

# SUPPLIER AND SUSTAINABLE DEVELOPMENT CHARTER

**Bouygues Construction** adheres to the values and principles of sustainable development. This charter is proof of its commitment to defend them. It reflects the willingness of **Bouygues Construction** to ensure that its **Suppliers** apply these same principles.

*For the purpose of this Charter, the term Supplier shall mean all commercial entities related to **Bouygues Construction** by a supply, sub-contracting or service contract.*

By signing this charter, the **Supplier** undertakes to respect the following requirements, or to implement the necessary improvement plans within the time frame set by **Bouygues Construction**.

## EMPLOYMENT STANDARDS

The **Supplier** undertakes to respect the laws and regulations in force in all the countries where it operates, in particular the three points below:

### - Recourse to forced labour

The **Supplier** undertakes not to have recourse to forced labour as defined under conventions C29 and C105 of the International Labour Organisation (ILO). The convention defined forced labour as all work or service which is exacted from any person under the threat of any punishment and for which the said person has not offered himself voluntarily. It shall not include: compulsory military service, civic obligations of the citizens of a country, any work or services exacted in cases of emergency.

### - Child labour

The **Supplier** undertakes not to employ persons not having the required minimum age for employment by virtue of the national laws and regulations or conventions 138 and 182 of the ILO. The **Supplier** undertakes to take into account the highest age indicator of these references.

### - Discrimination

Pursuant to convention C111 of the ILO, the **Supplier** undertakes not to practice any discrimination, distinction, exclusion or preference on the basis of race, colour, sex or religion, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. At the same time, the **Supplier** must comply with local legislation on the employment of disabled people.

## PERSONNEL HEALTH AND SAFETY

The **Supplier** undertakes to implement a System of prevention in matter of occupational health and safety. This is to ensure that the **Supplier** complies with the regulatory requirements which are applicable in its country and the contractual obligations of the contracting entity of BYCN.

The **Supplier** must be vigilant to ensure that its activities do not harm the health and safety of:

- its employees
- its sub-contractors
- all participants in operations
- the neighbouring residents
- the users of its products

## LOYALTY

The **Supplier** and BYCN adhere to the Principle of loyalty which establishes and maintains durable reliable relations. The **Supplier** shall not act in an accommodating way towards the corruption, in particular, it undertakes not to contact or attempt to contact the employees of **Bouygues Construction** with a fraudulent intention.

## ENVIRONMENT

The **Supplier** must ensure that its activities do not harm the environment. Therefore it must comply with the local applicable laws and regulations and standards. In particular, the **Supplier** undertakes to minimise nuisance to the local residents, reduces the consumptions of energy, waste discharges in the water, air and ground and the waste generated during the various stages of production, installation on site or commercialisation.

By signing this charter, the **Supplier** acknowledges the sustainable development values of **Bouygues Construction**. It undertakes to open its doors to all internal or external auditors appointed by **Bouygues Construction** to verify the enforcement of this document. It recognizes that non-compliance with these values may be considered as a failure to meet its contractual obligations which, depending on how serious this is, may entail the cancellation of the contract.