

MICHELIN

HR INTEGRATED APPROACH AGAINST COVID-19

INTEGRATING HUMAN RESOURCES MANAGEMENT



OUR PURPOSE :
**“WE CARE ABOUT GIVING
PEOPLE A BETTER WAY
FORWARD”**

**“IN MICHELIN, TOMORROW
EVERYTHING WILL BE
SUSTAINABLE”**

THIS AMBITION TRANSLATES INTO A QUEST FOR EQUILIBRIUM BETWEEN :

PEOPLE

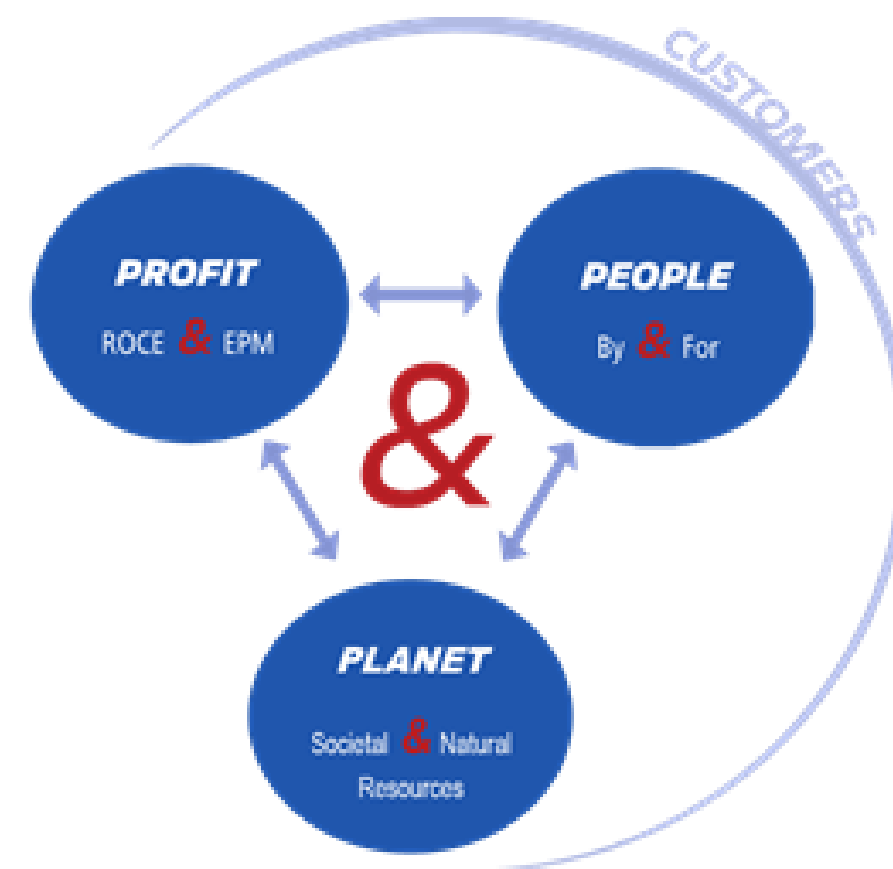
- **CARING FOR MEN AND WOMEN, WITHOUT WHOM NEITHER TRANSFORMATION IS POSSIBLE.**

PROFIT

- **FINANCIAL PERFORMANCE, WHICH GUARANTEES OUR COMPANY'S SUSTAINABILITY ,OUR ABILITY TO INVEST AND OUR FREEDOM OF CHOICES.**

PLANET

- **BECAUSE PROTECTING THE PLANET AND ITS INHABITANTS IS ALSO, AND MORE THAN EVER, AT THE VERY HEART OF EVERYTHING WE DO.**



11. INCIDENT

COVID -19 IMPACT

1 PEOPLE'S SAFETY

2 DEMAND DROP

3 BUSINESS PERFORMANCE

SET PRIORITIES

1 PEOPLE
"TO KEEP PEOPLE SAFE" IS THE FIRST PRIORITY.

2 CASH FLOW
TO MAINTAIN CASH FLOW AND BUSINESS.

3 REBOUND
TO BE READY TO BOUNCE BACK.

Immediate
Problem solved

Immediate Problem solved
and sort out other issues/problems

✓ Problem solved for
Both short and long term

STRATEGY ALIGNMENT

1 PEOPLE

2 PROFIT

3 PLANET

I2. IMPLEMENTATION

MICHELIN ROADMAP

PULSE CHECK

- WELL BEING
- SATISFACTION

SET UP "CRISIS CELL"

- REGION
- COUNTRY
- FACTORIES

RECOGNITION AWARD

STUDY NEW WAY OF WORK

ACTION PLAN

- PRE WFH - WFH
- RESTART - POST RESTART

I2. IMPLEMENTATION

OUR HR INTEGRATION.



I3. IMMEDIATE RESULT


0 **COVID19 INFECTION**

0 **SALARY REDUCTION & CONTRACT TERMINATION**

16 **EMPLOYEES USE PSYCHOSOCIAL CONSULTANT SERVICE.**

Immediate
Problem solved

Immediate Problem solved
and sort out other issues/problems

 Problem solved for
Both short and long term

95%

**EMPLOYEE BEING SATISFIED
WITH COMPANY'S MEASURES
AGAINST COVID 19**

97%

**MANAGERS HAD DONE A GOOD
JOB TO SUPPORT EMPLOYEES
THROUGHOUT THE PANDEMIC.**

20

**INITIATIVES OF CSR FROM
COLLABORATION OF
EMPLOYEES, COMPANY &
BUSINESS PARTNER**

I3.IMMEDIATE RESULT

SUSTAIN PROCESS

40% ***E-LEARNING
INCREASED.***

17% ***MORE FREQUENT
FEEDBACK***

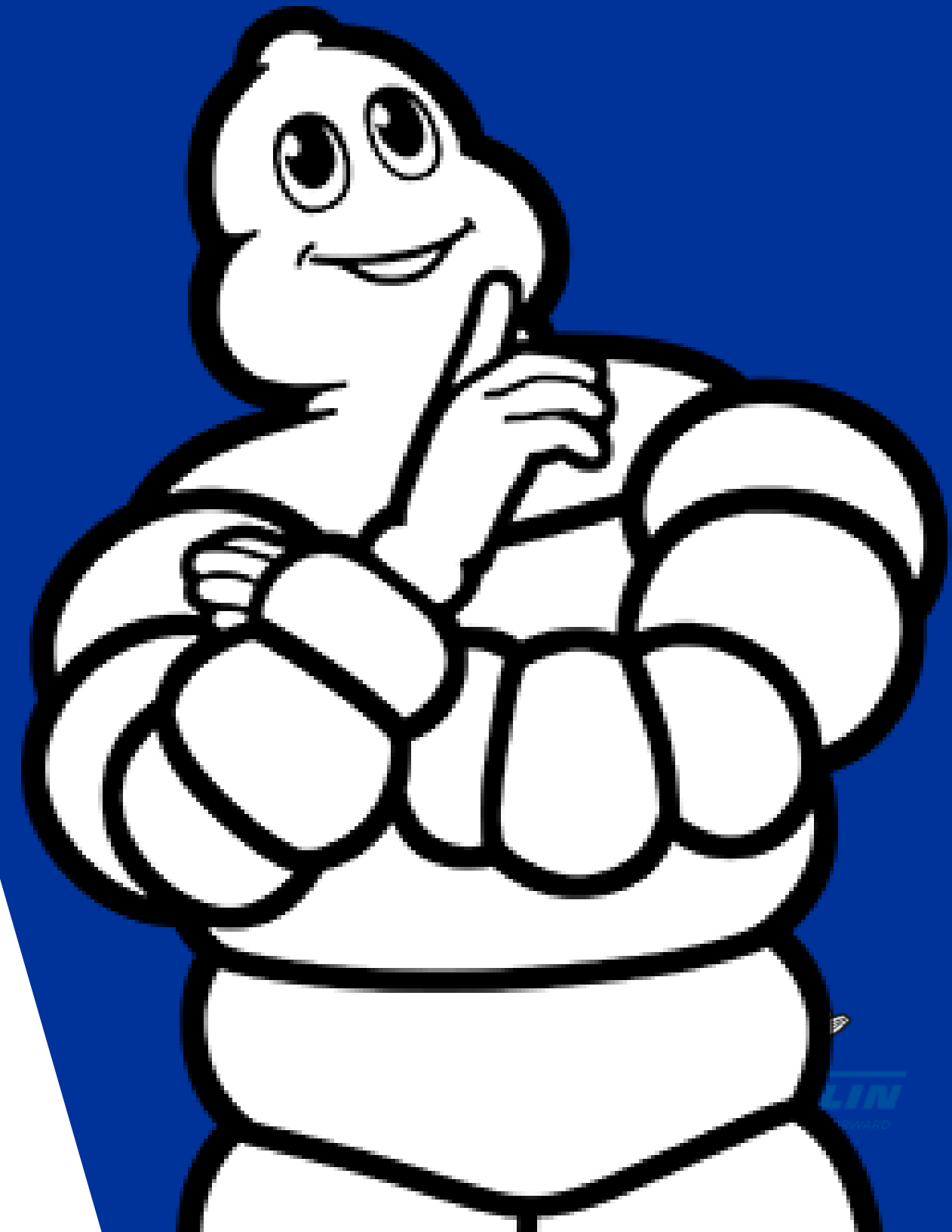
13% ***MORE COMPETENCE
ASSESSMENT &
DEVELOPMENT INCREASED***

Immediate
Problem solved

Immediate Problem solved
and sort out other issues/problems



Problem solved for
Both short and long term





MICHELIN

“WE2A” ARE MADE BY PEOPLE, FOR PEOPLE