



Supplier CSR CHARTER



BOUYGUES

Preamble

By adopting the United Nations Global Compact, the Bouygues group has signalled its commitment to environmental protection, respect for human rights, compliance with labour standards and the fight against corruption.

In particular, Bouygues and its subsidiaries are committed to a proactive sustainable development approach in their purchasing and their subcontracting and services contracting, which are an important component of their businesses. This Charter attests to the determination of Bouygues group entities to promote the application of sustainable development principles by their suppliers, contractors, subcontractors and service providers (the "Suppliers").

By adopting the Supplier CSR¹ 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 commitments 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 principles set forth in this Charter, the Supplier should comply with the United Nations Universal

Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation (ILO) insofar as they apply in the country or countries where it operates, with all other international, national and local conventions, laws and regulations, and with prevailing contractual provisions.

Any serious and deliberate failure by the Supplier to comply with the principles contained in the 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 the Charter, it should inform the Bouygues group entity concerned of the fact in order to agree on the corrective measures to be taken.

¹CSR: Corporate Social Responsibility

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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

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 penalty 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 local legislation or, if there is none, by ILO conventions. In particular, it undertakes not to employ persons who have not attained the minimum working age under local legislation or, if there is none, 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, sub-contractors, 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 ecosystems, 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.