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## PARTNER CONVENTION

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### CONVENTION RELATING TO EMPLOYED SPOUSES OF EXPATRIATE STAFF - DECEMBER 21st, 2001

*Modified on January 1st, 2009, and updated on July 1st, 2026*

Between the signatory companies (40), ADP, AFD, AIRFRANCE, AIRLIQUIDE, ALSTOM, BANQUE FRANCE, BNP PARIBAS, BOUYGUES CONSTRUCTION, CAPGEMINI, CARREFOUR, CMA CGM, COLAS, CREDIT AGRICOLE, EDF, EGIS GROUP, ENGIE, ERAMET, LOREAL, MICHELIN, MINISTERE, NATIXIS, NAVAL GROUP, ORANGE, ORANO, PERNOD RICARD, RATP, RENAULT, SAFRAN GROUP, SAINT GOBAIN, SANOFI, SCHNEIDER ELECTRIC, SOCIETE GENERALE, STELLANTIS, TECHNIP ENERGIES, TECHNIPFMC, THALESGROUP, TOTALENERGIES, VALEO, VALLOUREC, VINCI.

*(see appendix detailing scope of application of the convention for each signatory company (Group / Subsidiaries))*

#### AGREEMENT RELATING TO SPOUSES OF EXPATRIATES

21 December 2001

Amended on 1 January 2009 and updated on 17 March 2026

It is hereby agreed as follows, without prejudice to any more favourable provisions existing within the signatory or adhering companies to this agreement.

##### Article 1 — Purpose

The employee of a signatory or adhering company whose spouse or partner bound by a civil solidarity pact (PACS) is sent on expatriation by another signatory or adhering company to this agreement may benefit from unpaid leave to enable them to accompany such spouse or partner abroad.

##### Article 2 — Seniority Requirement

Entitlement to such leave shall be open to the employee who, on the date of their leave, has completed a minimum of three years' service with the company.

##### Article 3 — Duration of Leave and Effects on the Employment Contract

The leave shall be limited to the duration of the spouse's or partner's assignment abroad. In any event, it may not exceed a maximum duration of five years.

Throughout the duration of the leave, the employment contract shall be suspended, as shall the employee's seniority. During such suspension, the employee shall not be entitled to any of the benefits attached to the employment contract.

#### Article 4 — Request for Leave

The employee shall inform their employer of the date of their leave by registered letter with acknowledgement of receipt, at least three months in advance.

#### Article 5 — Reinstatement

Upon expiry of the leave, the employee shall return to their previous position or a similar position to the one they held prior to their departure, with at least equivalent remuneration.

The employee shall inform their employer of their return date by registered letter with acknowledgement of receipt six months prior to such return, to facilitate their reinstatement in their original position or, where applicable, the search for a new assignment.

#### Article 6 — Internal Implementation Arrangements

Each signatory or adhering company shall define, within its own organisation, any other arrangements for the implementation of this agreement.

#### Article 7 — Entry into Force, Duration, Adhesion and Termination

This agreement shall take effect on 1 January 2002. It shall remain in force for a period of three years, renewable thereafter on a yearly basis by tacit renewal.

Any non-signatory company may adhere to it. Such adhesion shall be formalised by sending the adhesion form annexed to this agreement, by registered letter with acknowledgement of receipt, addressed to the Inter-company Expatriation Centre (CINDEX), which shall send a copy thereof to the other signatory and adhering companies.

As from 1 January 2009, any new company wishing to adhere to this agreement must be an active member of CINDEX.

Each signatory or adhering company may terminate this agreement. Such termination shall be formalised by sending the termination form annexed to this agreement, by registered letter with acknowledgement of receipt, addressed to CINDEX, which shall send a copy thereof to the other signatory and adhering companies.

A three-month notice period shall precede the entry into force of the termination. Such termination shall not affect the application of the agreement between the other signatory or adhering companies.

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## APPENDICES

Aéroport de Paris : ADP SA

French Development Agency : AFD Group / PROPARCO

AIR FRANCE : Air France and its subsidiaries – HOP and Transavia

AIR LIQUIDE : in principle the vast majority of subsidiaries, to be verified on a case-by-case basis

ALSTOM : Alstom SA

BANQUE DE FRANCE : Banque de France excluding subsidiaries

BNP PARIBAS : BNP Paribas SA and its French subsidiaries

BOUYGUES CONSTRUCTION :

Bouygues Construction SA / Bouygues Bâtiment Île-de-France, Brézillon, Bouygues Bâtiment Construction Privée, Bouygues Bâtiment Rénovation Privée, Bouygues Bâtiment Habitat Résidentiel, Bouygues Bâtiment Habitat Social, Bouygues Bâtiment Ouvrages Publics, ELAN / Bouygues Entreprise France-Europe, Bouygues Bâtiment Nord-Est, Bouygues Bâtiment Sud-Est, Bouygues Bâtiment Centre Sud-Ouest, Bouygues Bâtiment Grand Ouest, Bouygues Bâtiment Outre-mer / Bouygues Bâtiment International / Linkcity / Bouygues Travaux Publics, Bouygues Travaux Publics Région Parisienne, Bouygues Travaux Publics Régions France, Bouygues Travaux Publics Services Nucléaires, VSL / Bouygues Energies & Services, Axione / Bouygues Construction Purchasing / Bouygues Construction Matériel / Structis

CAPGEMINI : UES Capgemini

CARREFOUR : Group

CMA CGM :

CMA Ships / CMA Terminals / CMA CGM Logistics / Terminal Link / NOL / APL / ANL / CNC

COLAS SA : Group and subsidiaries

CRÉDIT AGRICOLE SA : Crédit Agricole SA and its subsidiaries

EDF SA :

EDF SA as well as the following French subsidiaries: Enedis, EDF Renouvelables, Framatome, Dalkia, Hynamics, Cyclife

EGIS SA : Group and French subsidiaries

ENGIE : Engie Group

ERAMET SA : Eramet SA and its subsidiaries located in metropolitan France

L'ORÉAL : Consolidated companies of the L'Oréal Group

MICHELIN : Group and subsidiaries

Ministry for Europe and Foreign Affairs (MEAE) :

Central administration (Paris, Nantes), embassies and consulates

NATIXIS SA :

Specialized Financial Services Division: Natixis Interépargne / Natixis Intertitres / Natixis Factor / Natixis Financement / CEGC / Natixis Lease / Natixis Car Lease / Natixis Payment Solutions / Natixis Coficiné / MCI

Savings Division: BPCE Vie / BPCE Relation Assurances / BPCE Assurances / BPCE APS / AEW Ciloger / Banque Privée 1818 / 1818 Immobilier / Sélection 1818 / Vega Investment Managers / Natixis Asset Management / Natixis Global Asset Management / Natixis Asset Management Finance / NGAM Distribution / Axeltis / Mirova / Mirova Althelia / Seeyond / Euro Private Equity France / Naxicap Partners / Seventure Partners / Alliance Entreprendre / BPCE SA / BPCE Equipment Solutions / NIM-OS

NAVAL GROUP : Group

ORANGE GROUP :

Altenor / Equant France / Générale de Téléphone / Globecast France / Globecast Reportages / Inoven / Lexsi / MAIA / Neocles Corporate / Netstaff / Nordnet / NRS / OCEAN / OCS / OCWs / Orange Application for Business / Orange Caraïbe / Orange Cloud for Business / Orange Consulting / Orange Cyber Defense / Orange Healthcare / Orange Lease / Orange Marine / Orange Prestations TV / Orange Promotion / Orange Studio / Sofrecom / SoftAtHome / Telefact / Viaccess / w-HA / XS Security Division

ORANO (formerly Areva) : Group and subsidiaries

PERNOD RICARD :

Pernod Ricard SA / Pernod Ricard EMEA / MENA HQ / Pernod Ricard France

MMPJ Entities: Martell / Mumm / Perrier-Jouët

RATP : RATP Public Establishment

RENAULT GROUP : Renault SAS / Ampere SAS

SAFRAN : Safran Group

SAINT-GOBAIN : All subsidiaries in France and internationally (group application)

SANOFI : Sanofi Group

SCHNEIDER ELECTRIC : Schneider Electric SA

SOCIÉTÉ GÉNÉRALE :

SGPM / ALD / SGEF Holding / SOGECAP / Ayvens France / Ayvens SA

STELLANTIS : French perimeter

T.EN TECHNIP ENERGIES :

T.EN Corporate Services / T.EN France / T.EN Normandie / T.EN Ingénierie Defense / Cybernetix / Cyxplus / Genesis UK / Gygaz / Loading Systems / McPhy Energy / Technip MEPI / Oceanide / South Tambey LNG / TP JGC Coral France / Yamgaz / RELY / REJU / TechnipFMC Subsea France

THALES : all global subsidiaries of the group

TOTALENERGIES : TotalEnergies Company – legal entities and French subsidiaries

VALEO : Valeo Group

VALLOUREC : Group + subsidiaries (global perimeter)

VINCI : Vinci Group

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## **CONVENTION DESCRIPTION**

### **Agreement regarding spouses of expatriate employees**

#### **Objective**

The objective of this agreement is to facilitate the expatriation of an employee by addressing one of the main obstacles: the interruption of the spouse's career .

#### **General principle**

This is an inter-company agreement enabling the spouse of an expatriate employee to benefit from an unpaid leave for the entire duration of the expatriation.

#### **Conditions of application**

The scheme is based on a principle of reciprocity :

#### **Benefits for companies**

Adhering to the agreement allows:

The signatory companies operate on the basis of a mutual service and solidarity .

#### **Position within HR policy**

As part of a policy to support the spouse, the CINDEX agreement constitutes a protective measure that complements other tools, such as:

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## SIGNATORY COMPANIES





**CINDEX · THE NETWORK FOR  
INTERNATIONAL MOBILITY  
PROFESSIONALS**