



### ***Transdev, Global Compact actor***

TRANSDEV, true to its ethics and its values, signed the Global Compact of the United Nations, so as to contribute in an active way to the worldwide deployment of the 10 principles of this pact.

During the last few years, TRANSDEV applied in a voluntary way the principles of a socially aware commitment which carries out a certain kind of behaviour recognised as being beneficial and universal for the Sustainable Development of the areas in which the group operates.

In its current corporate plan « Vision 2012 », this commitment is strongly anchored and is translated into global as well as local initiatives.

In order to go further in our support of the Global Compact, we created this specific report, in accordance with United Nations recommendations\* , a report we consider to be a good communication practice of our progresses, because it has a very close link with our corporate plan.

This document will be updated yearly.

*\*We already applied the « final project of a practical Guide concerning the COP », from February 2008 (United Nations)*

## **What does the adherence to the Global Compact mean for TRANSDEV ?**

*'From the beginning, the group followed a policy of sustainable development. Our voluntary adherence to the Global Pact of the United Nations is a formal testimony of this.*

*As a European leader of public travellers transport, as a multinational group of local companies and developer of sustainable mobility for all, we commit ourselves to continue applying the ten principles of the Pact, in a determined and pragmatic way and to contribute spreading them amongst our partners.*

*The implementation of each one of our company projects, some examples of those actions are given in this report, is for us an opportunity for progressing in a continuous way, in the fields of company responsibility, social relations, safeguarding the environment and fighting against corruption.*

*Our corporate plan Vision 2012 largely takes into account the deployment of these principles for action and our communication on their progress will be about their concretization during the years to come*

*I count on each one of you to promote the application of these principles'*

*Philippe Segretain  
Chairman and managing director*

## HUMAN RIGHTS

***Principle n°1 «“We must contribute to protecting and respecting human rights, proclaimed internationally”***

***Principle n°2 « And we must take care not to participate in or condone human rights abuses»***

Public transport falls under the local life of a city or region. It sometimes even represents the only “public” service in certain districts or rural areas.

Moving is a basic fundamental right, essential to be able to respect the other rights of every human being, for example the right to freedom, work.

The impact of the activity of a group like TRANSDEV, as an international operator, is therefore fundamental.

By offering transport which is always better adapted to the stakes of local populations and helping local authorities to implement them, TRANSDEV supports the accessibility of all to mobility.

One of the resolutions of TRANSDEV is contributing to the development of a transport offer accessible to all categories of population, with studied pricing, to ensure the safety of the passengers and the quality of the service offered.

Moreover, TRANSDEV applies to its 41.000 collaborators those principles of governance which are coherent with the ones of the Global Compact. The group is reknown for its social approach of the trade, registering its development in a long-term vision, favourable to a harmonious management of its human resources, coherent with the principles of governance and action of its controlling shareholder, the Caisse des Dépôts.

Some examples of commitments of the group during these last years :

- The **Code of ethics** of the group; this code, revised every three years, is at its 3rd version today and enacts clear principles of action for all collaborators
- The various facets of **the policies and procedures**, in particular with a Charter for the Use of Information Systems, charter complying to the laws on protection of individual freedom
- The **TRANSDEV Foundation**, acting on many projects related to developing aid for people in difficulty, promoting actions for equal opportunities, developing projects for solidarity and citizenship
- The various **programmes** of the group, for example the annual program relating to Quality Certification (its process is ISO 9001 certified, an innovation of the group), or the programme relating to labour safety, covering all the regulations applicable in the countries where the group is present.

## LABOUR STANDARDS

***Principle n°3 « We must support the freedom of association and truly recognize the right to collective bargaining»***

***Principle n°4 « We must take part in eliminating all forms of forced or compulsory labour »***

***Principle n°5 « We must help to truly abolish child labour»***

***Principle n°6 « We must fight against discrimination concerning employment and occupation»***

The various company projects which the group works out every five years are built around the essential idea of safeguarding and developing the human capital of the group, going beyond compulsory respecting labour laws in the countries where the group operates.

Concerning the nature of its (direct or sub-contracted) activity and the countries where it is established, the group is not very exposed to big risks in working conditions. However, faithful to its values and respecting its shared ethics, TRANSDEV considers social aspects as a priority when it takes over or renews a local transport activity in each country where it is established.

A constant effort, via training, internal mobility, raising awareness of managers, is provided to integrate the various cultural dimensions underlying the application of the regulatory texts which rule every different country.

Some examples of commitments at group level during the past few years:

- Setting up a "European Group Committee", implementing actual negotiations and shared and collective information for the workers of the different countries
- Putting a global Intranet site at the disposal of employee representatives, in France and outside of France,
- Various social programs, such as those targeted at social responsibility or occupational safety (the TRANSDEV networks are among the very first ones to have taken specific steps towards OHSAS 18001 or SA 8000 certification)
- The group registered fighting against professional discrimination in a formal way in its policy and it actively commits itself to the national public authorities; as an example, it signed the Charter of Diversity in France.

## ENVIRONMENT

***Principle n°7 « We are implementing a precautionary and effective programme to environmental issues»***

***Principle n°8 « We take initiatives to promote a greater environmental sense of responsibility”***

***Principle n°9 « We promote the development and the diffusion of environmentally friendly technologies »***

The environment, pillar of the concept of sustainable development, is at the heart of our group policy. TRANSDEV was in particular one of the initiators and signatories, in 2003, of the Charter of the International Union for Public Transport relating to Sustainable Development.

Although its type of activity has less important risks than certain industrial sites, the group, promoter of environmentally friendly mobility, considers as its duty to play a particular and essential role concerning sustainable mobility on two levels:

- by offering and promoting an increasingly attractive transport offer, in order to develop the modal transfer from private car towards public transport
- by ensuring environmentally friendly exploitation of its technical and administrative sites

One of the three fundamental points of its new corporate plan “Vision 2012” specifies the initiatives taken by the group and deployed in each country where it is established, initiatives relating to the introduction of more efficient means of transport and to tendencies relating to reducing its ecological footprint.

Some examples of commitments at group level of these last few years:

- Developing innovative solutions, in partnership with its customers : local transport authorities and its suppliers (ex Studies led on the Hybrid Buses in London, Concept of a Depot of innovative trams in Melbourne)
- Progressively setting up at group level, a true reference frame for a system of environmental management of a local network, based on the system of quality service management (TRANSDEV quality Certification) supervised by the group
- Networks increasingly more aware of environmental issues, supported by the group enhancing the development of certifications type ISO 14001, or standards (ex HQE in France) of infrastructure management.
- World leader in operating trams, TRANSDEV is happy to have contributed to developing a means of transport limiting emissions of atmospheric pollutants

## FIGHT AGAINST CORRUPTION

***Principle n°10 « We promote and adopt initiatives to counter all forms of corruption, including bribery and extortion of money »***

According to the study of *International Transparency* relating to the sectors subjected to corruption, the group is not very exposed to risks of corruption.

Nevertheless, in accordance with its values enacted in its internal charters, TRANSDEV considers as its duty to ensure responsible and honest behaviour of its collaborators, while maintaining professional relationships with all its partners.

Some examples of commitments on group level, reinforced during the last few years:

- A regular update of the Code of ethics which formally integrates rules relating to relations with suppliers.
- Creating a Charter of Internal Control pointing out the principles and good practices concerning the functioning of the group.
- A system of governance corresponding to the commitments of our controlling shareholder, the Caisse des Dépôts.

*TRANSDEV supports the Global Compact !*

*We would be happy to help spreading its principles by answering the questions that you could ask yourself concerning the Global Compact and its implementation within your organization*

Contact the Qualité and Sustainable development service of :

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