

SUMMARY OF THE GLOBAL FRAMEWORK AGREEMENT ON THE EDF GROUP'S CORPORATE SOCIAL RESPONSIBILITY



EDF, the global Trade Union Federations IndustriALL Global Union and Public Services International (PSI), CFE-CGC, CFDT, CGT-FO, CGT, France; UNISON, Prospect, Unite, GMB, United Kingdom; FGTB (CGSP-Gazelco), ACV/CSC-BIE, Belgium; and FILCTEM-CGIL, UILTEC-UIL, FLAEL-CISL and FEMCA-CISL, Italy

This document is a summary of the Global Framework Agreement on the EDF Group's Corporate Social Responsibility. You can consult and download your copy of the full agreement here ([LINK](#))

What is a Global Framework Agreement ?

A Global Framework Agreements (GFA) is an agreement at global level negotiated between trade unions and a multinational company. It serves to protect the interests of workers across a multinational company's operations.

It puts in place the very best standards of trade union rights, health, safety and environmental practices, and quality of work principles across a company's global operations, regardless of whether those standards exist in an individual country.

It is agreed and signed by EDF Group, two global Trade Union Federations, IndustriALL Global Union and Public Services International (PSI), and trade unions representing workers across the Group's worldwide operations.

Which is its validity period and scope ?

The agreement was signed 20th June 2018 for a term of 4 years. It covers all the EDF Group employees and will be promoted within the Group's supply chain. It is applicable to any new controlled company joining the Group as well as to every existing company that is directly or indirectly controlled by EDF.

In these companies, the agreement applies to every employee regardless of their employment contract and it will be promoted to ensure that these principles are obeyed by its suppliers and subcontractors.

However, it is the French version only that will be enforceable against the Management and the representative union organisations.



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Respect and integrity

1 Respecting human rights in all EDF Group's activities worldwide

The EDF Group makes the respect for human rights and ILO, **International Labor Organization's**, fundamental conventions prerequisites for all its operations and does not tolerate any violation of those rights, either in its activities or by its suppliers, subcontractors or partners.

These Conventions are:

- Guaranteeing freedom of association and the principles of collective bargaining (Conv. 87 and 98).
- Abolishing the use of forced and compulsory labour (Conv. 29 and 105).
- Prohibiting child labour and exploitation (Conv. 138 and 182).
- Fighting against discrimination (Conv. 100, 111 and 135).

The Group's commitment also extends to countries that have not yet ratified these conventions.

In the event of a conflict of standards with the laws applicable in the countries where the Group operates, the Group shall endeavour to enforce the provisions that are the most protective of human rights.

Furthermore, the French law of 27 March 2017 relating to the duty of vigilance of parent companies and contracting companies requires the production and publication of a vigilance plan.

The vigilance plan will be developed and set up in association with the company stakeholders, including workers' representative organisations.



2 Promoting the Group's ethics and preventing corruption

EDF Group and its employees undertake to comply with the applicable laws and regulations, in all circumstances and in every country where the Group operates.

The signatories undertake to promote the fight against corruption in all its forms and to protect whistle-blowers as well as the accused person or persons, and of the information gathered.

EDF Group applies the principle of tax transparency, consolidates its profits in the countries where they are actually generated, and publishes transparent, country-by-country tax reporting in line with the OECD framework.

3 Combating all forms of harassment and violence in the workplace

Any kind of harassment or violence will not be tolerated, whether inside the workplace or outside the workplace with respect to the professional relationships established during the course of work activities.

The EDF Group undertakes to protect its employees from all forms of violence, abuse and harassment in the workplace. It also commits to make them aware and train them about the risks of harassment and how they can prevent and combat such practices. In cooperation with the employee representatives, in each company, the Group undertakes to develop and implement a prevention and action program.

All employees must be treated with respect.

4 Fostering socially responsible relations with our suppliers and subcontractors

The EDF Group undertakes to communicate and promote this agreement to its suppliers and subcontractors.

Group companies shall implement for their suppliers and subcontractors the appropriate selection and evaluation procedures designed to comply with these requirements.

Close attention will be paid to strengthening the Group's relations and business volume with local small and medium enterprises (SMEs).

The Group may use subcontractors that employ individuals with employment contracts issued elsewhere than in the country where the work is taking place. In such a case, particular care must be taken with the human right, working conditions, housing conditions and health and safety of these employees.

The signatories believe that the health and safety of subcontractors' employees are just as important as those of Group staff.

The EDF Group monitors the requirements with regard to suppliers and subcontractors and introduces a vigilance plan for this purpose.

Any repeated breaches of the provisions of this agreement may result in the termination of relations with the supplier or subcontractor.



Respect and integrity

5 Being a benchmark for occupational health and safety

Occupational health and safety are a priority. All EDF Group workers must be enabled to complete their tasks under the best possible working conditions, with the sole acceptable objective of “zero accidents” and the protection of every employee’s health and safety.

It is the duty and responsibility of EDF Group to provide a safe working environment for all members of staff and contractors.

The priority is to eradicate fatal accidents in order to reach this target. Protecting employee health and safety requires effective prevention systems based on respect for three fundamental rights relating to occupational health and safety:

- the right to be informed of occupational risks and to receive the appropriate tutoring and training on how to work safely;
- the right to refuse or stop work in case of serious and imminent danger;
- the right to actively participate in occupational health and safety discussions and programmes, including via the establishment of health and safety committees in the workplaces of the Group.

Health and safety results are measured using appropriate indicators, as part of a continuous improvement process, and every employee is informed of them.



5 Promoting and realising gender equality

EDF Group must take a global approach to measures to ensure gender equality in the workplace and encourage it in all work teams and throughout all levels of its businesses.

It must base itself on the universal principles of equal rights and non-discrimination between the sexes and of equal pay for work of equal value.

The Group is dedicated to eliminating the gender gap at each company site, paying particular attention to career paths, training, access to positions of responsibility and remuneration. Progress is measured through indicators common to all group companies and a status assessment is regularly carried out.

7 Guaranteeing equal treatment and combating discrimination

The EDF Group must develop, protect and promote the diversity of its workforce, which it views as an asset.

To ensuring the dignity of employees, this agreement is focused on three areas:

- The integration of disabled workers.
- Origin or affiliation
- Sexual orientation.

8 Enabling every employee to develop their skills and advance their careers

The EDF Group encourages its employees to develop their skills, assume responsibilities, take the initiative and innovate at ground level. The Group provides its employees with the means to develop their skills and advance their careers.

The EDF Group provides its employees with the means to acquire, maintain and develop the skills necessary, without any discrimination, to find and keep quality employment, incorporating technological and societal developments. To achieve this end, it provides:

- a work environment that encourages learning;
- a modular, modern, scalable and effective training and development programmes.

Training priorities and delivery modalities are subjected to discussions with trade unions.



9 Providing social protection and social benefits to its employees

The EDF Group commits to provide adequate social protection and social benefits to all of its employees worldwide.

The Group undertakes to make sure that gradually, every employee of a company controlled by EDF Group is covered by social protection systems that provide them with guarantees and protections for their future retirement, and ensure their physical and moral dignity and economic security if they have an occupational accident, fall ill, become pregnant, become disabled or die.

The EDF Group reviews and identifies local practices to promote positive changes to existing coverage.

10 Supporting a “Just Transition”

The signatories support measures in favour of an energy mix compatible with the objectives of reducing carbon dioxide emissions.

They actively support the principle of a “Just Transition” for a meaningful transition towards economies and companies that are environmentally sustainable for all, in accordance with the ILO’s guidelines.

As such, the Group undertakes to provide adequate training for its employees, endeavouring to protect their rights, interests and to develop their skills in cooperation with workers’ representatives.



Dialogue and Consultation

11 Managing the EDF Group's transformation in a socially responsible way

The EDF Group is applying the principles of transparency, responsibility and dialogue towards employees, their representatives and local authorities as it completes its transformation.

These principles with regard to staff representatives must be guaranteed. Information must be provided in a timely manner and give rise to a consultation as the Group's business evolves, as a result of new investments, mergers, acquisitions, disposals, reorganizations, the closing of establishments and the cessation of activities.

This information and consultation may concern economic issues, the consequences of decisions and the proper adaptation of individual and collective support measures, as well as the monitoring of their application without exception.

In order to successfully combine economic performance and social performance, Group companies endeavour to develop prospective approaches regarding changes in businesses. The information is also shared with employees and their representatives.

12 Prioritising openness, listening and dialogue inside and outside the Group, and out in the field

Transparency and trust are the basic principles of the EDF Group's internal and external relations. Its aim is to establish good-quality dialogue with its employees, their representatives and other stakeholders.

Every employee within the EDF Group must be able to talk to their manager about their work, their training and their professional development.

Dialogue and collective bargaining based on trust between employers and trade union/employee representatives must be the preferred way of dealing with issues relating to the Group's economic performance and working conditions for employees.

EDF Group is strictly neutral with regard to the decision by its employees whether or not to belong to a trade union and, where applicable, the choice of trade union that they wish to represent them.

Employees shall not be discriminated on account of their trade union affiliation and/or activities.

Employee representatives will be given facilities to perform their duties.



Support for local residents and impact on local regions

13 Actively contributing to local economic and social development

The EDF Group tries to integrate as effectively as possible within the regions and communities wherever it operates.

The signatories support initiatives aimed at protecting the environment and a fair transition towards sustainable and socially responsible economy.

The Group avoids producing conventional waste and fosters its recycling and reclamation.

The EDF Group develops downstream electricity usage (buildings, transport, industry, etc.) and innovative energy efficiency solutions so that every customer can consume more efficiently.

Access to energy is a major factor in economic and social development, and a key factor in combating poverty. The EDF Group is involved in initiatives to foster better access to electricity for local residents in the countries and regions where it operates.

To restore services as quickly as possible and minimise the risks for everybody involved, the Group prepares and sets to work trained and qualified staff needed to respond to emergencies and disasters, providing adequate equipment.

The signatories commit to contribute to the inclusion of people with disabilities. The EDF Group's efforts are thus focused on disabled access to public sites and partnerships with experts in this area from non-profit associations.

The signatories strive to promote the general interest initiatives taken by employees, such as employee secondments and employee solidarity commitments.



How will this Agreement being implemented ?

The signatories undertake to implement the governance of the agreement at both local and global levels in view of ensuring the respect of the commitments contained therein:

- Ensuring the signatories' commitment in order to succeed together
- Promoting local implementation
- Monitoring local implementation
- Monitoring global implementation.

How can this Agreement help to solve disputes ?

In the event of disputes regarding the interpretation of, or non-compliance with, the agreement, the signatories undertake to mutually notify each another as soon as possible so that they can work together to find an effective and constructive solution.

In case of non-compliance, the following procedure applies:

- For local issues, every effort will be made to try to resolve them locally. The Group undertakes to ensure a proper evaluation of the case in cooperation with local unions/workers' representatives. The signatories shall be kept informed.
- If the issue is not settled locally, it will be referred to Management and the social partners concerned at national level, then at the headquarter level of the Group's parent company.
- If the issue is not resolved nationally, the dispute will be escalated to the global monitoring committee
- Failing a resolution, the signatories will have the option to jointly appoint a mediator to facilitate the settlement of the case.
- As a last resort, they will have the possibility to bring the case to the competent tribunal in the location of the EDF Group headquarters.

Is there an agreement monitoring committee ?

Yes, it is. This committee is known as the Dialogue Committee on Corporate Social Responsibility (CDRS) and is supported by a steering committee. The CDRS meets at least once per year to follow up the implementation of the agreement.

The CDRS is chaired by the Chairman of EDF SA, or his/her representative duly empowered.



If you have any question about the agreement or its implementation, don't hesitate to send an email to:

- antonio.murillo.calvo@edfluminus.be (Agreement's Coordinator),
- IndustriALL Global Union djunquera@industriall-union.org,
- PSI daria.cibrario@world-psi.org.