
Correspondence grid :

2015 ENGIE Integrated Report – « GC Advanced » Global Compact

This document shows the correspondence between the information contained in the **ENGIE 2015 Integrated Report** and the **21 'GC Advanced'** criteria of the **Global Compact**.

The following sources are also associated with the correspondence grid:

- The ENGIE 2014 Reference Document
- The ENGIE website: www.engie.com



Self Evaluation

1. Does your COP contain, if applicable, a description of policies and practices related to your business operations in high risk areas and / or affected by conflict ?

Not applicable

2. How are the accuracy and scope of information in your COP evaluated by a credible third party?

2015 Integrated Report contains financial environmental and social information of the Group. This information is annually audited by the Statutory Auditors.

https://www.gdfsuez.com/wp-content/uploads/2013/05/engie_attestation_commissaires_aux-comptes_va.pdf

3. Does your COP incorporate high standards of transparency and disclosure ?

2015 Integrated Report learns from the reference framework of the International Integrated Report Council. The Group published its first report in November 2014. The report was subject to consultation with its stakeholders to achieve the current version which was published in April 2015 at the Group Annual General Meeting.

Implementing the 10 principles into strategies and operations

Criterion 1: The COP describes mainstreaming into corporate functions and business units.

<p>In early 2014, the Group updated its environmental and social responsibility policy to align it with the Group's policies in various areas (including the environment, HR, ethics and procurement, ...).</p>	<p>http://www.gdfsuez.com/en/analysts/policy/</p>
<p>Environmental and social responsibility is governed at the very highest level within the ENGIE Group: by the Board of Directors' Ethics, Environment and Sustainable Development Committee, the Group's Management Committee, and the Environmental and Social Responsibility Executive Committee.</p>	<p>http://www.gdfsuez.com/en/analysts/governance-and-ethics/environmental-societal-responsibility-executive-committee/</p>
<p>The Environmental and Social Responsibility Executive Committee implements the environmental and social responsibility policy, ensures that Corporate and the Group's various Business Lines share and build on their experiences, and manages exchanges on environmental and social responsibility strategies.</p> <p>The Committee meets on a monthly basis under the chairmanship of the Group Environmental and Social Responsibility Director and is made up of:</p> <ul style="list-style-type: none"> • Business Line Environmental and Social Responsibility officers; • Business Line Environmental managers; • the heads of certain Group functional divisions; • members of the Group Environmental and Social Responsibility Division. 	<p>http://www.gdfsuez.com/en/analysts/governance-and-ethics/environmental-societal-responsibility-executive-committee/</p>
<p>In May 2014, ENGIE issued a green bond for a total amount of €2.5 billion. The funds raised will help finance the Group's development of renewable energy and energy efficiency projects. Eligible projects are selected on the basis of a number of environmental and social criteria established in partnership with the agency Vigeo.</p>	<p>2014 Registration document (p.167) 5.1.6.5 Green Bond</p>
<p>The Group applies 10 non-financial criteria relating to ethics, CO2 emissions, social impact, human resources, environmental management of ecosystems, stakeholder involvement, local purchasing and health and safety to all of its investment projects. Furthermore, the Group takes account of the CO2 cost of its investments.</p>	<p>2015 Integrated Report (p.17) https://www.gdfsuez.com/wp-content/uploads/2014/03/gdf-suez-environmental-and-societal-responsibility-policy-january-2014.pdf (p.34)</p>
<h3>Criterion 2: The COP describes value chain implementation.</h3>	
<p>Ahead of the 21st United Nations Conference on Climate Change, due to take place in Paris in late 2015, ENGIE joined Comité 21 and Club France Développement Durable with a view to putting forward practical solutions for fighting climate change and its effects. The innovative products, services and processes resulting from these efforts feed into the Solutions COP21 action programme.</p>	<p>http://www.gdfsuez.com/en/2015-a-decisive-year-for-climate-change-negotiations/cop21-solutions/</p>
<p>ENGIE's Purchasing and Procurement Policy outlines the principles that apply to managing supplier relations in accordance with the Group's commitments to ethical behaviour and social responsibility, particularly with regard to diversity and disability. The policy is driven by three core objectives: contributing to ENGIE's performance, acting as a model for creating synergies within the Group, and being an ambassador for the company's values in dealings with suppliers by encouraging them to sign up to the UN Global Compact, among other things.</p>	<p>2015 Integrated Report (p.23) http://www.gdfsuez.com/en/analysts/policy/ Appendix 3 http://www.gdfsuez.com/en/commitments/procurement/</p>
<p>ENGIE has adopted ACESIA, a platform for evaluating suppliers' CSR performance. The tool, which was developed by AFNOR Solutions Achats, analyses suppliers' responses to 25 environmental and 13 social indicators. The data are used for purposes such as monitoring suppliers' compliance with legislation and fulfilling the Group's obligations to be vigilant, notably for issues such as illegal work, waste management and transport. As well as highlighting best practices, ACESIA also fosters innovation by encouraging suppliers to commit to a specific action</p>	<p>http://www.gdfsuez.com/en/analysts/actions/principle-2-acting-responsibly/responsible-purchasing/</p>

<p>plan, which it generates automatically based on their responses to the indicators.</p>	
<p>An online training programme targeting all of ENGIE's sales teams has been launched to explain what 'responsible purchasing' means, help users find out more about ENGIE's efforts in the field and identify the best way of making a contribution to the Group's commitments. The programme's modules define a range of concepts including sustainable development, corporate social responsibility (CSR) and responsible purchasing, detail the Group's activities in the field and explain how to integrate CSR into every stage of the procurement process, whilst taking account of statements of need, the life-cycle approach and labels. Last but not least, the training programme addresses disability issues and relations with companies from the 'adapted and protected' sector.</p>	<p>http://www.gdfsuez.com/en/analysts/actions/principle-2-acting-responsibly/responsible-purchasing/</p>
<p>ENGIE has set up a supplier portal that enables innovative SMEs to publicise themselves and get included in ENGIE's supplier pool.</p>	<p>http://www.gdfsuez.com/en/commitments/procurement/a-dedicated-supplier-web-portal-for-smes/</p>

HUMAN RIGHTS

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Make sure that they are not complicit in human rights abuses Assessment, Policy and Goal.

Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights

The Group's commitment to human rights is shown in its ethical principles. The "**Human Rights Referential: commitments and implementation**" is its ethical policy dedicated to human rights. The Human Rights Referential was adopted in May 2014.

It complements the Group's existing actions related to the respect for human rights.

Its aims to establish a global due diligence process, as required by international frameworks.

Integrated Report

"A strict framework for each employee" (p.30)

2014 Registration document
3.1.1 "Ethics Policy"
(p.68)

The Referential explains Group's commitments; the first one is to **« respect all internationally recognized human rights », as defined by international treaties.** It declines then specific commitments regarding rights of employees and of local communities.

<http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation>

The Human Rights Referential is **signed by the le Chairman & CEO and has been approved by the Group Management Committee.**

All employees are expected to apply the Referential. It also asks **Group's business relationships** to respect its own commitments, through a contractual provision.

This Referential is public and freely available on the Group's website. It was communicated to all senior executives and to all ethics officers who are in charge of its diffusion and implementation.

This Referential is the result of a **broad consultation with Business Lines and support functions.** It complements specific human rights policies (as health & safety or responsible procurement) and aims to promote a proactive and global human rights approach.

It is **based on the United Nations Guiding Principles on business and human rights recommendations.**

The Group is a founding member of the **association edh** (companies for human rights) and has held the Presidency since its creation. EDH aims to improve integration of human rights into companies' policies and practices, especially by the operational implementation of the UN Guiding Principles.

<http://www.gdfsuez.com/en/group/ethics-compliance/benchmarks-affiliations/>

Engie is also a founding member of **Bettercoal**, which the objective is a coal supply chain that protects the environment, respects the rights of peoples and contributes positively to the livelihoods of workers and communities and to the sustainability of producers.

www.e-dh.org
www.bettercoal.org

Criterion 4: The COP describes effective management systems to integrate the human rights principles

The Human Rights Referential provides for the implementation of operational processes to ensure effective implementation of the Group's commitments.
It asks for a due diligence approach by systematic human rights risks assessment.

Integrated Report

"A strict framework for each employee" (p.30)

The Human Rights Referential was adopted in May 2014.

2014 Registration document
3.1.1 "Ethics Policy"
(p.68)

It complements the Group's existing actions related to the respect for human rights.

<http://www.gdfsuez.com/en/group/ethics-compliance/charters->

	guidelines/human-rights-referential-commitments-and-implementation
<p>Human rights are specifically identified as a Group ethical risk and so are assessed annually. Human rights are also screened in country risk assessments. These risks are presented to the Board of Directors' Ethics, Environment and Sustainable Development Committee.</p> <p>Human rights are incorporated in the analysis of the major capital investment projects, presented in Commitments Committee.</p>	<p>Integrated Report "Selected investment criteria" (P.17) "Committees of the Board of Directors" (P.26)</p> <p>2014 Registration document 3.1.3 "Compliance" (p.68)</p>
<p>At the operational level, annual human rights risks assessments are conducted by entities and reported through the global risk-management system.</p> <p>New projects of the entities are also evaluated according to human rights criteria. An in-depth analysis is required for "at risk" countries.</p> <p>Methodological tools customized to the Group s activities accompany the Human Rights Referential.</p> <p>In the form of checklists, they aim to support managers for the risks analysis required.</p> <p>These tools have been deployed with the referential in 2014.</p>	<p>Integrated Report "A strict framework for each employee" (P.30)</p> <p>2014 Registration document 3.1.1 "Ethics Policy" (P.68)</p> <p>http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation</p>
<p>The Human Rights Referential provides explicitly the integration in contract of a requiring the respect by the suppliers and partners of the Group Human Rights commitments.</p> <p>This commitment completes existing actions of the responsible purchasing Policy: integration of ethical criteria in procurement processes, "ethics and sustainable development" clause on the general conditions of purchase, "Ethics and purchasing" training.</p> <p>A dedicated training "Ethics and purchasing" constructed in cooperation between the Ethics & Compliance division and the Procurement Division has been launched in 2014.</p>	<p>Integrated Report "Developing responsible purchasing" (P.44)</p> <p>http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation http://www.gdfsuez.com/en/commitments/procurement/procurement-supply-policy/</p>
<p>Dedicated trainings on human rights are available for all employees, through the association "Companies for Human Rights": one-day classroom training and an eLearning module on "Business and human rights".</p>	<p>2014 Registration document 3.1.1 "Ethics Policy" (P.68)</p> <p>http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation</p>
<p>The Referential is fully integrated to the Group Ethics approach, managed at the highest corporate level by the Chairman & CEO and by the General Secretary, who is member of the Group's Executive Council and is the Group Ethics Officer.</p> <p>The Ethics & Compliance division coordinates the implementation, with the support of a global network of more than 190 Ethics officers.</p>	<p>Registration Document 2014' 3.1.2 "Organization and structures" (P.68)</p> <p>http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation</p>

<p>Managers and Ethics officers must ensure that the conditions for its implementation in their entities are met.</p>	<p>s-compliance/organization/</p>
<p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	
<p>The monitoring of the Referential is included on the ethics compliance processes of the Group: internal control system, audits, etc.</p> <p>Since 2014 Internal control items dedicated to the deployment and the implementation of the Referential are included to the Group internal control system.</p>	<p>Registration Document 2014' 3.1.3 "Compliance" (P.68)</p> <p>http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation</p>
<p>The Referential falls within the scope of the annual compliance procedure: the ethics officers prepare a report on the progress in ethical organization made by their respective entities, submitting this, together with a compliance letter from the entity's manager, to the CEO & Chairman via the business line ethics officers. Based on these reports, the Group Ethics Officer prepares the Engie annual compliance report.</p> <p>Feedbacks on the deployment of the Referential have been asked since 2014 in the annual compliance report. Indicators on its implementation are planned for 2015.</p>	<p>http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation</p>
<p>The internal ethics incidents procedure includes explicitly human rights incidents.</p>	
<p>ENGIE maintains constant and proactive dialogue with its stakeholders, through dedicated operational mechanisms for dialogue and consultation and by its participation to voluntary initiatives.</p>	<p>Integrated Report "5.6 Constructive stakeholder dialogue" (P.31-33)</p>
<p>Operational grievances mechanisms are implemented and are available for anyone who feels affected by the activities of the Group.</p> <p>At the corporate level, stakeholders have access to the Ethics mail or the Mediator of The Group.</p>	<p>Registration Document 2014' 3.1.3 "Compliance" (P.68)</p> <p>http://www.gdfsuez.com/en/group/ethics-compliance/charters-guidelines/human-rights-referential-commitments-and-implementation</p>

LABOUR

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** Businesses should uphold the elimination of all forms of forced and compulsory labour.
- **Principle 5:** Businesses should uphold the effective abolition of child labour.
- **Principle 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour.

<p>The Group's health and safety policy is drawn up with input from managers and employees and is based on a Group agreement with the trade union federations. It aims to safeguard the integrity of people (be they employees, service providers or third parties) and goods and promote quality of life at work. It is supplemented by the Group Rules on Health and Safety, which set down requirements applying to all entities.</p>	<p>Integrated Report (p.42) http://www.gdfsuez.com/analystes-rse/actions/axe-2-agir-maniere-responsable/sante-et-securite/securite-des-personnes/</p>
<p>In 2011, ENGIE set itself the health and safety target of having an accident frequency rate no higher than 4 by 2015.</p> <p>At the end of 2014, the Group's frequency rate was 4.4.</p>	<p>Integrated Report (p.42)</p>
<p>In May 2014, the Group signed a global health and safety agreement that extends and strengthens the commitments it made at European level in 2010. The agreement expressly provides for close partnerships to be formed with suppliers and subcontractors so that they will guarantee the same level of health and safety as that afforded to Group employees.</p>	<p>Integrated Report (p.42)</p>
<p>In 2011, ENGIE set itself a number of gender-balance targets for 2015:</p> <ul style="list-style-type: none"> • 33% of nominees for senior executive positions to be female: 32.6% at the end of 2014 • 35% of high-potential employees to be female: 28.4% at the end of 2014 • 25% of managers to be female: 21.9% at the end of 2014 • 30% of new hires to be female: 22.4% at the end of 2014 	<p>Integrated Report (p.18)</p>
<p>In 2014, an agreement was signed with the architectural firm Taillandier with a view to helping SMEs develop gender equality in the workplace, both in France and further afield (Chile).</p>	<p>2014 Registration Document 3.2.2 « Social commitment » (p.70)</p>
<p>The Group signed a generation contract agreement with two representative trade union organisations in September 2013. By signing the document, the Group pledged to meet the following targets by the end of 2015:</p> <ul style="list-style-type: none"> - hire 8,000 people aged under 35 on permanent contracts in France, of whom 3,000 to be under 25; - ensure that people on work-linked training contracts make up 5% of the workforce, and hire 50% of these trainees; - keep older employees in work, ensuring they make up 13% of the workforce; <p>By the end of 2014, the following results had been achieved:</p> <ul style="list-style-type: none"> - almost 5,325 people aged under 35 had been hired on permanent contracts in France; - people on work-linked training contracts made up 4.7% of the workforce (target: 5%); - 557 people aged over 50 had been hired on permanent contracts, meaning the 50+ age group accounted for 6.7% of all new hires on permanent contracts (target: 6%). 	<p>2014 Registration Document 3.2.2 « Social commitment » (p.71)</p>
<p>ENGIE has set up a scheme for forward-looking management of jobs and competencies, which is geared towards adjusting recruitment and helping employees to adapt to the company's future needs.</p> <p>In 2014, 68.1% of the Group's workforce took a training course, thus exceeding the target (2/3 of all employees to take a course). Almost 5,500 transfers took place and the Group hired over 17,000 new employees worldwide.</p>	<p>Integrated Report (p.42)</p>

Criterion 7: The COP describes effective management systems to integrate the labour principles.

<p>The Group has defined a set of human resources development policies designed to attract, retain and develop all of the Group's employees, who constitute a key strategic asset. These policies are grouped under the general heading 'People for Development, Development for People', emphasising the Group's commitment to a development policy for all.</p>	<p>2014 Registration Document 3.2.1 « Human Resources development policies » (p.69)</p>
<p>Social dialogue is held at three levels within the Group – global, European and French (with 50% of the workforce being based in France) – and in each of the subsidiaries through representative and negotiating bodies. The social dialogue system is based on regular meetings with representatives of international trade union federations, a European Works Council and a Group Committee for France.</p>	<p>2015 Integrated Report «Involving employees in the corporate project» (P.43) 2014 Registration Document 3.2.3 « Social relations » (P.72)</p>
<p>ENGIE signed a European-level Group agreement on quality of life at work in November 2014. Each of the Group's companies is to translate this agreement into an action plan, in cooperation with the social partners.</p>	<p>2015 Integrated Report «Disseminating innovation» (P.43) http://www.gdfsuez.com/en/journalists/pres-s-releases/gdf-suez-agreement-working-conditions/</p>
<p>Following a commitment survey conducted across 30,000 managers in 2013, the Group launched an action plan in 2014. This emphasises the 'people management' side of the Management Way with a view to strengthening managers' role in boosting their teams' employability and collective intelligence.</p> <p>Almost 1,000 mentor/mentee pairs were formed in 2014.</p>	<p>2015 Integrated Report «Involving employees in the corporate project» (P.43)</p>
<p>ENGIE is investing heavily in training its employees in health and safety and raising their awareness of the issue. In 2014, almost 1,100 managers took the 'Leadership in Health and Safety' course.</p>	<p>2015 Integrated Report «Improving health and safety at work» (P.42)</p>
<p>A managerial programme comprising an action plan for 2010-2015, training programmes, internal audits and inspections, external certification, benchmarking and feedback has enabled ENGIE to drive down the accident frequency rate among its employees (down 45% from 2008).</p>	<p>2015 Integrated Report «Improving health and safety at work» (P.42)</p>
<p>This year, the WIN (Women in Networking) network has over 1,400 members among the Group's female staff. It offers members regular exchanges and group discussions on professional challenges and ENGIE's strategy and has members in five countries.</p>	<p>2014 Registration Document 3.2.2 « Social commitment » (p.71)</p>
<p>Each of ENGIE's entities in France implements the Group's disability policy, whilst taking account of specific operational and local characteristics. At present, 11 collective agreements approved by the Regional Directorates for Businesses, Competition, Consumption, Labour and Employment cover some 95% of the Group's employees in France.</p> <p>At the end of 2013, the Group's employment rate in France was 4.04%, ahead of the average for the private sector, which is approximately 3%.</p>	<p>2014 Registration Document 3.2.2 « Social commitment » (p.71)</p>
<p>ENGIE is actively involved in a number of projects that use sport as a driver and vector for social and professional inclusion. The 2013-2014 programme helped around 100 young people from deprived areas to enter employment or training.</p>	<p>2014 Registration Document 3.2.2 « Social commitment » (p.72)</p>

Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration.

<p>Implementation of the Group's health and safety principles and requirements is monitored by means of internal inspections and audits, which are conducted by the Group Health and Safety Division. Health and safety management reviews are carried out at all levels. These take stock of the current situation and set out pathways for enhancing the management system's efficiency.</p>	<p>2015 Integrated Report (p.42) 2014 Registration Document 3.2.6 « Health and safety policy » (p.75)</p>
<p>ENGIE monitors its social responsibility efforts using a mechanism based on a number of quantified indicators, which are mentioned in its social reports, among other places. These help the Group to continuously improve its performance.</p>	<p>2015 Integrated Report (p.47) https://www.gdfsuez.com/wp-content/uploads/2013/04/engie_reporting_social_2014_vf.pdf</p>
<p>ENGIE has adopted a social reporting method that has been checked against the AA1000 standards by its statutory auditors.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2013/05/engie_reporting_social_2014_va.pdf</p>
<p>The Group was confirmed to have earned the Label Diversité, the diversity label awarded by French standardisation agency AFNOR, in May 2014. This award recognised and highlighted ENGIE's commitments and actions to prevent discrimination, promote equal opportunities and foster diversity.</p>	<p>2014 Registration Document 3.2.3 « Social relations » (P.70)</p>

ENVIRONMENT

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Businesses should encourage the development and diffusion of environmentally friendly technologies.

Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship.

<p>When developing its operational activities, ENGIE refers to and complies with the main international standards and agreements on protecting biodiversity, including:</p> <ul style="list-style-type: none"> • the Convention on Biological Diversity; • The Millennium Development Goals the United Nations Framework Convention on Climate Change. 	
<p>The Group has set itself a number of quantitative environmental targets for 2015.</p>	<p>2015 Integrated Report (p.18) http://www.gdfsuez.com/en/analysts/performance/objectives/</p>
<p>ENGIE adopted a new environmental policy in early 2014.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2014/06/gdf-suez-environmental-policy-january-2014.pdf</p>
<p>It also created a biodiversity policy to supplement this environmental policy.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2015/07/lignes-directrices-biodiversite-gdf-suez.pdf</p>
<p>ENGIE has drawn up a water management policy that is in step with the core elements identified by the CEO Water Mandate, an initiative that the Group has endorsed since its launch.</p>	<p>http://www.gdfsuez.com/en/analysts/action/principle-2-acting-responsibly/environmental-conservation/water/</p>
<p>ENGIE is currently drafting a climate policy and a waste policy.</p>	
<p>The Group's voluntary commitment project, which was prepared with support from the IUCN French Committee, France Nature Environnement and the Foundation for Research on Biodiversity (FRB), has been recognised under the French National Biodiversity Strategy (SNB). The project is rooted in ENGIE's commitment to integrate biodiversity into the management of industrial sites and roll out action plans for priority sites in Europe by 2015.</p>	<p>http://www.gdfsuez.com/en/analysts/action/principle-2-acting-responsibly/environmental-conservation/biodiversity/</p>
<p>ENGIE has signed the Energy Efficiency Charter for Public and Private Commercial Buildings. ENGIE's action sheet is action sheet no. 19 in the document below (available in French only): http://www.planbatimentdurable.fr/IMG/pdf/Rapport_2_CSTB_DHUP_PBD_charte_tertiaire_VF.pdf</p>	<p>http://www.planbatimentdurable.fr/charte-pour-l-efficacite-energetique-des-batiments-a894.html</p>
<p>Every year, ENGIE submits a progress report to the CEO Water Mandate.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2014/12/gdf-suez-ceo-water-mandate-communication-on-progress-2014.pdf</p>
<p>ENGIE places air pollution issues at the very heart of its strategies. The Group has taken a wide range of actions to cut emissions of pollutants such as SO₂, NO_x and particulate matter.</p>	<p>2015 Integrated Report (p.41)</p>
<p>The Group's procurement policy sets down the following principles for sourcing:</p> <ul style="list-style-type: none"> • All calls for tender must follow a set structure and must be issued by purchasers based on an optimised statement of need to keep the overall acquisition cost as low as possible (including 	<p>Appendix 3 of Environmental and Societal Policy : https://www.gdfsuez.com/wp-</p>

<p>operating, maintenance and end-of-life costs); the relevant need must be stated in line with functional specifications as far as possible and should specify all applicable requirements, in particular in terms of technical aspects, performance, health, safety, social responsibility and environmental aspects.</p> <ul style="list-style-type: none"> All tenders received from suppliers must be analysed by the purchasing advisor and the purchaser against a specific scale for assessing compliance with the various requirements set out at the statement-of-need stage; all eligible tenders must then be clarified; needs may need to be developed further; if the statement of need is amended, all the companies consulted must be invited to submit a fresh tender based on the amendments made. 	<p>content/uploads/2014/03/gdf-suez-environmental-and-societal-responsability-policy-january-2014.pdf</p>

Criterion 10: The COP describes effective management systems to integrate the environmental principles.

<p>To monitor the implementation of its environmental policy, manage environmental risks and enhance communication on environmental performance to stakeholders, the Group has developed a reporting system that goes above and beyond the requirements laid down by French law and draws on work carried out within dialogue bodies including the Global Reporting Initiative (GRI) and the World Business Council for Sustainable Development (WBCSD).</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2013/05/engie_methodologie_va.pdf</p>
<p>Supported by its research centre, ENGIE has performed life cycle analyses for one kWh of generated electricity and the gas chain. Measurement of the water footprint is connected to these LCAs.</p>	<p>2015 Integrated Report (p.41) http://www.gdfsuez.com/en/highlights/life-cycle-assessment/</p>
<p>The Environmental and Social Responsibility Executive Committee implements the environmental and social responsibility policy, ensures that Corporate and the Group's various Business Lines share and build on their experiences, and manages exchanges on environmental and social responsibility strategies.</p> <p>The Committee meets on a monthly basis under the chairmanship of the Group Environmental and Social Responsibility Director and is made up of:</p> <ul style="list-style-type: none"> Business Line Environmental and Social Responsibility officers; Business Line environmental managers; the heads of certain Group functional divisions; and members of the Group Environmental and Social Responsibility Division. 	<p>http://www.gdfsuez.com/en/analysts/governance-and-ethics/environmental-societal-responsibility-executive-committee/</p>
<p>The Group has mapped the environmental and health risks it may encounter.</p> <p>The Group was the subject of 478 complaints and one sentence for harm to the environment or health, paying out a total of €27,900 in damages. While these figures may seem very low given the Group's size and the industrial nature of its activities, the Group actively monitors them and is taking action to reduce them further. Moreover, ENGIE has set aside €43 million for addressing risks related to environmental disputes. In 2014, the Group's expenditure on the environment (investments and operating costs linked to environmental conservation) totalled €1.008 billion.</p>	<p>2015 Integrated Report (p.40)</p>

Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship.

<p>ENGIE monitors its environmental responsibility efforts using a mechanism based on a number of quantified indicators, which are mentioned in its environmental reports, among other places. These help the Group to continuously improve its performance.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2013/05/engie_reporting_environmental_va.pdf</p>
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<p>ENGIE has adopted an environmental reporting method that has been checked against the AA1000 standards by its statutory auditors.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2013/05/engie_methodologie_va.pdf</p>
<p>The Group's top management sponsors ENGIE's efforts to make the environment an integral part of its management approach. BU-trained auditors, supported by the relevant Corporate departments, conduct environmental audits to ensure that environmental legislation is respected in the field and assess major environmental risks. Each year, the Group's Business Line directors make fresh commitments to comply with legislation and guarantee the quality/reliability of environmental data.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2013/05/engie_methodologie_va.pdf</p>
<p>The Group submits an environmental report to the Management Committee and the Board of Directors' Ethics, Environment and Sustainable Development Committee every year.</p>	<p>2015 Integrated Report (p.26)</p>
<p>Every year, the statutory auditors certify the Group's compliance for social, environmental and societal information in their 'limited assurance' report, and its compliance for a selection of social and environmental information in their 'reasonable assurance' report.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2013/05/engie_attestation_commissaires_aux-comptes_va.pdf</p>
<p>The Corporate Audit and Risk Division has a team devoted solely to environmental issues. This team carries out a number of thematic audits each year, examining issues such as waste management and water management.</p>	<p>2015 Integrated Report (p.21)</p>
<p>ENGIE fills out the CDP's questionnaire every year. In 2014, the Group scored 95/100 for quality and transparency and was awarded an A- for performance.</p>	<p>2014 Registration Document 1.2.3 « extra-financial indicators » (p.13) https://www.cdp.net/en-US/Pages/HomePage.aspx</p>

ANTI CORRUPTION

- Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery

Criterion 12 : The COP describes robust commitments, strategies or policies in the area of anti-corruption

ENGIE's ethical goal is **to act, in all circumstances, in accordance with the Group's values and commitments and in compliance with laws and regulations.**

In terms of prevention of corruption, the ENGIE's ethics policy aims to develop an ethics culture and practice based in particular on the ethics charter in which one of principles is "establishing a culture of integrity", and the **Integrity Referential** which describes the way the Group is structured to manage the risks to which any breach of integrity exposes it, and sets out **the action plan for the prevention of fraud and corruption.**

ENGIE **has reiterated its commitment to ethics** by signing, in 2011, the global agreement on fundamental rights, social dialogue and sustainable development which applies to all the Group's entities and reaffirms its culture of integrity, trust and honesty and the **principle of zero tolerance** towards fraud and corruption within the Group and in respect of external parties.

Zero tolerance message reiterated in 2014 :

On 16 and 17 October 2014, The Ethics and Compliance Convention brought together Group ethics officers and managers on the theme: "Ethics: from strategy to practice". The event was an opportunity to reaffirm the Group's ethics commitments. « On the(...) point relating to the risk of fraud and corruption, I want to be very clear: it is zero tolerance. We cannot accept any missteps when it comes to ethics. This message must be brought to the attention of everyone, through you, our ethics officers and through our senior executives who have all received dedicated training.» Gérard MESTRALLET, 16 october 2014 – 2014 Ethics Convention

[Integrated Report](#)

« 5.5. An ambitious ethical commitment under the spotlight – a strict framework for each employee» (P.30)

« 5.5. An ambitious ethical commitment under the spotlight – a constantly evolving system» (P.31)

[Registration Document](#)

« 3.1.1. Ethics Policy » (P68)

['Reporting on the 10th principle against corruption'](#)

« I. Commitment and Policy »

B1-B2 + D1-D5 (P 4 to 12)

[Internet website engie.com](#)

Sections on « Ethics and Compliance » and « Governance and Ethics »

In the framework of its anti-corruption programme, the Group **has implemented specific policies** relating to :

- Business Consultants,
 - Gifts and Hospitalities
 - Patronage and sponsorship,
 - The implementation of due diligences on all stakeholders in the investment projects
 - The integration of an ethics, environmental and societal responsibility clause in contracts with suppliers of the Group
- The Group has put in place a new **policy on analysis of the ethical risk related to investment projects** adopted by the Group Management Committee under which all stakeholders in its investment projects are subject to an in-depth and integrated due diligence procedure (entry into force on April 1, 2015).
- **Gift and Hospitalities policies** have been progressively implemented between January 2013 and January 2015 in all Group Business lines and Corporate Center.
- A **new ethics, environment and societal responsibility clause** is implementing since 2014 in contracts with suppliers and subcontractors, which states that suppliers must proscribe any form of corruption whatsoever during the performance of the contract and undertake to ensure the respect and enforcement of rules by its principal subcontractors and/or suppliers.

[Integrated Report](#)

« 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system» (P.30-31)

« 6.4. Developing responsible purchasing » (P44)

[Registration Document](#)

« 3.1.1. Ethics Policy » (P68)

Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle

The Group has implemented a scheme to fight against corruption which comes as follows :

['Reporting on the 10th principle against corruption'](#)

« II. Implementation »

B3-B6 + D6-D11 (P 12 à 19)

[Internet website engie.com](#)

Sections on « Ethics and Compliance » and

	« Governance and Ethics »
<p>Risk assessment An assessment of ethical risks that takes into account the specific characteristics of our activities is integrated into the Group's risk analysis process.</p> <p>The results are presented to the Group's Steering Committee and to the Board of Directors' Ethics, Environment and Sustainable Development Committee</p> <p>Review of country risk in terms of human rights and corruption related with the Group activities development is conducted by the Ethics, Environment and Sustainable development Committee.</p> <p>Ten environmental, social and societal criteria are presented, analyzed and assessed for each new investment project exceeding € 50 million. These criteria relate in particular to ethics, local purchases.</p>	<p>Integrated Report « Risque – Valeurs, éthique, fraude et risque de réputation » (P.23) « Committees of the Board of Directors » (P.26) « Operational and Human drivers » (P.17)</p> <p>Registration Document « 3.1.1. Ethics Policy » (P68) « 2.3.4. Ethics risks » (P60)</p>
<p>- A dedicated organisation supervised by the Ethics, Environment and Sustainable Development Committee, a specialised Board of Directors committee, has been established. This organisation is managed by the Group Ethics Officer, the Executive Vice-President and the General Secretary. A line of over 150 ethics officers in the Business Units the supports the management in the implementation of ethical policies.</p> <p>The Ethics, Environment and Sustainable Development Committee met 5 times in 2014 and handled the recurring themes and current topics related to ethics.</p>	<p>Integrated Report « Committees of the Board of Directors » (P.26)</p>
<p>The Ethics Charter, which sets the general framework for the professional behavior of every employee:</p> <ul style="list-style-type: none"> - The Group's ethics charter together with the "Ethics in Practice" guidelines" is published on the Group's website. These reference documents forbid bribery and corruption. - The ethics charter and the "Ethics in Practice" guidelines are distributed to all new employees who commit to respect the ethics principles. <p>The distribution of the ethics reference documents to the new hired comes along with ensuring that employees are aware of the ethics principles and are committed to following them. (HR note at the end of 2014)</p>	<p>Integrated Report « 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.30-31)</p> <p>Registration Document « 3.1.1. Ethics Policy » (P68)</p>
<p>- Ethics is integrated into the annual appraisal process of management and employees;</p> <p>Ethics is included in the annual appraisal process for senior executives. At the end of 2014, the Group decided the widespread inclusion of ethics in all annual evaluations (in a HR note at the end of 2014).</p>	<p>Integrated Report « 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.31)</p>
<p>Communication, manager training and employee awareness developed within the Group</p> <ul style="list-style-type: none"> - The training and specific information for ethics officers in the framework of the annual ethics convention are organized - The employees are supported and have a awareness through training modules (e-learnings business Ethics, dedicated sessions on the risk of fraud and corruption for senior executive training) <p>13 000 collaborators attend to an ethics training or awareness-raising in 2014. The specific training on the risk of fraud and corruption is attended by 82 % of the senior executives. This training is since 2014 open to collaborators having sensitive functions (business developers, legal counsel, ethics officers). A training dedicated to the purchase Line is deployed in the Group since 2014. A training dealing with the prevention of corruption was developed for the recently appointed ethics officers. (Session in October, 2014 within the framework of the ethics convention). State of play of ethics training and 2014-2015 outlook presented to the Ethics, Environment and Sustainable Development Committee in 2014</p>	<p>Integrated Report « 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.30-31) « Committees of the Board of Directors » (P.26)</p> <p>Registration Document « 3.1.1. Ethics Policy » (P68)</p>

<p>Initiatives</p> <p>The Group is involved in several multilateral international anti-corruption initiatives.</p> <ul style="list-style-type: none"> - UN Convention against Corruption (UNCAC) - The OECD anti-corruption initiative - the Group is a member of EITI. <p>The Group is a member of several think tanks specialized in ethics.</p> <ul style="list-style-type: none"> - Global Council for Business Conduct of the Conference Board. The Ethics and Compliance vice presidente is a member of this Board. - Institute for Business Ethics (I.B.E.) - Cercle Ethique des Affaires (CEA) in France. Transparency International France. 	<p>Integrated Report</p> <p>« 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.30-31)</p>
<p>Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption</p>	
<p>The ethics policy is covered by a compliance and control system run by the Group's Ethics and Compliance Division, which is accountable to the General Secretariat and works under the supervision of the Chairman and Chief Executive Officer.</p>	<p>Integrated Report</p> <p>« 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.30-31)</p> <p>Registration Document</p> <p>« 3.1.1. Ethics Policy » (P68)</p> <p>'Reporting on the 10th principle against corruption'</p> <p>« III. Monitoring »</p> <p>B7 + D12-D15 (P 19 à 22)</p> <p>Internet website engie.com</p> <p>Sections on « Ethics and Compliance » and « Governance and Ethics »</p>
<p>Ethics incidents :</p> <ul style="list-style-type: none"> - A confidential whistle-blowing system is open to all Group employees; - Managerial notification of ethics incidents is done via the INFORM'ethics tool; - Ethics incidents are subject to systematic processing and implementation of corrective and preventive measures. <p>Review of the ethical and compliance mechanisms, 2014 ethical incident statement by the Ethics, Environment & Sustainable Development Committee.</p>	<p>Integrated Report</p> <p>« 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.30-31)</p> <p>« Committees of the Board of Directors » (P.26)</p>
<p>Audit et Contrôle interne :</p> <ul style="list-style-type: none"> - A self-evaluation questionnaire (COR 4) dealing with key ethical themes has been implemented within the framework of Internal Control; - Audits are conducted across the field of ethics and compliance policies. <p>Integration in 2014 of the new ethics policies in the internal control system (Gift and Hospitality Policy, Business Consultants)</p>	<p>Integrated Report</p> <p>« 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.30-31)</p> <p>« 5.4. A solid Internal control system » (P30)</p>
<p>Annual Ethics Compliance procedure :</p> <ul style="list-style-type: none"> - The roll-out and implementation of the anti-bribery system within the Group's entities is undertaken through a procedure called the "annual ethics compliance procedure." <p>A dashboard is used to monitor implementation of the Group's ethics policy (including: distribution of ethics documentation, training, establishment of ethics procedures)</p> <p>The 2014 annual Ethics Officer report has been submitted to the General Management Committee and the Ethics, Environment & Sustainable Development Committee.</p>	<p>Integrated Report</p> <p>« 5.5. An ambitious ethical commitment under the spotlight – An in-depth compliance system » (P.30-31)</p> <p>« Committees of the Board of Directors » (P.26)</p>

Certification externe :

- The Group has launched processes for **certification by external agencies.**
- At the end of 2014, the Business Consultants Policy of Tractebel Engineering (100% Group subsidiary) has obtained certification from ETHIC Intelligence.

<http://www.tractebel-engineering-gdfsuez.com/highlight/anti-corruption-compliance-policy-certificate-awarded/>

Taking action in support of broader United Nations goals and issues

Criterion 15: The COP describes core business contributions to UN goals and issues.

<p>Gérard Mestrallet, ENGIE's Chairman and CEO, advocated the principle of a world price for carbon at the United Nations Climate Summit in New York.</p>	<p>http://www.gdfsuez.com/en/group/opinions/energy-transition-climate/speech-gerard-mestrallet-carbon-pricing/</p>
<p>ENGIE has spoken about the need to start a low-carbon transition at an international level.</p>	<p>http://www.gdfsuez.com/en/group/opinions/energy-transition-climate/gerard-mestrallet-price-carbon-climate/</p>
<p>As part of the preparations for the 21st United Nations Climate Conference, ENGIE took part in the Business and Climate Summit in May 2015. Gérard Mestrallet was appointed the coordinator of Business Dialogue, an unprecedented forum for exchanges between political decision-makers and economic players that was created to spur the business world into action.</p>	<p>http://www.gdfsuez.com/faits-marquants/engie-engagement-climat/</p>
<p>The ENGIE Group has committed to carbon pricing through its involvement in the Caring for Climate initiative.</p>	<p>http://caringforclimate.org/carbonpricing/champion/s/</p>
<p>ENGIE respects, complies with and supports multilateral initiatives and the following international and regional legal frameworks:</p> <ul style="list-style-type: none"> - the United Nations Convention Against Corruption (UNCAC – 2003); - the OECD Convention on Combating Bribery of Foreign Public Officials in International Business, which was first adopted in 1997 and was ratified by France in 2000; - the OECD Guidelines for Multinational Enterprises; - the Principles of the ICC (International Chamber of Commerce); - the Council of Europe's Civil Law and Criminal Law Conventions on Corruption (1999); - the French law of November 13, 2007, the Bribery Act, the FCPA, the Sarbanes-Oxley Act, the Dodd Frank Act. 	

Criterion 16: The COP describes strategic social investments and philanthropy.

<p>The Group has partnered with the French public authorities to ensure that, by the end of 2014, over 981,000 customers could receive special solidarity tariffs and basic needs tariffs. The Group's total annual contribution in this regard comes to over €57 million.</p> <p>The Group pays some €6 million a year into the Housing Solidarity Fund (FSL), in accordance with its public service agreement.</p>	<p>2014 Registration Document 3.4.3. "Community philanthropy, solidarity and combating energy poverty" (p.93)</p>
<p>The ENGIE Foundation supports projects by associations and NGOs in every region of the world, mainly – though not exclusively – in the countries in which it operates. It forms partnerships with the organisations it supports, and these partnerships are often long-term.</p> <p>The organisations' projects are highly diverse, but they all fall into the scope of the Foundation's key focal areas and programmes: Childhood and Youth, Energy Partners, and Biodiversity and Cities.</p> <p>Since its creation in 2010, the ENGIE Foundation has financed 32 projects as part of its Energy Partners programme, benefiting some 114,000 people.</p>	<p>http://www.fondation-gdfsuez.com/projects/</p> <p>2014 Registration Document 3.4.3. "Community philanthropy, solidarity and combating energy poverty" (p.93)</p>

<p>As a committed, responsible actor, ENGIE sets great store by its corporate social responsibility and plays an active role in the development of the countries in which it operates. The Group's sponsorship policy is an expression of its social responsibility and reflects its values.</p>	<p>https://www.gdfsuez.com/wp-content/uploads/2014/03/gdf-suez-environmental-and-societal-responsability-policy-january-2014.pdf (p.33)</p>
<p>In line with its values and its corporate mission, ENGIE is acting in a spirit of solidarity to promote energy access for all and fight energy poverty. Its commitment and its employees' dedication to the cause are further evidenced by the numerous competency patronage activities and NGO partnerships it has undertaken.</p>	<p>2015 Integrated Report (p.45) http://www.gdfsuez.com/en/analysts/actions/principle-3-stakeholder-relationships/social-responsibility/</p>
<p>Through its Rassembleurs d'Energies initiative, ENGIE provides technical and financial support to social entrepreneur projects aiming to open up sustainable energy access to vulnerable populations worldwide.</p>	<p>2015 Integrated Report (p.45) http://www.gdfsuez.com/en/commitments/providing-sustainable-energy-access-for-all/the-rassembleurs-denergies-initiative/</p>
<p>Overview of Rassembleurs d'Energies projects</p>	<p>http://www.gdfsuez.com/en/commitments/providing-sustainable-energy-access-for-all/the-rassembleurs-denergies-initiative/projects/</p>
<p>Progress report on the Rassembleurs d'Energies initiative</p>	<p>http://library.gdfsuez.com/uid_efdb87a9-2691-489c-9936-8140798630aa/beevirtua/beevirtua.html#app=5fe9&9557-source=xmlConfs/init.xml&adf3-lang=en&ccb3-pagelId=0</p>
<p>In March 2015, ENGIE organised a round table to take stock of the work done by Fondation Agir Pour l'Emploi (FAPE) in the two years of its existence. Thanks to donations from current and former Group employees, FAPE has already given its partner associations the means to finance over 30 integration projects.</p> <p>Fondation Agir Pour l'Emploi (FAPE) has published its activity report for 2013-2014.</p>	<p>http://www.gdfsuez.com/breves/bilan-table-ronde-fape-2015/</p> <p>http://library.gdfsuez.com/uid_54d3ba7f-c53f-40e6-99a8-fbae72984e59/beevirtua/beevirtua.html#app=5fe9&adf3-lang=fr&ccb3-pagelId=0&9557-source=xmlConfs/init.xml</p>
<p>Solidarity is a key concern for the Group. In line with its social values, ENGIE expresses its commitment to solidarity through a range of initiatives, including actions to help vulnerable children and deprived populations and measures to sponsor young entrepreneurs.</p>	<p>http://www.gdfsuez.com/en/commitments/solidarity/charitable-donations-sponsorships/</p>
<p>Criterion 17: The COP describes advocacy and public policy engagement.</p>	
<p>Gérard Mestrallet, ENGIE's Chairman and CEO, advocated the principle of a world price for carbon at the United Nations Climate Summit in New York.</p>	<p>http://www.gdfsuez.com/en/group/opinions/energy-transition-climate/speech-gerard-mestrallet-carbon-pricing/</p>
<p>As a leader in the energy transition, ENGIE recognises the importance of engaging international economic leaders in the climate debate. As such, Gérard Mestrallet was appointed to coordinate the Business Dialogue, a forum for exchange between prominent economic and political personalities that was launched at the Business and Climate Summit in May 2015.</p>	<p>http://www.gdfsuez.com/en/shareholders/calendar/business-climate-summit-may-2015/</p>
<p>At the European Council meeting on the climate, which brought the European Union's 28 heads of State and government to Brussels on October 23 and 24, 2014, Gérard Mestrallet, Chairman and CEO of ENGIE, spoke to French newspaper Les Echos on behalf of the Magritte Group to defend the views of Europe's 10 biggest energy companies, which are in favour of an ambitious European energy policy for reducing CO2 emissions.</p>	<p>http://www.gdfsuez.com/groupe/opinions/strategie-groupe/interview-gerard-mestrallet-les-echos/</p>
<p>ENGIE has been a partner and supporter of the New World Forum since 2011.</p>	

Criterion 18: The COP describes partnerships and collective action.

Various partnerships and memberships have been concluded with national and international bodies in support of ENGIE's environmental and social responsibility efforts.

<http://www.gdfsuez.com/en/analysts/partnerships-memberships/>

CSR corporate governance and leadership

Criterion 19: The COP describes CEO commitment and leadership.

Editorial of Gérard Mestrallet, Chairman and Chief Executive Officer of ENGIE and Isabelle Kocher, Deputy Chief Executive Officer and Chief Operating Officer of ENGIE

2015 Integrated Report
(p.2 and p.3)

Criterion 20: The COP describes Board adoption and oversight.

Environmental and social responsibility is governed at the very highest level within the ENGIE Group: by the Board of Directors' Ethics, Environment and Sustainable Development Committee, the Group's Management Committee, and the Environmental and Social Responsibility Executive Committee.

<http://www.gdfsuez.com/en/analysts/governance-and-ethics/eesdc/>
2015 Integrated Report
(p.26)

The Ethics, Environment and Sustainable Development Committee oversees compliance with both the individual and collective values on which the Group's actions are based and with the rules of conduct that must be applied by every employee. The Committee met five times in 2014, with an average attendance rate of 90%.

2014 Registration document
4.1.5 "Standing committees of the Board of Directors"
(p.115)

Criterion 21: The COP describes stakeholder engagement.

ENGIE's responsible growth strategy is anchored in stakeholder dialogue. In 2015, the Group is bolstering its various partnerships on social and environmental issues by setting up a dedicated consultation and discussion mechanism with a group of stakeholders representing a range of social concerns.

2015 Integrated Report
(p.31)
2014 Registration document
3.4.2 "Stakeholder dialogue and partnerships"
(p.92)

In 2015, ENGIE published its Group-level consolidated materiality matrix, which identifies priority issues by their importance for the Group and its stakeholders. The matrix shows the environmental, social, societal, economic, financial and governance issues that are deemed to have a significant effect on the Group's capacity to create value in the short, medium and long term. As such, it feeds into ENGIE's efforts for responsible performance. The materiality matrix was created in partnership with Group stakeholders at international level.

2015 Integrated Report
(p.31)
<http://www.gdfsuez.com/en/analysts/engine-materiality-matrix/>

ENGIE has published its Integrated Report for 2015, which is based on the recommendations and findings resulting from the Group's stakeholder consultation on the 2014 edition of the report.

2015 Integrated Report
(p.4)