

Concordance Table UN Global Compact



Human rights	
Principles of the Global Compact	Sources
<i>Businesses should support and respect the protection of internationally proclaimed human rights</i>	<ul style="list-style-type: none"> - COP 2013, 2014, 2015 and 2016; - Application of OECD guidelines and ILO conventions (AEOS dated 8 January 2016 and 3 January 2017, in which the company commits to complying and to ensuring that their contractors comply with the ILO's 1998 Declaration on Fundamental Principles and Rights at Work); - Code of Ethics (see pages 16, 158 and 166 of the 2016 Registration Document); - Code of Business Conduct (see page 61 of the 2016 Registration Document).
<i>Businesses should make sure that they are not complicit in human rights abuses</i>	<ul style="list-style-type: none"> - OP 2013, 2014, 2015 and 2016; - Application of OECD guidelines and ILO conventions; - Code of Ethics (see pages 16, 158 and 166 of the 2016 Registration Document); - Code of Business Conduct (see page 61 of the 2016 Registration Document); - Attention paid to maintaining good working conditions (see pages 55 to 57 of the 2016 Registration Document), notably through the Work Life Balance Charter in France, the Equal Opportunities and Diversity policy in the United Kingdom and collective agreements in France on gender equality and the employment of people with disabilities.
Labour	
Principles of the Global Compact	Sources
<i>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</i>	<ul style="list-style-type: none"> - COP 2013, 2014 2015 and 2016; - Application of OECD guidelines and ILO conventions; - Code of Ethics (see pages 16, 158 and 166 of the 2016 Registration Document); - Code of Business Conduct (see page 61 of the 2016 Registration Document); - AEOS collective agreement on the arrangements and resources for employee representatives; - Attention paid to promoting and organising social dialogue (see page 52 of the 2016 Registration Document).
<i>Businesses should uphold the elimination of all forms of forced or compulsory labour</i>	<ul style="list-style-type: none"> - COP 2013, 2014, 2015 and 2016; - Application of OECD guidelines and ILO conventions
<i>Businesses should uphold the effective abolition of child labour</i>	<ul style="list-style-type: none"> - COP 2013, 2014, 2015 and 2016; - Application of OECD guidelines and ILO conventions.

<p><i>Businesses should uphold the elimination of discrimination in respect of employment and occupation</i></p>	<ul style="list-style-type: none"> - COP 2013, 2014, 2015 and 2016; - Code of Ethics (see pages 16, 158 and 166 of the 2016 Registration Document); - Code of Business Conduct (see page 61 of the 2016 Registration Document); - Action to prevent discrimination and promote diversity (see page 53 of the 2016 Registration Document), notably through the Work Life Balance Charter in France, the Equal Opportunities and Diversity policy in the United Kingdom, and collective agreements in France on gender equality and the employment of people with disabilities
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Environment	
Principles of the Global Compact	Sources
<p><i>Businesses should support a precautionary approach to environmental challenges</i></p>	<ul style="list-style-type: none"> - COP 2013, 2014, 2015 and 2016; - Code of Ethics (see pages 16, 158 and 166 of the 2016 Registration Document); - Code of Business Conduct (see page 61 of the 2016 Registration Document); - Confirmation by the Bilan Carbone carbon footprint report for 2016 of the low environmental impact of the Group's energy use (see pages 65 to 67 of the 2016 Registration Document); - Energy audits (see page 60 of the 2016 Registration Document)
<p><i>Businesses should support a precautionary approach to environmental challenges</i></p>	<ul style="list-style-type: none"> - COP 2013, 2014, 2015 and 2016; - Code of Ethics (see pages 16, 158 and 166 of the 2016 Registration Document); - Code of Business Conduct (see page 61 of the 2016 Registration Document); - Promotion for sustainable and responsible mobility (see page 59 of the 2016 Registration Document); - Contribution to the development of sustainable engineering (see page 63 of the 2016 Registration Document).
<p><i>Encourage the development and diffusion of environmentally friendly technologies</i></p>	<ul style="list-style-type: none"> - COP 2013, 2014 , 2015 and 2016 - Innovating for the Society (pages 47 & 48 of the 2016 Registration Document), by for instance: <ul style="list-style-type: none"> • Leading the ITER consortium (nuclear fusion) • Leading the ProxemysParis consortium for Grand Paris Express

Anti-corruption

Principles of the Global Compact	Sources
<i>Businesses should work against corruption in all its forms, including extortion and bribery</i>	<ul style="list-style-type: none">- COP 2013, 2014, 2015 and 2016;- Code of Ethics (see pages 16, 158 and 166 of the 2016 Registration Document);- Code of Business Conduct (see page 61 of the 2016 Registration Document).