabled workers and is carried out on the HEQ certified BOIRON FRERES plant*. Located on the Rovaltain Valence TGV (Rhône -Alpes) industrial park, this site has a refrigerated warehouse operated by STEF, where more than ten employees perform storage, picking and co-packing operations.

* Boiron BROTHERS is a major player in the market for processing and marketing fruits (whole or cut into bites), coulis, fruit purees and frozen vegetables. Under the Les Vergers Boiron brand, the company offers a range of over 100 references for professionals - pastry, chocolate, ice cream, bartenders , chefs and restaurateurs ... - in 70 countries.

Céline Liegent, Director of Human Resources at STEF Logistics said: *"This initiative supported by our STEF Logistics Mediterranean branch is unique and exciting for all our employees. For the first time, a complete operation is entrusted to workers suffering from a mental disability. The service is conducted in partnership with staff already in place at STEF. Its implementation requires complete trust and collaboration between the STEF group and MESSIDOR association, given the program's objective to facilitate the entry of the disabled into the labour market".*

Damien CAPELANI , Head of the secondment of team services at MESSIDOR Association said: *"This partnership with STEF group is an original response, tailored to the needs of people with mental disabilities who can actually realize that a return to a normal working environment is possible. It respects the geographical location and ensures the maintenance of existing social ties of those admitted. Beyond its social objective, the association aims to deliver quality services".*

About STEF

STEF is the European specialist in cold logistics for all temperature sensitive and agro food products. Our mission is to safely bridge the gap between manufacturers and retailers. The group masters and brings together transport, logistics and IT skills for all temperature-controlled deliveries (from -25°C to +18°C). STEF is active in 8 European countries (Belgium, Spain, France, Italy, the Netherlands, Portugal, Switzerland and the United Kingdom) and in Tunisia. The group employs 14,500 staff and operates with specialized assets: 216 platforms and warehouses and more than 4,000 HGVs, half of which are company-owned. STEF's annual turnover for 2012 stood at €2,502.3 million.

www.stef.com

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About the MESSIDOR Association

The MESSIDOR Association manages sheltered work establishments: ESAT (support and work Assistance establishment) and Entreprises Adaptées (sheltered companies) opened to the mentally disabled. MESSIDOR allows people officially recognized as disabled workers by CDAPH (eg Cotorep) to resume work through an individualized track towards employment in service activities, with appropriate training. MESSIDOR helps these people build a professional project leading to a place in the regular workplace, and in all cases grow with a personal project.

Key figures about MESSIDOR (2012) :

- 800 people in transition
- Annual flow: 1 200 people
- 31 persons integrated in ordinary work places
- 12 100 hours of training provided to our disabled people
- 194 supervisors
- 14 sites in Rhône-Alpes (ESAT, EA, off site ESAT)
- 90 production sites
- 24 million € annual budget (2012)

www.messidor.asso.fr