



United Nations Global Compact - Communication on Progress 2010

Chairman of the Management Board and CEO's statement

Vivendi is proud of being a signatory of the United Nations Global Compact. This Communication on Progress links our Activity and Sustainable Development Report and the Global Compact's ten principles.

Vivendi, which has considerably invested and innovated in recent years, now stands as a world leader in communications and entertainment. This position requires that, throughout its sphere of influence, Vivendi contributes to implement human rights by its activities as a producer and distributor of content and its service offerings. The group's business units play indeed a major role in strengthening social ties and nourish intercultural dialogue.

Thus, to promote its vision of sustainable development, Vivendi works to facilitate access to knowledge, bridge the digital gap, and encourage the expression of talent, participation in cultural life and a spirit of openness between peoples and generations.

A handwritten signature in black ink that reads "Jean-Bernard Lévy".

Jean-Bernard Lévy,
Chairman of the Management Board and Chief Executive Officer

Paris, March 10th 2010

The Ten Principles of the Global Compact	Their implementation within Vivendi
Human rights	
1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence; and	<ul style="list-style-type: none"> • Vivendi supports and respects the protection of internationally proclaimed human rights and promotes this to its collaborators. <ul style="list-style-type: none"> => Vivendi promotes an active dialogue with its stakeholders, within its sphere of influence and regularly brings together collaborators and representatives of civil society to discuss the key topics of sustainable development and the promotion of human rights. <p>A few examples:</p> <ul style="list-style-type: none"> ⌘ Held on January 14 and 15, 2010, Vivendi’s first Sustainable development seminar brought together 70 participants and stakeholders representing civil society and the company’s various business units around the world. It was an opportunity for Vivendi to remind the main guidelines of its sustainable development policy, and for stakeholders - including investors, extra-financial ratings agencies, specialists, academics and NGO representatives - to express their expectations. Testimonies from Business Units also illustrated the sustainable development issues’ implementation into their activity. Vivendi’s specific issues (promotion of cultural diversity, protection of youth and sharing of knowledge), defined as early as in 2003, are today seen as being both strategic and well managed at company level. Throughout this seminar, representatives of the financial communities and the extra-financial rating agencies clearly underlined that Vivendi’s consideration of its specific issues within the group’s strategy placed the company as a leader in sustainable development in its business area. Other sustainable development strategic issues discussed included management of human capital, personal data protection and human rights within the supply chain. ⌘ Vivendi has participated in a number of conferences and debates to demonstrate its contribution to the promotion of human rights through the content of its production and distribution and its offer of services. Vivendi’s sustainable development department regularly participates in university conferences, one of which was held at New York University for the “Media, Culture and Communication” students. The department has also participated in various events, such as the annual MEDEF summer meetings, the Avignon Forum, the international Women’s Forum Global Meeting, as well as internal professional training sessions (INSEAD, labour unions, etc). ⌘ Vivendi organises meetings for the sustainable development committee on a regular basis. <p>Cf chapter on Dialogue with our partners (p.52-55) in 2009 Activity and Sustainable Development Report</p> <ul style="list-style-type: none"> • Vivendi defends the respect of cultural diversity and cultural rights as part of an essential element in the universal promotion and protection of human rights, and shares the vision of UNESCO, whose March 2007 Convention on the Protection and Promotion of the Diversity of Cultural Expressions states that cultural diversity is “a mainspring of the sustainable development of communities, peoples, and nations.”

=> In 2003 the group defined the promotion of cultural diversity as one of its specific issues in sustainable development and contributes to promoting the variety and diversity of its content as well as its forms of expression.

A few examples :

- ⌘ **UMG** encourages diversity of music repertoires and promotion of local artists (over 50 record labels, over 60% of revenue made by local talent in 56 countries where UMG is present).
- ⌘ Cinematic diversity is one of the pillars of **Canal+ Group**, the company finances and broadcasts films in a variety of genres, supports first films and international co-productions (such as Boubakar Diallo's *Cœur de Lion* in 2009 or Krzysztof Ptak's *Flying Machine*, stop-motion animation film inspired by Frederic Chopin that was released for the famous composers 200th birthday)

Cf chapter on Promoting Cultural Diversity (p.70-73) and Indicators related to Specific Issues (p.82) in 2009 Activity and Sustainable Development Report

- Vivendi must reconcile the development of content and service offerings enabled by new technologies with the protection of young audiences against harmful behaviors.

=> In 2003 Vivendi defined the protection of youth as one of its specific issues in sustainable development. The group evaluates the impact of its product and service offerings on young audiences in terms of opportunities or risks, and apprehends generational approaches of media and cultural practices.

A few examples :

- ⌘ **SFR** adhered to the recommendations by UDA and halted advertising and aggressive marketing targeted at children (media publicity, personalized offers, phones for children, etc.)
- ⌘ **Activision Blizzard** voluntarily participates in self-regulatory rating systems established by various game industry organizations around the world.

Cf chapter on Protecting Youth (p.66-69) in 2009 Activity and Sustainable Development Report

- Vivendi promotes the “right freely to participate in the cultural life of the community and to share in scientific advancement and its benefits” (As defined by article 27 of the Universal Declaration of Human Rights) by supporting and participating in the sharing of knowledge and access to new technologies.

=> In 2003, Vivendi defined the sharing of knowledge as one of its specific issues in sustainable development. The group contributes to producing pluralistic quality content for a large and diverse audience, and to facilitating access to this content and to new technologies for all.

	<p>A few examples:</p> <ul style="list-style-type: none"> ✘ Canal+ Group supports innovative programming choices, humanistic commitments and inclusion of an international point of view on its channels and cable TV (Special programming on the International Day of Peace, September 21st 2009: Canal+ Group presented an exclusive broadcast of the animated Cesar award –winning film <i>Waltz with Bashir</i>, directed by Ari Folman, followed by Jeremy Gilley’s documentary <i>The Day After Peace</i>, and ending with a re-broadcast of the special concert for the 10th anniversary of the Peace One Day Association). ✘ The Maroc Telecom Group contributes to reducing the digital gap in countries where it is present, and has deployed 22 000km of fiber optic cable in Morocco. 	<p>Cf chapter on Sharing Knowledge (p.74-77) in 2009 Activity and Sustainable Development Report</p>
<p>2. make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> ● Vivendi supports and implements the fundamental principles of human rights and promotes them to its suppliers and providers. <p>=> Vivendi’s Compliance Program formalizes the group’s commitments, concerning the human rights, on the form of rules of conduct. Adherence to these rules of conduct is a condition for belonging to Vivendi, and an annual progress report, based on these rules of conduct, is prepared by Vivendi’s General Counsel’s office and presented to the Audit Committee.</p> <p>A few examples:</p> <ul style="list-style-type: none"> ✘ In 2009 a new sustainable development clause based on the principles of the United Nations Global Compact was sent to all entities of the group to ensure that their major suppliers adhere to these principles. ✘ Vivendi’s Internal Audit department and its Sustainable Development department went through a joint process in 2009 to draw up a questionnaire based on the Ten Principles of the Global Compact for the major suppliers of Vivendi’s business units. 	<p>Cf chapter on Our Economic Issues (p.56-59) in 2009 Activity and Sustainable Development Report and Compliance Program http://www.vivendi.com/vivendi/Compliance-Program</p>
<p>Labour Standards</p>		
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<ul style="list-style-type: none"> ● Vivendi works to establish a constructive dialog between management and the competent bodies representing employees which respect their prerogatives. <p>=> Vivendi leads a process of dialog and consultation with the social unions in order to encourage collaboration and communication within the group.</p> <ul style="list-style-type: none"> ✘ At the group level, the corporate partners of the Group Works’ Council, the European Authority for Dialog between Management and Labor and the headquarters’ Works’ Council are regularly informed of the group’s strategy, financial position, social policy and main achievements for the fiscal year. 	<p>Cf 2009 Annual Report, Section 1 Description of the group, 5.2. Dialog between Management and Labour</p>
<p>4. the elimination of all forms of forced and compulsory labour</p>	<ul style="list-style-type: none"> ● Vivendi supports and implements the fundamental principles of working rights and promotes them to its suppliers and providers. <p>=> The respect of individual dignity and private life, within employment conditions, is a clearly defined rule of conduct set down in Vivendi’s Compliance Program.</p>	

<p>5. the effective abolition of child labour; and</p>	<p>⌘ Adherence to this rule of conduct is a condition for belonging to Vivendi, examined in the annual progress report, and prepared by Vivendi’s General Counsel’s office, of which the 2009 publication was presented to the Audit Committee on February 24th 2010.</p>	<p>Cf Compliance Program http://www.vivendi.com/vivendi/Compliance-Program</p>
<p>6. the elimination of discrimination in respect of employment and occupation.</p>	<p>● Vivendi affirms and asserts its attachment to diversity in recruitment and its fight against discrimination, which it holds to be guarantees of richness and performance.</p> <p>=> The fight against discrimination based on unlawful selection criteria such as sex, age, lifestyle, race, ethnicity, nationality, disability, religious or political opinions or beliefs, or union membership is a clearly defined rule of conduct set down in Vivendi’s Compliance Program.</p> <p>A few examples:</p> <p>⌘ In 2007, Vivendi founded the diversity skills Network, dealing with the integration of disabled workers in 2009 and on the theme of “Women and top management: A force for growth in the Company” in 2008.</p> <p>⌘ SFR is an active and committed promoter of equality of opportunity and leads numerous amounts of projects to facilitate access to employment for young people in depressed areas (Partnership with Mozaik RH, recruitment and consultancy association specialized in the promotion of equality of opportunity and diversity).</p> <p>⌘ Canal+ was ranked top in 2009 by the Averroes Club, on cultural diversity in media: “Among the best ranked companies of 2009, Canal+ is always placed top. The pay-TV company includes diversity in a very natural manner and with great ease” Club Averroes 2009 Report.</p> <p>⌘ Since 2005, with the support of the Salesiano Institute, GVT promotes the integration of underprivileged students in to the working world.</p>	<p>Cf chapter on Our Social Issues (p.60-63) in 2009 Activity and Sustainable Development Report and Compliance Program http://www.vivendi.com/vivendi/Compliance-Program</p>
<p>Environment</p>		
<p>7. Businesses should support a precautionary approach to environmental challenges;</p>	<p>● Vivendi defends environmental awareness and takes full responsibility in this domain, while it operates in business sectors where exposure to environmental risks is relatively low.</p> <p>=> Environmental awareness is a clearly defined rule of conduct set down in Vivendi’s Compliance Program. In 2000, the company put in place a Program of compliance with environmental, health and workplace safety standards, as well as an Environmental Charter.</p>	

<p>8. undertake initiatives to promote greater environmental responsibility; and</p> <p>9. encourage the development and diffusion of environmentally friendly technologies.</p>	<p>A few examples:</p> <ul style="list-style-type: none"> ⌘ In 2009, Vivendi’s environmental management system (EMS) at its Paris headquarters was certified under the EU EMAS (Eco-Management and Audit Scheme) regulation. ⌘ SFR and Maroc Telecom closely monitor the progress regarding health and mobile telephony and apply all measures appropriate and recommended by precautionary principle. ⌘ SFR is the first operator to have put in place since 2003, a system for collecting and recycling old mobile phones in all of its outlets, and in 2009 the company launched the eco-designed SIM cards that should reduce by half their environmental footprint. ⌘ Maroc Telecom has been using solar energy for the past few years to supply the rural areas in which it operates that have not yet got access to energy (in 2008, 150 antennas powered through solar energy were counted in remote regions). The telecom company also greatly invests in this type of environmentally friendly technology as part of the PACTE national program to open up rural regions of which the company is responsible to 80%. 	<p>Cf chapter on Our Environmental Issues (p.64-65) in 2009 Activity and Sustainable Development Report and Compliance Program http://www.vivendi.com/vivendi/Compliance-Program</p>
<p>Anti-corruption</p>		
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> ● Vivendi works against corruption in all its forms, including extortion and bribery, and makes sure this principle is respected by all its suppliers and providers in all of the groups operating countries. <p>=> The fight against corruption and the receipt from or grant to any third party of an improper advantage of any kind for the purpose of obtaining preferential treatment is a clearly defined rule of conduct set down in Vivendi’s Compliance Program.</p> <ul style="list-style-type: none"> ⌘ Adherence to this rule of conduct is a condition for belonging to Vivendi, examined in the annual progress report, and prepared by Vivendi’s General Counsel’s office, of which the 2009 publication was presented to the Audit Committee on February 24th 2010. 	<p>Cf Compliance Program http://www.vivendi.com/vivendi/Compliance-Program</p>