

CSR CHARTER FOR SUPPLIERS AND SUBCONTRACTORS



Building the future is our greatest adventure

I am convinced that Bouygues' overall performance is intrinsically linked to that of our suppliers and subcontractors. The selection of innovative products and services in technological, environmental and human resources terms, is essential to provide our customers with the most high-performance and responsible solutions.

For a number of years, the Bouygues group has undertaken to comply with the Corporate Social Responsibility (CSR) principles defined in the UN Global Compact, and to integrate them into the purchasing processes of its entities both in France and abroad.

This resulted in the adoption in 2014 of a CSR policy applied to Group purchasing, which formalises the commitments made by the Group's entities, such as the implementation of purchasing risk mapping and the adoption of a specific policy to address any related issues.

Today, I would like to reaffirm the Group's duty of vigilance regarding the CSR risks facing suppliers and subcontractors, as well as our determination to maintain and strengthen trusting relations and the dialogue established with them. Our CSR approach to Group purchasing is one of the conditions required for promoting this partnership mindset and developing joint value creation for our customers.

This CSR Charter formalises the Group's expectations of its suppliers and subcontractors. It constitutes the foundations for the trust-based relations I want to build, and it should be systematically appended to purchasing contracts.

Martin Bouygues
Chairman and CEO

A handwritten signature in black ink, appearing to read 'M. Bouygues', with a stylized flourish at the end.

PREAMBLE

Bouygues and its entities are committed to a proactive sustainable development approach in their purchasing and their subcontracting and services contracting, which are an important component of their activities.

This CSR Charter has been drawn up for the Group's suppliers, contractors, subcontractors and service providers (hereinafter the "Suppliers") and formalises the commitments expected by the Group in terms of ethics, fighting corruption, respect for human rights, compliance with labour standards, as well as health and safety, and environmental protection.

By adopting this CSR Charter, the Supplier undertakes to use its best efforts to abide by and implement all the principles it contains and to ensure that its own suppliers and subcontractors do likewise, in compliance with their contractual commitment and the prevailing national legislation. It undertakes to receive any internal or external auditors commissioned by the Bouygues group entity concerned to monitor application of the Charter and, as far as possible, will ensure that its own suppliers and subcontractors do likewise.

For all the themes set forth in this Charter, the Supplier undertakes to comply with the principles of the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation (ILO), in accordance with applicable legislation and regulations, and prevailing contractual provisions.

Any serious and deliberate failure by the Supplier to comply with the principles contained in this Charter will constitute a breach of its contractual obligations which may, depending on the seriousness of the breach, entail the application of coercive measures provided for in the contract, including where appropriate termination of the contract as a result of the Supplier's fault, without prejudice to any damages.

If particular circumstances mean that a Supplier is unable to comply with certain principles contained in this Charter, it should inform the Bouygues group entity concerned of the fact in order to agree on the corrective measures to be taken.

1. ETHICS

Bouygues group entities and their Suppliers regard fairness as the basis for establishing and maintaining long-term relations of trust. The Supplier will conduct its business according to the principles of honesty and equity and in compliance with rules and regulations ensuring competition and prohibiting corruption in commercial transactions. The negotiation and performance of contracts must not give rise to behaviour or actions that could constitute active or passive corruption, or complicity in influence peddling or favouritism.

Bouygues group entities will treat all their Suppliers honestly and fairly, regardless of their size and condition, in a manner consistent with the particular context of each country, which all employees will do their best to understand. Group employees and companies will make all purchases according to the principle of free and fair competition.

The Supplier undertakes not to offer any Group employee any gift, invitation, act of accommodation, favour or any other benefit, pecuniary or otherwise, for the employee or his/her close relations, liable to corrupt, influence or compromise the integrity, independence of judgment or objectivity of the employee concerned in his or her relations with the Supplier.

Gifts offered purely as a courtesy are acceptable only if they are exceptional, inexpensive, linked to occasions that justify them (end-of-year gifts, for example) and consistent with the most

reasonable practices of the country and the profession.

The Supplier undertakes not to assume any travel or accommodation expenses incurred by a Group employee, in particular on the occasion of any commercial contacts, site visits, audits or product presentations. Invitations to meals or to cultural, sporting or similar events should remain exceptional and should not involve any substantial outlay.

2. COMPLIANCE WITH LABOUR STANDARDS

Freedom of association and the right to collective bargaining

The Supplier undertakes to comply with the principles of ILO Convention C87, namely the freedom of association, the protection of trade-union rights and the right to collective bargaining, in accordance with local legislation.

Use of forced or compulsory labour

The Supplier undertakes not to use forced or compulsory labour as defined in ILO Conventions C29 and C105. Convention C29 defines forced or compulsory labour as all work or service which is exacted from any person under the menace of any sanction and for which the said person has not offered himself voluntarily.

Use of illegal labour

The Supplier undertakes not to use illegal labour as defined by the rules of the countries in which it operates.

Child labour

The Supplier undertakes to apply rules relating to the elimination of child labour and the protection of children and young people as defined by ILO conventions. In particular, it undertakes not to employ persons who have not attained the minimum working age in accordance with ILO Conventions C138 and C182.

Discrimination

Under the conditions set forth in ILO Convention C111, and without prejudice to specific local rules, the Supplier undertakes not to operate any distinction, exclusion or preference on the basis of race, colour, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

In accordance with ILO Convention C111, distinctions, exclusions or preferences based on the inherent requirements for a particular job, and special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status, are generally recognised to require special protection or assistance (positive discrimination), are not deemed to be discrimination.

The Supplier will comply with local legislation relating to the employment of persons with disabilities.

Working time

The Supplier will comply with local legislation on working time.

Pay

The Supplier will comply with local legislation on minimum wages and undertakes to pay employees their wages regularly.

The Supplier undertakes to pay overtime at the rates defined by the prevailing local legislation.

3. HEALTH AND SAFETY

The Supplier will endeavour to maintain a safe and healthy working environment. It will ensure that its activities do not harm the health and safety of its employees, subcontractors, other participants involved in the operation, local people and users of its products.

The Supplier will take a proactive approach to health and safety issues. Risks arising from its activity must be identified and assessed. The Supplier will take all relevant steps to limit such risks and, as far as possible, to eliminate them.

Bouygues group entities will take active steps to improve the safety of all persons who work on their sites. As personal physical integrity is at stake, Bouygues group entities will require their Suppliers to have identical work safety requirements when operating on Group sites. In that regard, it is each Supplier's responsibility to bring any identified anomaly to the attention of the manager of the Bouygues group site where it is working.

4. ENVIRONMENTAL PROTECTION

The Supplier will endeavour to attain the highest environmental protection standards, both for its products and for its management system, especially as regards nature conservation, the preservation of biodiversity and eco-systems, the depletion of natural resources and the management of waste and toxic substances. It will endeavour to forestall or minimise the effects of its activity on the environment by taking any initiative to promote greater environmental responsibility. It will endeavour to limit the nuisance caused to local residents and to reduce energy consumption, discharges

into water, the air and the soil and waste generated at the various stages of manufacture, transport, on-site installation, the marketing of products and services and the elimination of waste.

The Supplier will incorporate environmental, health and safety criteria into the purchasing of products and services and the design, production and implementation of its own products and services in order to reduce their impact in these areas throughout their lifecycle while maintaining and/or improving their quality.

At the very least, the Supplier undertakes to comply with locally applicable laws and standards and with the prevailing laws of the product destination country or countries.

Contact

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