

## Agreement

### **The Scania European Committee (SEC) within the EEA**

#### **A. Preamble**

- 1 Scania CV AB and its subsidiaries are an international operating group of undertakings. It is our defined policy to present a single face to all our customers. To achieve world-wide business success we need the full co-operation of the Scania Management, our local companies, our employees and their representatives.
- 2 Our knowledge and understanding of the Scania market and business environment is critical to our future business success and places increased demands on both management and employees to keep themselves fully informed and open to changes as the customer requires.
- 3 Scania has always recognised the need for information sharing and communication and has in place both international and local procedures for keeping its employees informed on a regular basis.
- 4 The European Economic Area (EEA) today, links local operations on a higher dimension. To meet these challenges we are committed to establishing the "Scania European Committee (SEC)" as a forum through which the Employee Representatives will communicate with the Scania Management on matters of mutual interest to ensure our business success.
- 5 In order to fulfil these ambitions the parties have decided to establish The Scania European Committee (SEC) for informing and consulting employees within the EEA with respect to matters concerning at least two countries in which Scania operates.

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## B. Procedures

### 1 Scope

These procedures apply on the "Scania European Committee (SEC)" with employee representatives from each country within the EEA with Scania owned undertaking.

Unless specified otherwise in this Agreement the Swedish European Works Council Act (SFS 1993:353) with reference to Council Directive 94/45 EC of 22 September 1994, hereinafter referred to as the law, applies.

The SEC and the Scania Management will communicate with each other on the Company's development and its economic, financial, social and organisational perspectives within the EEA, set forth in section 29 of the law.

The existing national/local Agreements in the member countries are not affected by this Agreement.

### 2 Membership

One employee representative will be appointed for each country within the EEA with Scania owned undertaking. Additional members will be appointed in accordance with section 24 in the law (see encl.list)

The need for changes in the composition of the SEC will be examined every second year.

The election or appointment of members shall be carried out in accordance with national legislation and/or practice in each member country. All members must be permanently employed by Scania.

The members of the SEC will be given the opportunity to perform their duties during normal working hours, and they will be covered by the national laws and Agreements, which protect Employee Representatives at the work place.

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### 3 Meetings

The annual meeting of the SEC with the Scania Management will take place during the second quarter. The duration of the meeting will be one working day.

Prior to the annual meeting, the SEC is entitled to meet separately during one working day.

The SEC is entitled to a separate meeting once a year.

The SEC may be assisted by an expert invited by the Select Team (to the extent that such expenses are reasonable and with prior information to Scania).

Interpretation as well as translation facilities at these meetings will be provided for.

### 4 Select Team

A Select Team shall be elected from amongst the members of the SEC, comprising of at most three members. The Select Team, together with Scania representatives, shall prepare the agenda of the meetings with the SEC.

The Select Team together with Scania shall prepare eventual enhancements of the procedures and co-operation between the parties.

The Select Team and Scania shall agree upon the contents and the way of distribution of information from the SEC meeting together with Scania.

Scania will inform the Select Team with respect to exceptional circumstances following Section 30 of the law. In the case of a special meeting with Scania is requested, the Select Team is entitled to a pre-meeting separately.

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## 5 Education

Members of the SEC will be provided with language training in english. In order to improve the knowledge and understanding of the Scania operations special information and education may on request be provided in connection to the separate meeting with the SEC.

## 6 Costs

The expenses of the SEC will be borne by Scania to the extent that such expenses are reasonable.

SEC member travel expenses should be compensated according to local rules.

## 7 Confidentiality

Information provided and classified as confidential by Scania shall not be disclosed by the SEC and/or experts unless specific dates to do so have been agreed. This obligation will continue to apply even after the termination of the members mandate period.

The provisions of section 38, second and third paragraphs of the law shall apply.

## 8 Duration

The duration of this Agreement will be for a period of 4 years effective from the date of final acceptance by both parties of this Agreement. The Agreement will be automatically extended for additional 4 years unless either party declares in writing its desire to renegotiate all or part of the original Agreement at least 6 months before each expiry date.

We the undersigned as parties agree to implement and develop this Agreement.

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1998-11-05

Carl-Johan Tibblin, DHX

Undersigning persons, Brussels 5 November 1998

Scania CV AB

The Special Negotiating Body

Kaj Lindgren

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Jaap Bergema

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Netherlands

Antonio Alvarez-Cascos Spain

Kjell Wallin

Sweden

Tommy Bäcklund

Sweden

Joel Rönnqvist

Sweden

Country	Representative
Austria	1 delegate
Belgium	1 delegate
Denmark	1 delegate
France	1 delegate
Germany	1 delegate
Italy	1 delegate
Netherlands	1 delegate
Spain	1 delegate
Sweden	5 delegates
U.K	1 delegate
Total	14 delegates

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