

# Concordance Table UN Global Compact



Human rights	
Principles of the Global Compact	Sources
<i>Support and respect the protection of internationally proclaimed human rights</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Renewal of the UN Global Compact (page 51 of the 2015 Registration Document)</li> <li>- Implementation of the OECD guidelines and ILO agreements (page 51 of the 2015 Registration Document)</li> </ul>
<i>Make sure subsidiaries are not complicit in human rights abuses</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Promoting an ethical business conduct through the Ethical Charter (page 57 of the 2015 Registration Document)</li> <li>- Providing nice working conditions to collaborators (pages 53 and 54 of the 2015 Registration Document)</li> </ul>
Labour	
Principles of the Global Compact	Sources
<i>Uphold the freedom of association and the effective recognition of the right to collective bargaining</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Providing nice working conditions to collaborators (pages 53 and 54 of the 2015 Registration Document)</li> </ul>
<i>Elimination of all forms of forced or compulsory labour</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Supporting the principles of the French "Grenelle II" Act</li> </ul>
<i>Effective abolition of child labour</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Supporting the principles of the French "Grenelle II" Act</li> </ul>
<i>Elimination of discrimination in respect of employment and occupation</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Initiatives led to promote diversity, gender equality and equal opportunities (pages 51 and 52 of the 2015 Registration Document), such as: <ul style="list-style-type: none"> <li>• New commitments made to the company' employee organisations to increase the proportion of women in recruitment processes and in management;</li> <li>• Assystem is renewing its agreements in favour of the employment of disabled people.</li> </ul> </li> </ul>

Environment	
Principles of the Global Compact	Sources
<i>Support a precautionary approach to environmental challenges</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Assystem carbon footprint report confirms that the company's energy consumption has a low impact on the environment (page 55 of the 2015 Registration Document):               <ul style="list-style-type: none"> <li>• In France, each employee produces 1.16 metric tonnes of CO<sub>2</sub> equivalent;</li> <li>• Germany and the United Kingdom carried out external energy audits.</li> </ul> </li> </ul>
<i>Undertake initiatives to promote greater environmental responsibility</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Ensuring a responsible and sustainable mobility (page 55 of the 2015 Registration Document):               <ul style="list-style-type: none"> <li>• Prefer remote meetings rather than physical ones;</li> <li>• Organisation of workshops dedicated to eco-driving and road safety;</li> <li>• Continuous deployment of the car sharing solution (such as in our Toulouse offices in 2016).</li> </ul> </li> <li>- Contributing to the development of sustainable engineering (pages 55 and 56 of the 2015 Registration Document):               <ul style="list-style-type: none"> <li>• In 2015, Assystem was awarded the National Engineering Prize for Energene, a new generation engine.</li> </ul> </li> </ul>
<i>Encourage the development and diffusion of environmentally friendly technologies</i>	<ul style="list-style-type: none"> <li>- COP 2013, 2014 and 2015</li> <li>- Innovating for the Society (pages 55 and 56 of the 2015 Registration Document), by for instance:               <ul style="list-style-type: none"> <li>• Creation of the Energene engine;</li> <li>• Development of a new process for aerospace manufacturing composite materials reducing aircraft weight and optimising fuel consumption and manufacturing costs;</li> <li>• Leading the European consortium developing the Scissor project aiming at protecting smart grids.</li> </ul> </li> </ul>

Anti-corruption

<b>Principles of the Global Compact</b>	<b>Sources</b>
<p><i>Act against corruption in all its forms, including extortion and bribery</i></p>	<ul style="list-style-type: none"><li>- COP 2013, 2014 and 2015</li><li>- Promoting an ethical business conduct through the Ethical Charter (page 57 of the 2015 Registration Document)</li><li>- Audit ran by Ecovadis on Assystem Corporate Responsibility practices and obtainment of a score of 60/100. Assystem is among the top 10 of engineering firms in terms of social, environmental and business ethic practices.</li><li>- Finalising and starting implementation of a Code of Conduct, aiming at preventing and managing ethical risks in the Group's operations worldwide, and four Policies (gift &amp; hospitality, corruption, conflict of interests, export-control) providing best practices and advices to avoid any risk (e-learning training sessions will be soon available for exposed managers and employees).</li></ul>