



## **SUSTAINABLE DEVELOPMENT CHARTER**

Both Chairmen of the Air France KLM Group made a commitment to support and promote the principles of the "UN Global Compact" which fall within the sphere of influence of the Air France-KLM Group, and to incorporate them in the Group's strategy and day-to-day operations with its partners.

This document formalizing Air France and KLM's commitment to ethics and sustainable development has prompted the Procurement Organization to remind their providers of goods and services (hereafter referred to as "Suppliers" or individually as the "Supplier") of the principles that each undertakes to defend and respect when entering into a contract with the Air France KLM Group.

By entering into a contract both the Air France KLM Group and the Supplier express commitment on good corporate governance and to respect specifically the principles of the following areas:

### **ETHICS**

#### **TO RESPECT THE PRINCIPLES DEFENDED BY THE INTERNATIONAL LABOUR ORGANIZATION.**

*The Supplier undertakes to respect the principles defended in the Conventions of the International Labour Organization and, in particular, the abolition of child labour and the elimination of all forms of compulsory or forced labour.*

#### **NOT TO HAVE RECOURSE TO ILLEGAL EMPLOYMENT AND TO RESPECT CURRENT LABOUR REGULATIONS.**

*The Supplier undertakes not to employ unregistered workers. In particular, it undertakes to honour all obligations with respect to reporting to the administrative, labour and tax authorities as required in the country concerned.*

#### **TO WORK AGAINST CORRUPTION**

*The Supplier declares it forbids the offer or payment of bribes to its customers or to the business associates of its customers. It also declares that it forbids its employees to request or accept bribes, whether for their own benefit or that of their families, friends, associates or acquaintances.*

### **LABOUR STANDARDS**

#### **TO RESPECT LABOUR REGULATIONS AS WELL AS ALL REGULATIONS SPECIFIC TO ITS ACTIVITIES.**

*The Supplier undertakes in particular:*

- *Not to practice any form of discrimination with respect to hiring or personnel management, and to promote equality in professional treatment;*
- *Not to use any form of mental or physical coercion, or corporal punishment for disciplinary purposes;*
- *To respect current legislation with regard to working schedules, remuneration, training, collective bargaining, health and safety.*

#### **TO PUT IN PLACE MEASURES FOR RISK PREVENTION TO ENSURE SAFETY IN THE WORKPLACE, A PRIME CONCERN IN THE CONDUCT OF ITS ACTIVITIES.**

#### **TO IMPLEMENT QUALITY MEASURES AND PROMOTE PROFESSIONAL TRAINING FOR ITS PERSONNEL.**

### **ENVIRONMENTAL PROTECTION**

#### **TO ADHERE TO THE PRINCIPLES OF ENVIRONMENTAL PROTECTION.**

*The Supplier declares that it supports and respects the fundamental principles of environmental protection through the implementation of an environmental policy aimed at alignment with the best practices in the profession.*

#### **TO RESPECT CURRENT ENVIRONMENTAL REGULATIONS**

*The Supplier undertakes to ensure scrupulous respect of local, national and international regulations in effect as well as general environmental protection principles in the framework of its activities on behalf of the Air France and/or KLM.*

#### **TO CONTROL THE IMPACT OF ITS ACTIVITIES ON THE ENVIRONMENT AND TO ADOPT A POLICY OF CONTINUOUS IMPROVEMENT.**

*The Supplier undertakes to control the impact of its activities on the environment by adopting measures to identify the environmental consequences of these activities.*

*It undertakes to set up a process of continuous improvement in its management and control of the environmental impact of its activities.*

#### **TO PROMOTE THE PRINCIPLES OF THIS CHARTER AMONG ITS OWN PARTNERS AND SUPPLIERS.**

*The Supplier undertakes to promote the principles set forth above in its dealings with its own suppliers, service providers and/or sub-contractors.*

*It also assures Air France and KLM that it will ensure that its suppliers, service providers and/or sub-contractors respect all the principles set out in this Charter.*

#### **TO AGREE THAT THE AF AND/OR KLM MAY CARRY OUT AUDITS TO VERIFY APPLICATION OF THE PRINCIPLES OF THIS CHARTER.**

**AGREEMENT AND SIGNATURE**

I, undersigned, on behalf of *[Company's name]* agree with the Air France KLM Group's Procurement charter for Sustainable development and commit our company to respect the UN Global Compact principles.

Company name:

Date:

Signed by:

Title:

(Electronic) Signature: