



With the financial support of the European Commission



EUROPEAN PROJECT

Towards the Cremonini Group EWC: networking of worker representatives for exchange and training

INVITATION

**Workshop on the state of industrial relations in the Cremonini Group's Catering Undertakings
London, 10 April 2013**

**Second meeting of the Project Steering committee
London, 11 April 2013**

Dear Colleagues,

We have the pleasure to invite you to the Workshop dedicated to on-board train catering sector and to the Second project Steering Committee meeting, which will take place in **London** respectively on **Wednesday 10 April 2013** and **Thursday 11 April 2013**.

The workshop will be useful to exchange information about the state of industrial relations and working environment within the group's subsidiaries that manage catering on board trains in Italy, Spain, France, Belgium and United Kingdom. It will be also useful to familiarize worker representatives with the EWC Directive.

In order to have a constructive and interactive debate, we would like to ask participants to prepare a presentation (at least one per country) containing the following information:

- state of employment in the undertakings directly and/or indirectly controlled by Cremonini (number of employees, terms of employment, working conditions etc);
- state of industrial relations and collective bargaining;
- worker representative structures involved at company and sectoral level;
- any co-ordination among those worker representative structures;
- unionisation rates per company;
- tenders awarded and managed by the Cremonini's undertakings and expiration date;
- tenders Cremonini's undertakings are going to apply for;
- main competitors and state of the market;
- main characteristics of calls for tender in the field of on-board catering (awarding rules, social clauses etc);
- Cremonini operations in the concession catering sector (VIP Lounges, railway stations, motorways and airports);
- Any activities Cremonini's undertakings have been outsourced and/or subcontracted;
- forthcoming challenges for employees and trade unions in your opinion;
- Any other information of interest.

We would like colleagues from France and Belgium to join the project and cooperate with us on the setting up of the EWC in the Cremonini Group. So, **should you have contacts with French and Belgian colleagues, please do not hesitate to contact them and give information about the project aims and this workshop.**

The **Project Steering Committee meeting** will be useful to analyse the ongoing achievements and plan the next meetings/events. It will be held the day after the workshop.

Venue and timetable

The meetings will be kindly hosted by **UNITE THE UNION** offices:
**128 Theobalds Road, Holborn
LONDON WC1 8TN**

10 April 2013 - **Council Chambers 1**
11 April 2013 - **Council Chambers 2**

The workshop will start at 9.30 and end at 16:30, with a 45-minutes pause for lunch.
The Steering Committee meeting will start at 9.30 and end at 12.30.

Interpretation

Interpretation will be provided into English / Italian / Spanish and French.

Registration

Please complete the enclosed enrolment form. It should be sent back **before 2 April 2013**.

Accommodation

UNITE THE UNION has kindly suggested two hotels with special rates. They are located close to the meeting venue.

- 1) **Hotel Russell** £130 + Vat - speak to Vicky (Group reservations) Direct number 0207520 1825 – email address: russell.reservations@principal-hayley.com . Mention Unite.
- 2) **Thistle Bloomsbury Park Hotel** £155 including VAT + breakfast - speak to Julie on 08719772299 / email address: groups.bloomsburypark@quoman.co.uk . Mention Lai Sheung Luu at Unite.

Please take care of reservation and remember the price while booking.

Reimbursement

Travel & accommodation costs will be reimbursed upon receipt of the Declaration of Expenses to be remitted at the meeting or to be returned to FLAI secretariat. Due to limited budget resources, we kindly ask you to confirm your participation as soon as possible, so that we can define the list of participants.

Travel costs will be carried out applying the following criteria:

- For flight tickets: on the basis of APEX fares (max 400 euros).
- When travelling by train: 1st class train ticket will be reimbursed,
- When travelling by car: the equivalent of a first class train ticket (with document proving the price of the train ticket),
- Journeys have to be carried out in the most economic and shortest way
- No taxi costs or any other extra costs will be reimbursed.

Insurance Coverage

Please note that FLAI cannot take out insurance for the participants. It is up to the union or the individual participant to conclude insurance.

Should you need any further information, please contact:

Stefania Radici (stefania.radici@filcams.cgil.it) or Marco Gentile (marco.gentile@flai.it)

Yours sincerely,

The Project Management Staff

SOME INFORMATION ABOUT THE CREMONINI CATERING ACTIVITIES IN EUROPE:

REVENUES OF 690.9 MILLION EURO AND 80 MILLION CLIENTS SERVED IN EUROPE EVERY YEAR:



European Leadership

The Cremonini Group, through Chef Express, is the first operator in Europe in catering onboard trains, leader in Italy in train station catering and among the principal Italian operators in motorway and airport catering. Roadhouse Grill is the first Italian steakhouse chain.

In 2011, the turnover of the catering sector of the group was 690.9 million Euro (+2.2% on 2010), with a gross operative margin (EBITDA) of 35.2 million Euro (+43.3%), and an operative result (EBIT) in strong growth of 9.8 million Euro (0.7 million euro in 2010).

52% of the turnover derives from catering onboard trains, 41.5% from stations, airports and motorway activities, while 6.5% is made by the steakhouses.

More than 52% of the catering turnover is made in Europe.

The Activities

Cremonini, with more than 30 years experience in the concession and commercial catering business, has become specialised in the catering segment denoted as "in movement" and has created a business model that combines the pleasure of eating well with the efficiency and rapidity of service, conditions necessary in contexts of "travel", such as trains, stations, airports and motorways.

Catering onboard Trains

In only 20 years Cremonini has become the European leader in catering onboard trains, managing daily more than 1000 trains in 6 European countries. The Group is present on the English Eurostar trains that link London, Paris, Brussels and Amsterdam through the channel tunnel, on the Belgian Thalys trains that run the route Brussels, Paris, Dusseldorf and Amsterdam, and on 80% of the French high-speed trains TGV and IDTGV; furthermore the group is present in the whole network of Spanish high-speed AVE and long distance trains. Cremonini, apart from operating onboard train catering services, manages the VIP Lounges of the stations in Paris, Brussels and London.

The contracts signed in Europe with the various railway operators are managed by companies controlled by the holding Cremonini S.p.A. in different European capitals: in London through the company Momentum Service L.t.d., in Brussels through Railrest S.a., in Paris with Cremonini Restauratiòn S.a.s., in Madrid with Cremonini Rail Iberica S.a. and in Holland with Rail Express Service B.v.

In the logistical service, in joint venture with Geodis Logistics, Cremonini has created AVIRAIL, a French company which services trains in railway stations.

Concession Catering

Cremonini has been operating in the concession catering sector for more than 30 years, managing multiple catering formats: from the Bar to the Cafeteria, from the Snack to the Sandwiches, from the Pizza corner to the fast food, from the Restaurant to the Self-service, until the Steakhouse.

Cremonini, through its subsidiary company Chef Express UK, has recently entered into the English railway station market with the acquisition of the well known "Bagel Factory" chain.

A large range of catering services capable of satisfying the diverse consumption needs of the thousands of travellers who every day travel across Europe. Cremonini utilises for concession catering both its own brands such as Chef Express, Mokà, Mr. Panino, Gourmè, Sapore and Gusto Ristorante, and franchised brands such as McDonald's and Rosso Sapore.

Train stations

Chef Express is the market leader in Italy in railway station catering: taking care of services for bars, cafeterias, restaurants, self service, fast food, pizzerias kiosks.

The points of sale of the Group are 150, distributed in 43 Italian train stations, of which 9 Big Stations (Rome Termini, Milan Centrale, Florence S. Maria Novella, Venice, Genoa Piazza Principe, Genoa Brignole, Palermo Centrale, Turin Porta Nuova, Naples Centrale).

Chef Express UK manages the Bagel Factory chain, that is present in United Kingdom with 13 stores in England, 9 of which in the most important London train stations. The distribution network also includes 43 stores in franchising located between Ireland and Great Britain.

Motorways

Chef Express has also consolidated its presence in the motorway catering sector and today is among the major Italian operators. There are 85 points of sale distributed in 35 service stations located on the principal Italian motorway arteries.

Airports

Chef Express, in recent years has also increased development in airport areas. Today the company is present with 42 points of sale in 8 airports (Rome Fiumicino, Rome Ciampino, Milan Malpensa, Milan Linate, Cagliari, Parma, Bergamo Orio al Serio and Genoa).

Roadhouse Grill

In 2001, Cremonini started the first steakhouse chain in Italy with the brand Roadhouse Grill. Unique in its genre and original in its catering formula, the chain now has 38 premises distributed mainly in the centre-north, in Emilia Romagna, Lombardy, Veneto, Piedmont, Liguria, Marche, Tuscany and Lazio.

Roadhouse Grill offers a wide range of unique dishes based on meat rigorously cooked on an open-view grill, such as the classic Ribeye, New York Strip, Prime Rib, Filet Mignon, T-Bone Steak, hamburger etc. All the dishes are richly garnished with a vast choice of vegetables (fresh salads or vapour cooked) or potatoes (fried)

or baked).The Roadhouse Grill brand targets a wide range of the public, in particular families, and is characterised by an informal atmosphere with table service.

Situated near the motorway exits and ring roads of medium and large cities, along major highways, or within shopping centres, the Roadhouse Grill premises have floor space of between 500 and 700 square meters, which can contain from 130 to 250 seated persons; open 7 days of 7 for lunch and dinner. The restaurant have a large areas for parking.

Cremonini is the owner of the brand in 52 European countries (including the countries of Eastern Europe).

Vending Machines -Time vending

Time Vending s.r.l., with headquarters in Castelvetro in the province of Modena, is a company owned by the Cremonini Group and operates in the market of automatic distributors of Food and Beverage . Time Vending was founded to become part of the various catering activities of the Group, and has become the ideal partner for the expansion and management of catering activities.

Time Vending has a flexible management structure with highly specialised resources in the management of automatic distributors, the services connected to them and searching for the best products available on the market. The company is owned in an equal measure by Chef Express S.p.A. (Cremonini Group) and the IVS Group, leading Italian group in vending, with over 60,000 distributors installed.

Employees

The employees of the Group in the catering sector in Europe are over 8,700 of which more than 3,200 in Italy.