

# Code

VINCI

Suppliers' Global Performance Commitment

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## Introduction

This Code «Global Performance Commitment» is included in VINCI Group's values and engagements, and founding principles of VINCI's sustainable development policy.

With this Code, VINCI wishes to associate all its suppliers with its approach of continuous improvement. Evolving from a position of risks mitigation to value creation, VINCI tends gradually to model towards global performance.

## VINCI's Commitments

VINCI's sustainable development strategy has been written within the Group values for many years, and can be found in the following commitments:

- **VINCI Social Responsibility policy**

- Meeting our responsibilities as an employer :
  - foster the career development of each employee,
  - foster professional integration,
  - ensure an active social dialogue within the organisation;
- Ensuring the safety of every employee :
  - ensure the occupational health and safety of its employees;

VINCI's aim is to achieve « Zero accident »; this objective applies to VINCI employees, temporary workers and sub-contractors alike.

- Ensuring equal opportunities for all :
  - prohibit any discrimination in hiring and labour relations.

- **VINCI Environmental policy**

- Implementing an eco-efficiency policy :
  - include in all Group tenders solutions with some environmental added value;
- Reducing the impact of its activities :
  - strive to meet the highest environmental standards with respect to conservation of natural resources, energy consumption, waste management and biodiversity protection;
  - reduce green-house gas emissions directly related to the Group activities.

- **VINCI ethical policy related to competition and anti-corruption**

Never indulge into illicit competitive infringements such as:

- anticompetitive agreements,
- abuse of dominant position,
- abusive exploitation of a position of economic dependence in which a client or supplier of a company finds itself with respect to the latter;

Not tolerate any behaviors or acts which can be deemed of active or passive corruption, collusion in influence trafficking or favoritism.

• **Membership of the United Nations Organisation Global Compact**

In 2003, VINCI signed up for the UN Global Compact and made a commitment to apply the 10 principles of this Pact, as well as to promote them with all partners and related to:

- Human Rights,
- Labour,
- Environment,
- Anti-corruption.

Since 2004, VINCI made a commitment to include a Global Compact compliance clause in its framework contracts with suppliers, requiring all suppliers to comply with the following:

- respect these Principles ;
- inform VINCI of:
  - a. any request or action which arising from the signed contract is not consistent or compliant with these principles;
  - b. any initiative they take to promote or uphold the principles of the Global Compact as part of their business activities;
  - c. any decision to adhere to the Global Compact, considering that this process is conducted only on a voluntary basis driving substantial commitments.

## Suppliers' commitments

### Respect of Global Compact principles – United Nations Organisation

Each supplier must respect the following Global Compact principles, in addition to local laws and regulations applicable to all countries where activities are located. These Ten Principles relate to Human Rights, Labour organisation, Environmental challenges and Anti-corruption:

#### Human Rights

- Principle n° 1  
Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle n° 2  
make sure that they are not complicit in human rights abuses

#### Labour

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

#### Environment

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

#### Anti-Corruption

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

So each supplier makes a commitment to the following:

### **1. Human Rights and Labour**

- 1.1 Exclude any form of forced and compulsory labour;
- 1.2 Exclude professional and work discrimination;
- 1.3 Forbid any employment of a person under legal minimum age in relation to the legislation in force in the country where activities are located;
- 1.4 Ensure that its employees are treated with respect and dignity, and furthermore require that its own suppliers and sub-contractors treat their employees in the same manner;
- 1.5 Be proactive with Health & Safety in professional work and to associate itself with the « Zero accident » objective;
- 1.6 Ensure that its activities do not harm the health & safety of its employees, its own suppliers and subcontractors, local population, and finally the users of its products and services.

### **2. Competition and anti-corruption Ethics**

- 2.1 Adopt and maintain loyal behaviors in commercial relations;
- 2.2 Exclude any abusive or illicit behaviors, and any unlawful infringements of free competition;
- 2.3 Exclude any behavior or act that could be deemed of active or passive corruption, collusion in influence trafficking or favoritism, during tendering or application of contracts;
- 2.4 Facilitate, when needed, the implementation of social and environmental diagnostics requested by VINCI.

### **3. Environment**

Each supplier makes the commitment to take all possible steps to limit the impact of its activities on the environment, and to:

- 3.1 Preserve natural resources, specifically by limiting its water energy and raw materials consumption;
- 3.2 Reduce its green-house gas emissions;
- 3.3 Limit waste production and facilitate recycling and elimination;
- 3.4 Integrate environmental criteria's in the selection process of its own suppliers and sub-contractors;
- 3.5 Develop and promote sustainable environmental value related to its activity; standing by the elaboration and follow-through of sound environmental practices and proposing these environmental solutions in offers to VINCI.

## Implementation

The supplier agrees to adhere to the VINCI « Global Performance Supplier Code » principles, to put in place the necessary means to comply and demand the same from its own suppliers and subcontractors in the countries where they have their activities.

So the supplier can be the subject of social and environmental audits to verify the effective application of the commitments to the present Code.

VINCI intends to accompany its supplier on this progressive improvement of the environmental and social quality of their offers and of their practices.

Also, VINCI shall define with the suppliers who wish to enroll into a progressive partnership to improve on these principles, an action plan to follow the implementation of this code.

This process shall be reviewed annually with the required action plans, to strengthen constructive relationships and exchange best practices between VINCI and its suppliers.

<b>Company :</b>	<b>Date :</b>
<b>Signatory name &amp; position :</b>	<b>Signature :</b>