

# Group Commitments on Human Rights



WE INCORPORATE THE PRINCIPLES OF THE ENGIE GROUP AND PUBLICLY REAFFIRM OUR SUPPORT TO RESPECT HUMAN RIGHTS, AS STIPULATED BY THE UNITED NATIONS

## Commitment

1

ENGIE carries out its activities while respecting internationally recognized human rights, wherever it operates



All human rights are equally important and follow the highest standards.



We are committed to applying other international protection and defense documents on these matters, if necessary.



We make sure that its business activities are conducted in accordance with the human rights protection standards.

## Commitment

2

ENGIE will make sure that the fundamental rights of its employees are respected, in accordance with the conventions of the International Labor Organization



No to forced or compulsory labor.



No to all forms of child labor.



No to all forms of discrimination.



Yes to freedom of association and the right to collective bargaining



Ensure occupational health and safety standards.



Workdays and holidays according to international standards.

## Commitment

3

ENGIE rejects all forms of harassment and violence in the workplace and will make sure that its employees are provided with a working environment that is respectful of their individual freedoms and privacy.



We do not accept acts of intimidation and bullying.



We respect the privacy of the employees.



We promote the freedom of thought, conscience and religion, opinion and expression, movement, etc.

## Commitment

4

ENGIE will make sure that its activities do not infringe the rights of local communities surrounding its sites.



We pay attention to the consequences on the rights of communities to health and a healthy environment, to private property, to an adequate standard of living (including water, food, housing) and access to natural resources.



We consider the situation of vulnerable people (e.g., communities) in accordance with the pertinent international documents.

To this end, we are committed to evaluating regularly the potential impacts in the communities, and will make sure that its expectations are taken into consideration.



## Commitment

5

ENGIE will make sure that assignments related to the security of its employees and assets are conducted with respect for human rights.



We take measures to ensure that the tasks related to the safety and its assets are carried out with respect for human rights, especially in compliance with the international rules on the use of force.



We will make sure that the people who have been displaced have provided their free and informed consent, and have received fair compensation, in accordance with the law.



We rely on the provisions contained in the "Voluntary Principales on Security and Human Rights"

## Commitment

6

ENGIE includes in the contracts with its suppliers, contractors and partners a provision requiring the respect by them of ENGIE's human rights commitments.



Requests its main suppliers and contractors to make the same commitments with their respective suppliers and contractors and avoid using many suppliers to prevent an ineffective control.



Does not request or benefit from acts that violate the human rights committed by third parties with whom it has a business relation.



Strives to verify the integrity and reputation of its suppliers, contractors and partners.

## Commitment

7

ENGIE respects internationally recognized human rights in its relations with public authorities.



ENGIE will make sure that any request of the public authorities is consistent with its ethical commitments, with respect for the national sovereignty and the principle of political neutrality; and will not intervene in the operation of the political life.

