

# & Group Ethics Charter



“We must be exemplary in our behaviour and promote ethics in all of our professional activities.”

**Jean-Bernard LEVY**, President and CEO

## The values of the Group



Respect



Solidarity



Responsibility

# Our ambition

Within a context of energy transition, the ambition of EDF group is to be a champion of low-carbon growth, committed to meeting the new expectations of customers, as well as all stakeholders, by offering them value-added goods and services.

Sharing our ethical values and respecting the laws and regulations that apply to us are at the heart of our commitment and reflect our corporate responsibility.

## The values of the Group

The Group Ethics Charter has been evolving since 2013, within the integrity requirement to support performance, around the three values embodied in our activities:

**Respect**

**Solidarity**

**Responsibility**

These values are central to our identity and are a symbol of our pride. They reinforce our commitment to ensure a relationship of trust with all our stakeholders. They guarantee the cohesion of the Group.

## Respect



- Respect employees as individuals, respect their rights and establish professional relationships across the Group based on listening, dialogue, trust and team spirit.
- Ban any harassing or discriminatory behaviour, prevent and address every instance of physical or moral violence, intolerance or injustice in the workplace.
- Respect the opinions of everyone, including political, trade-union or religious beliefs, provided that their expression does not violate laws and regulations; refrain from imposing them on others.
- Protect the environment by controlling risks, and be vigilant about the impacts of our activities on people and nature.



# Solidarity

---

- Act collectively for the Group best interests and promote social cohesion within it.
- Support the most vulnerable people - amongst our colleagues or others people with disabilities or our customers in fuel poverty.
- Promote access to knowledge and its transfer - especially between different generations of Group employees.
- Be a committed actor in emergency situations, supporting people affected in France, Europe and the rest of the world.

# Responsibility

---



- Guarantee the safety of our operations and our industrial facilities, ensuring the health and safety of people involved in our activities.
- Listen to employees, customers, suppliers, partners, shareholders, associations and public authorities and act with honesty, impartiality, fairness and transparency toward them.
- Apply a zero tolerance attitude towards fraud and corruption in all its forms.
- Protect tangible and intangible assets, handle sensitive information responsibly and comply with personal data protection regulations.



## The ten principles of the United Nations global compact

EDF has joined the United Nations Global Compact since 2001 and is committed to upholding ten principles relating to human rights, labour, the environment and, since 2004, the fight against corruption.

### HUMAN RIGHTS

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

### LABOUR

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

### ENVIRONMENT

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

### ANTI-CORRUPTION

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

### The Group refers to the following international commitments:

- Universal Declaration of Human Rights
- Convention on the Elimination of All Forms of Discrimination against Women
- International Convention on the Rights of the Child
- Convention of the Organization for Economic Co-operation and Development on the fight against the corruption of foreign public agents in international commercial transactions
- Conventions of the International Labour Organization guaranteeing the fundamental principles and rights of employment and fighting against discrimination
- Guidelines of the Organization for Economic Co-operation and Development for Multinationals
- United Nations Convention against Corruption

The Group Ethics Charter, the Code of Conduct Ethics and Compliance and the information on the Group alert system are accessible in the website:

[www.edf.fr](http://www.edf.fr)

