



CGEM'S CSR CHARTER CORPORATE SOCIAL RESPONSIBILITY

AS MEMBERS OF THE CGEM,

- We are committed to the objectives of sustainable development. We are committed to act in a responsible and continuous manner to achieve this goal while conducting our economic activities, in our industrial relations and in general, in our contribution to the creation of value.
- We carry out our social responsibility in strategic decisions and daily operations. We accept to notify our stakeholders through sincere information, appropriately communicated.
- We are committed to respect, to promote any attempt, by means at our disposal, to promote fundamental rights and the legitimate expectations of our stakeholders. We will take into account their material and moral interests when they are, or could be, impacted by our managerial decisions or by company activities that we handle or with which we operate.
- We continuously work to strike a balance between economic, social and environmental development while abiding by ethics and transparency rules.

In this spirit, we namely commit to :

1. RESPECT HUMAN RIGHTS

- Respect freedom of association and the right of all employees to choose union membership ;
- Prevent all forms of discrimination and promote equal opportunities, and encourage diversity namely to the benefit of vulnerable or under-represented groups such as the disabled ;
- Act in favour of equality between men and women by reducing the constraints hampering the professional advancement of women within businesses ;
- Prohibit the use of direct or indirect child labour under the age of 15 ;
- Promote collective bargaining, prevent labour conflicts and find peaceful solutions to conflicts.
- Continuously improve the conditions and contents of social dialogue ;
- Prevent the use of atypical and precarious work contracts ;
- Manage restructuring processes or site closures after providing information to employee representatives and authorities within reasonable deadlines; cooperate with the relevant stakeholders in order to alleviate the social consequences and favour the creation of sustainable activity.

2. CONTINUOUSLY IMPROVE WORKING CONDITIONS AND LABOUR RELATIONS

- Improve competencies and employability of employees and favour training and skills development ;
- Strictly respect the legal obligations to declare all employees to social security and protection organisations ;
- Provide health and safety conditions to all employees, at least in line with legal requirements and decent sanitary infrastructure ;
- Strictly respect the legislation on occupational accidents and diseases paying particular attention to occupational health services and promote quality of life at the workplace ;
- Provide precise information to all employees on the criteria and methods applied for professional reviews and evaluations as well as transparent internal appeal systems for appraisals and decisions that concern them ;
- Set up an environmental policy with a framework of actions to reduce the impact of the company's activities on the environment and develop communication and cooperation with public sector, institutional, local, associations and neighbourhood stakeholders ;
- Fight climate change by periodically measuring the company's activities impacts, and in particular generated greenhouse gas emissions to reduce them. Evaluate the adaptation of the company's activities to climate change and make them evolve them if necessary ;
- Rationally use resources such as water, energy and raw materials, reduce polluting emissions, curb waste generation, recycle and add value to it ;
- Promote the use of renewable energies ;
- Evaluate and minimise the environmental impacts of our investment projects ;
- Define an urgency plan to prevent and mitigate accidental damage on environment, health or on safety.

4. PREVENT CORRUPTION

- Prohibit all behaviour that, directly or indirectly, promises, offers, requests or grants illegal payments or unwarranted advantages aiming at obtaining or preserving a market or any other irregular or illegitimate advantage ;
- Not to offer, nor accept or deposit any payments, commissions or gifts to public or private agents or to their relatives in exchange for a contract or modification of contract ;
- Make visible the company's action principles against corruption and extortion by the use of adapted means ;
- Make employees aware of the measures taken by the company regarding corruption and extortion and promote the respect of these clauses by using adequate information channels, training programs and disciplinary procedures.

5. RESPECT FAIR COMPETITION RULES AND REGULATIONS

- Not to practice under-billing ;
- Not to make counterfeits ;
- Not to conclude, nor implement agreements aiming at :
 - Imposing prices, collusive bidding or establishing production restrictions ;
 - Participating in market sharing by distributing clients, suppliers, geographical zones or activity's branches.

6. REINFORCE CORPORATE GOVERNANCE TRANSPARENCY

- Maintain truthful accounting records reflecting the entire activity and assets of the company ;
- Make sure the composition of the management bodies enables them to effectively perform their oversight role by paying special attention to the expertise, diversity, fairness, availability and independence of the members ;
- Ensure that the management bodies exercise their prerogatives fully and that the decision-making process is carried out in an objective and balanced way, while respecting the company interests with a view to sustainable growth ;
- Strengthen internal control and broaden the scope of review of risks through audits and independent accounts along with communications issued to the decision making and control bodies ;
- Define objective methods of nomination, evaluation and remuneration for Directors that are linked to measurable performance criteria ;
- Equal treatment of all stockholders, regularly provide them with reliable and truthful information on the company's results and perspectives and guarantee their voting rights.

7. RESPECT THE INTERESTS OF CLIENTS AND CONSUMERS

- Watch over the safety of products and services and the health of the consumers ;
- Disclose clear and precise information to consumers regarding the characteristics of products and services in order to help them make informed purchasing decisions ;
- Define efficient and transparent procedures for claims and disputes ensuring quick and fair treatment of client disputes ;
- Avoid untruthful advertising statements as well as omissions, deceitful, misleading or unfair practices ;
- Respect the private life of clients and consumers and protect the confidentiality of personal data.

8. PROMOTE THE SOCIAL RESPONSIBILITY OF SUPPLIERS AND SUBCONTRACTORS

- Ensure respect for human rights in the company's supply chain, and consider as purchasing criteria : the regularity with which a subcontractor or supplier declares to a social security and protection organ; the social protection of their employees, the respect of minimum employment age ;
- Bring technical assistance and cooperation to maintain sustainable relations with subcontractors or suppliers whose compliance is recognized, in line with competition rules and regulations ;
- Respect contractual commitments towards suppliers and subcontractors, in particular those relating to payment deadlines.

9. DEVELOP COMMITMENT TO THE COMMUNITY

- Define the general interest serving causes to which the company provides its support and help associations working along the same line, by encouraging in particular sponsorship of employees' skills ;
- Contribute to human and economic development in the community where the company is located and improve living conditions for local residents ;
- Encourage local employment and training of employees in the regions and areas where the company is located ;
- Favour accessibility of the company's products and services that are of public interest ;
- Contribute to all initiatives of local or national scope, dedicated to the prevention or mitigation of the impacts of natural catastrophes, ecological imbalances or diseases, the fight against poverty, the exclusion of young people by encouraging their employment, illiteracy, inequalities in regional development and, more generally, to the promotion of culture, the arts and knowledge.