

November 2019 Communication on Progress To the United Nations Global Compact

Message from the Co-CEOs expressing support for the Global Compact [\(Extract of JCDecaux's 2018 Registration Document\)](#)

“Our new world, which is facing multiple challenges, must also be preserved because we do not have a planet B. In this regard, our Sustainable Development Department is working closely with all our activities to create real opportunities for growth while also respecting the 3 major challenges which drive our strategy (Environmental, Social and Stakeholder responsibility) and our commitment to the Global Compact, to ensure the continued existence of our assets, to create shared value and to have a positive impact in society.”



In 1964, Jean-Claude Decaux invented an economic model that is, today more relevant than ever: providing cities with products and services offering a public service to citizens financed by advertising revenues. Deployed across all of the Company's activities (cities, airports, transport services, shopping centres, etc.), our economic model offers numerous advantages particularly in its service dimension.

This economic model allows cities to provide high-quality services to citizens, to have outdoor communication spaces available to connect with them, and to improve their eco-mobility offer with no impact on local finances and taxpayers, thanks to advertising revenues. We provide urban solutions with a low environmental impact and offer high-quality, aesthetically pleasing and accessible products and services in line with our values to serve cities and the public.


With the launch of our Sustainable Development Strategy in 2014, JCDecaux set itself ambitious objectives to minimize its impacts on the environment and create social and stakeholder value:


-  Reduce our energy consumption
-  Reduce our other environmental impacts
-  Deploy a group-wide Health and Safety Policy
-  Implement an ambitious group-wide Social Policy
-  Reinforcing sustainable development in the Purchasing Policy
-  Strengthen employees' commitment towards sustainable development


In this Communication on Progress, we report on specific Company commitments, practical measures and outcomes which have been achieved to date in each of the four areas addressed by the Global Compact: Human Rights, Labour, Environment and Anti-Corruption.


All the information published in this document was compiled mainly from JCDecaux's 2018 Registration Document as well as the JCDecaux's International Charter of Fundamental Social Values, JCDecaux's Code of Ethics and JCDecaux's Code of Conduct of Suppliers.

JCDecaux's 2019 Communication on Progress content table

	UN Global Compact principles	JCDecaux's commitments	Public references	Main implementation actions and outcomes	Public references
<p>HUMAN RIGHTS</p> 	<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: make sure that they are not complicit in human rights abuses</p>	<p>The Company has issued a formalised commitment to respect human rights standards and prevent any violations in its International Charter of Fundamental Social Values.</p> <p>While the Charter applies to the benefit of all JCDecaux employees around the world, JCDecaux extended its commitment to respecting human rights to its suppliers through the JCDecaux Code of Conduct of Suppliers.</p> <p>Related SDGs: SDG3, SDG5, SDG8, SDG10</p>	<p>JCDecaux International Charter of Fundamental Social Values (all pages)</p> <p>JCDecaux Code of Conduct of Suppliers (pdf pages 8-11)</p>	<ul style="list-style-type: none"> • The International Charter of Fundamental Social Values is made available to all JCDecaux employees. • An evaluation is carried out every other year on the compliance of subsidiaries' local practices with the Charter's principles. At the start of 2018, a new assessment of the countries was made to which 56 of the Group entities responded, covering 97% of the FTEs at the end of 2017. This assessment enabled to identify 17 entities with non-compliances, mainly related to the principles of non-discrimination and working time. The entities concerned undertook to implement corrective action plans. Some noncompliance may still remain, justified by specific local legal constraints in certain countries. These elements are being monitored by the Human Resources International Projects Department. • A legal representation letter is signed by each subsidiary's General Managers every year stating their compliance with the Charter and its principles. • A verification of the local deployment of the Charter is carried out systematically by the Internal Audit Department when auditing subsidiaries. • An online confidential vigilance alert system is in place and available to all employees since November 2018. • The signature of the Code of Conduct of Suppliers has reached 71% of Group key suppliers in 2018. This measure is currently being expanded. • A yearly evaluation and an audit every three years of key suppliers including human rights criteria are carried out. In 2018, 46% of key suppliers were evaluated and 21% were audited. This measure is also currently being expanded. 	<p>2018 Registration Document (pdf pages 69 ; 79-80)</p>

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<p>LABOUR</p> 	<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour</p> <p>Principle 5: the effective abolition of child labour</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation</p>	<p>The Company has issued a formalised commitment to respect employees' rights to freedom of association and collective bargaining as well as to prevent forced labour, child labour and any forms of discrimination in its International Charter of Fundamental Social Values issued in 2013.</p> <p>The same commitments apply to the Group's suppliers as detailed in JCDecaux's Code of Conduct of Suppliers issued in 2014.</p> <p>Related SDGs: SDG3, SDG5, SDG8, SDG10</p>	<p>JCDecaux International Charter of Fundamental Social Values (all pages)</p> <p>JCDecaux Code of Conduct of Suppliers (pdf pages 8-11)</p>	<ul style="list-style-type: none"> • At the end of 2018, there were 568 employee representatives at JCDecaux worldwide, 612 meetings were held with staff representatives, 73 agreements were signed for a total of 241 agreements in force in 2018 and 50% of Group employees were covered by collective bargaining agreements. • The International Charter of Fundamental Social Values is made available to all JCDecaux employees. A practical guide is also deployed aiming to provide all subsidiaries with guidance on how to implement the Charter's principles. • An evaluation is carried out every other year on the compliance of subsidiaries' local practices with the Charter's principles. At the start of 2018, a new assessment of the countries was made to which 56 of the Group entities responded, covering 97% of the FTEs at the end of 2017. This assessment enabled to identify 17 entities with non-compliances, mainly related to the principles of non-discrimination and working time. The entities concerned undertook to implement corrective action plans. Some noncompliance may still remain, justified by specific local legal constraints in certain countries. These elements are being monitored by the Human Resources International Projects Department. • A legal representation letter is signed by each subsidiary's General Managers every year stating their compliance with the Charter and its principles • A verification of the local deployment of the Charter is carried out by the Internal Audit Department when auditing subsidiaries • An online confidential vigilance alert system is in place and available to all employees since November 2018. • The signature of the Code of Conduct of Suppliers has reached 71% of Group key suppliers in 2018. This measure is currently being expanded. • A yearly evaluation and an audit every three years of key suppliers including human rights criteria are carried out. In 2018, 46% of key suppliers were evaluated and 21% were audited. This measure is also currently being expanded. 	<p>2018 Registration Document (pdf pages 69 ; 77; 79-80)</p>

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<p>ENVIRONMENT</p> 	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies</p>	<p>As part of its Sustainable Development Strategy, the Company has issued 2 strategic priorities which concern the protection of the environment: the Reduction of our Energy Consumption and the Reduction of our Other Environmental Impacts.</p> <p>This commitment is also reflected in the Group's Code of Conduct of Suppliers which includes principles on the preservation of the environment.</p> <p>Related SDGs: SDG12, SDG13</p>	<p>2018 Registration Document (pdf pages 58-64)</p> <p>JCDecaux Code of Conduct of Suppliers (pdf pages 12-13)</p>	<ul style="list-style-type: none"> • The use of Life Cycle Analyses (LCA) and an eco-design approach by the R&D Department for the design of furniture • Furniture energy reduction initiatives are undertaken on (1) energy efficiency, (2) energy usage and (3) carbon neutrality. Subsidiaries must comply with strict rules such as the use of highly efficient lighting technologies for all new contracts. Other measures in place are the introduction of schedule power modulation, lighting switch-off at night, and lighting retrofits of existing furniture where possible • Vehicle energy reduction initiatives are undertaken, including eco-driving training, optimization of logistics rounds, and the choice of environmentally friendly vehicles. These measures led to a 13% fuel consumption per km travelled reduction in 2018 vs. 2012. • JCDecaux's renewable electricity procurement policy coverage rose from 54% in 2017 to 69% in 2018. Since the policy was launched in 2014, JCDecaux's emissions have nearly halved (from 185,478 TEQ CO2 in 2013). In 2018, purchasing of renewable energy allowed JCDecaux to avoid the emission of nearly 158,253 TEQ CO2. Our objective is to cover 100% of our electricity consumption by renewable energy by 2022. • The use of PEFC or FSC certified paper posters (87% of paper posters ordered were hence certified in 2018) and the recycling of paper posters (73% of paper posters posted were recycled in 2018). • The reduction of waste volume produced through the refurbishment of furniture at the end of a contract. • The implementation of the ISO 14001 certification covered 58% of Group revenues in 2018, with 16 countries certified. • A digital learning training programme on Sustainable Development was deployed in all Group subsidiaries reaching over 9,600 employees worldwide. • The signature of the Code of Conduct of Suppliers has reached 71% of Group key suppliers in 2018. A yearly evaluations and regular audits of key suppliers including environmental criteria are carried out. In 2018, 46% of key suppliers were evaluated and 21% were audited. This measure is currently being expanded. 	<p>2018 Registration Document (pdf pages 58-64 ; 79-80)</p>

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<p>ANTI-CORRUPTION</p> 	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>The Company has issued a formalised commitment to prevent corruption in all its forms in its Code of Ethics.</p> <p>The same commitment applies to the Group's suppliers as detailed in JCDecaux's Code of Conduct of Suppliers.</p> <p>Related SDGs: SDG8</p>	<p>JCDecaux Code of Ethics (all pages)</p> <p>JCDecaux Code of Conduct of Suppliers (pdf pages 12-13)</p>	<ul style="list-style-type: none"> • Ethics matters are dealt with at the highest level of the organisation through the Ethics Committee, a sub-committee of JCDecaux's Supervisory Board. • The Code of Ethics and its Practical Guide are made available and must be signed by all JCDecaux employees. • A legal representation letter is signed by each subsidiary's General Management every year stating their compliance with the Code of Ethics and its principles. • A verification of the local deployment of the Code of Ethics is carried out by the Internal Audit Department when auditing subsidiaries. • An ethics online confidential alert procedure is in place and available to all employees. Three alerts were reported in 2018 (two are being examined and the third was filed without further action). • The signature of the Code of Conduct of Suppliers has reached 71% of Group key suppliers in 2018. This measure is currently being expanded. • A yearly evaluation and an audit every three years of key suppliers including ethics criteria are carried out. In 2018, 46% of key suppliers were evaluated and 21% were audited. This measure is also currently being expanded. 	<p>2018 Registration Document (pdf pages 79-80 ; 293-294)</p>