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Jean Souleil
Secretary of the European Group
Committee
Case 545
263 rue de Paris
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Dear Mr. Souleil,

You know that on several occasions I have expressed my commitment to social dialogue across the worldwide France Telecom Group. This may well result in the setting up of a global body responsible for social dialogue. I am aware that this is an innovatory project and, for the moment, it would be premature to anticipate the results, but I am myself convinced that this may be a great asset that will help the transformation of our group.

Currently, social dialogue exists on several levels.

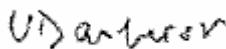
Nationally, certain countries have elected staff forums, others have legally established works committees and elsewhere union organisations are the principle vectors of social dialogue. This last case often does not preclude the others. On a European level, the Group European Committee has acquired invaluable legitimacy and experience that reflects the diversity of these practices. In addition, as you know, we have just signed a worldwide agreement on fundamental rights with Union Network International. All this shows our desire to encourage social dialogue on all levels whilst respecting local practices. The discussions that we want to start should obviously be part of this process and contribute further to it.

This is why I have asked the International Labour Relations department to start discussions about a possible group-wide body to encourage social dialogue. In my opinion, these discussions could be held with a group of people drawn together on the following basis:

- the European Group Committee will appoint representatives from within that reflect the diversity of its members
- the France Telecom Worldwide Union Alliance will appoint a representative of union organisations recognised by France Telecom.

Company management and this delegation will ask Union Network International to act as their joint expert throughout the discussions. As such, it will participate in the meetings.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'O. Barberot'.

Olivier Barberot
Executive Director responsible for Human Resources
and operations in Poland