



Dassault Aviation is one of the major players in the global civil and military aviation industry .

A reasonably sized and financially secure private international group, with a presence in more than 70 countries across 5 continents, Dassault Aviation has been profitable ever since its creation in 1936.

Structured to adapt its production to market cycles, Dassault Aviation encompasses a rich industrial network of high-tech companies in France, Europe, and many countries worldwide.

In order to achieve its objectives in a highly competitive and increasingly global economy , Dassault Aviation builds on strong values , a firm identity and strict ethical standards

Its values are : customer spirit , human qualities, technological excellence and innovation, economic performance, openness to the world, environmental protection measures.

In 2003 , Dassault Aviation, which the Chairman and Chief Executive Officer is Mr Charles Edelstenne, joined the UN Global Compact initiative. The Group supports the ten principles relating to human rights , labor standards , environmental protection and the fight against corruption .Its is through this commitment that Dassault Aviation has progressively incorporated the Global Compact principles into its strategy, culture and daily operations .

Dassault Aviation repeats its commitment to the Global Compact for 2010 .

Dassault Aviation is committed to the respect of Human Rights as stated in Principle 1 and 2 of the Global Compact, whether in France where Dassault Aviation designs and manufactures aircraft or in the United States where the company makes the completion of some of its business jets.

Dassault Aviation is also watchful regarding its suppliers which are mostly located in industrialised countries.

In 2009, a number of substantial measures have been taken regarding labour standards under Principle 3 and 6 of the Global Compact.

No less than 17 agreements have been reached with unions along four major paths, namely:

- Health/contingency: harmonisation between management and non-management employee benefits;
- Recruitment and employment of handicapped persons: building on the Cap Avenir plan and initializing of part-time training and professionalization contracts;
- Sustained employment of elder employees;
- Mitigation policy during furlough which allowed to safeguard skilled personnel during the global economic crisis which badly affected the business aviation

sector, with no redundancy and a sustained effort in vocational training. Besides, the furlough compensation package was higher than legal requirements and included all company benefits, i.e. maintaining employees incentive scheme, profit-sharing fund, contingency fund, vacation and reduction in working hours allowance.

Dassault Aviation has always promoted and practiced dialogue in labour-management relations, fully respecting freedom of association and against any kind of discriminations as defined in the Global Compact.

It is worth underscoring that with 150,000 hours of time allowance dedicated to union members, Dassault Aviation has set up a standard three times higher than that is. In 2008, a number of environmental friendly and important measures have been taken in accordance with principles 7, 8 and 9 of the Global Compact.

For several years, Dassault Aviation has gradually developed an environmental policy and an organizational structure that has helped reinforce environmental considerations at all its sites.

Its facilities have all received ISO 14001 certification of their environmental management systems.

In the executive aviation industry, Dassault Aviation monitors technological and regulatory developments, thereby enabling it to take into account a certain number of environmental requirements from the Falcon design phase. This is the case for maximum sound and atmospheric pollution levels permitted in order to obtain aircraft certification.

With regard to strike aircraft, the future calls for tender of the French General Delegation for Armament will contain environmental clauses.

For the Dassault Aviation environmental report, click

http://www.dassault-aviation.com/fileadmin/user_upload/redacteur/groupe/environnement/pdf/RE0809US.pdf

In addition, Dassault Aviation has clearly referred to the Global Compact regarding its suppliers relations in two reference documents:

- 1) *Dassault Aviation general purchasing conditions (Issue January 2009) and make a special reference to the Global Compact in the paragraph 19;* and
- 2) *Dassault Aviation is certified against Iso 14001 standard, has joined the United Nations Global Compact and supports the principles of this pact.*

Dassault Aviation follows a policy of a prevention against corruption. This is in compliance with the French law which, ever since 2000, has enacted and applied stringently numerous international conventions under the OECD, the UN and the European Union against foreign corruption practices.

The Dassault Aviation policy is stated in its Chart of Ethics and is in accordance with Principle 10 of the Global Compact.

In order to promote business ethics, Dassault Aviation has initiated within the AeroSpace and Defence Industries Association of Europe, ASD, a committee in charge of elaborating European business ethics standards. These Common Industry Standards have been approved by the Council of the ASD then chaired by Dassault Aviation CEO Charles Edelstenne and signed by Dassault Aviation.

Within Gifas, the French aerospace industries association, Dassault Aviation contributes to good governance standards through several committees.

Dassault Aviation participated in building up the Global Principles or shared ethics principles between European and American industry professionals, which is under ratification.

For the Dassault Aviation values, click :

http://www.dassault-aviation.com/uploads/ethical_charter_dassault_aviation_va.pdf

http://www.dassault-aviation.com/uploads/le_pacte_mondial.pdf

http://www.dassault-aviation.com/uploads/common_industry_standards_va.pdf