

# WHO ARE WE?

Experts committed solely to serving employee representatives and their organisations.

## SYNDEX, IS A SOCIALLY RESPONSIBLE AND DEMOCRATIC COMPANY

A self-governing organisation since its creation, Syndex made the natural choice of becoming a worker cooperative in 2011, thereby reaffirming its democratic convictions. Since its creation, it proves daily that a professional structure can combine collective interest and economic balance.

At Syndex, the entire staff share in major discussions and decision-making relating to the company, based on the one person, one vote principle.

Teaching, making access to information more available, discussion, togetherness, and openness towards others are values that guide our actions from day to day.

## OUR REFERENCES

*ArcelorMittal, Groupe Up, Crédit agricole, Crown Cork, FNAC, General Electric, Georgia Pacific, HolcimLafarge, Michelin, Nissan, RBC Dexia, Saint-Gobain, Sanofi-Aventis, Renault, SAB Miller, SEB, Thales, Thomson, Total, Valeo, Veolia, etc.*

**50M€**  
IN TURNOVER

**2 100**  
ASSIGNMENTS EACH YEAR

**450**  
EMPLOYEES

**6**  
OFFICES IN EUROPE

**1**  
OFFICE  
IN NEW-CALÉDONIA



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## OUR VALUES

### ► Commitment

Our experts are committed to conducting each of their missions as close to their clients as possible and to providing them with personalised and sustainable support.

### ► Equality

Our experts are in favour of staff representative bodies and their management establishing an egalitarian relationship. This profound conviction is illustrated as far as in its democratic organisation and in its status as a worker cooperative.

### ► Independence

Our Syndex Experts maintain a close relationship and provide objective work and genuine recommendations..

Syndex. Service Communication-Docummentation - Photos : Laurent Villaret / Picturetank - Février 2017. Ne pas jeter sur la voie publique



TO HELP YOU  
SEE THINGS MORE CLEARLY !

SYNDEX PROVIDES ADVICE AND SUPPORT TO EMPLOYEE REPRESENTATIVES



# FOSTERING SOCIAL DIALOGUE IN EUROPE

The experts of Syndex Europe & International are company specialists who have been providing strategic, financial and social expertise in various sectors since the first European Works Council Directive.

Over 20 years of experience serving elected representatives of European Works Councils has allowed Syndex to adapt to each of its members' requests, regardless of the situation, problem or national language.



Our teams' ambition is to show that it is still possible to provide useful support to European Works Council members and their trade unions today in:

- ▶ negotiating or renegotiating better European Works Council agreements for effective social dialogue;
- ▶ analysing and anticipating the impact of national and cross-border economic, social and environmental changes;
- ▶ sustainably combining work and health throughout ones' career;
- ▶ combining sectoral and territorial logistics for activities in the industrial and services sectors to promote the emergence of qualifications and jobs of tomorrow.

## OUR CORE BUSINESS

Syndex participates in the construction of the European law on the right of employee representatives to be informed and consulted. All our services comply with professional confidentiality rules.

- ▶ Assisting European Work Councils in the information and consultation process.
- ▶ Legal advice in European and international law.
- ▶ Cross-border comparative law studies.
- ▶ Providing general and ad hoc training for European Works Council members.
- ▶ Negotiation assistance to labour unions in conducting action studies and obtaining financing.
- ▶ Assistance to European sectoral committees on social dialogue.

## OUR FIELDS OF SERVICE

**STRATEGIC, FINANCIAL AND SOCIAL EXAMINATION OF MULTINATIONAL COMPANIES; ANALYSIS OF COMPANY FINANCIAL COMMUNICATION POLICIES**

**JOB CHANGES, COMPARING WORKING CONDITIONS BETWEEN SITES OF A MULTINATIONAL COMPANY**

**EXAMINATION OF SECTORS AND INDUSTRIAL POLICIES, TECHNOLOGY WATCH**

**ANTICIPATION, RESTRUCTURING, ALTERNATIVE SOLUTIONS, SITE CVS, CORPORATE SOCIAL RESPONSIBILITY**

**SUSTAINABLE DEVELOPMENT, CLIMATE POLICIES, ENVIRONMENTAL RESPONSIBILITY, ENERGY POLICIES**

**WEALTH DISTRIBUTION, REMUNERATION, PURCHASING POWER AND STANDARD OF LIVING, EMPLOYEE PARTICIPATION AND SAVING**

**PROFESSIONAL DISCRIMINATION, GENDER EQUALITY**

**SYNDEX HAS EMBARKED ON A PROJECT OF ESTABLISHING OFFICES ACROSS EUROPE BASED ON PARTNERSHIPS WITH NATIONAL TRADE UNIONS IN POLAND, ROMANIA, SPAIN, THE UNITED KINGDOM AND BELGIUM**



## CONTACT US

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*With its subsidiary Syntrad, the Syndex Group is the first translation firm that specialises in translating social dialogue-related matters*

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