



## OPEN LETTER TO EUROPE'S TOP MANAGEMENT MEMBERS

Dear Madams, Dear Sirs,

On 23rd May 2013, Ricoh France's Management Team announced a plan of restructuration and its implied social consequences, i.e., the suppression of 338 employments.

We are strongly reasserting our total denial of this plan !

### **The economic reason which you are calling upon is unfounded !**

The analysis of Ricoh France's financial data doesn't enable to conclude to the lack of the subsidiary's competitiveness and is not accounting for the organizational consequences of the Management Team's plan. The plan introduced to the Works Council and the implied suppressions of employments are only due to the Group's decision of differently organizing its activities in Europe, with the aim of increasing its profits at the expense of the French entity and its employees.

Here are a few figures :

**A+ 3.2 % increase in the turnover in 2011 and 2012 in Europe.**

**A gross margin rate upper to 10 % in Europe.**

**A 27 % market share in France.**

### **You failed to fill your duty in terms of the previsional management of employments and skills (PMES) !**

In France there is a device intended for protecting such changes thanks to the PMES, which must be implemented in order to move from an employment structure to another-one defined according to the Company's strategy and needs, and to the employee the PMES brings some help in the definition and securing of her or his professional career by giving her or him a larger visibility on the evolution of employments. You are setting up an ERP which has been planned for several years, entailing the suppression of the Customer Account Administrators' jobs, without securing this population's employability in spite of the legislation.

### **You are bound to some social responsibility !**

Whereas you don't hesitate to relocate some jobs in Spain, where salaries are lower to those in France, so as to win a maximum of profit in defiance of all the rules which govern this social responsibility, a concept into which Companies are integrating social preoccupations !

**For all these reasons we denounce and fight your plan !**

**We aren't willing to die silently !**