

svez

ETHICS & CORE VALUES

INTERNATIONAL SOCIAL CHARTER



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The General Management of
SUEZ, the European Instance
of Dialogue and the
International Human Resources
Committee hereby present by common
accord the values which dictate the
human resources policy and the rights
which they consider to be fundamental.

1 EQUAL OPPORTUNITIES

- ● ● SUEZ undertakes to guarantee each individual, irrespective of sex, race, nationality, religion or culture, equal opportunities for recruitment, work, personal and professional development and promotion.

2 COMBATING SOCIAL EXCLUSION

- ● ● SUEZ undertakes to combat social exclusion, in particular by education, integration, training and guidance for young people.

3 PERSONAL DEVELOPMENT

- ● ● SUEZ undertakes to promote its employees personal development efforts and attempts to provide them with the necessary annual professional training programmes to enable them to carry out their functions and develop. Particular attention shall be paid to integration and career development for handicapped people.

4 EMPLOYMENT

- ● ● SUEZ undertakes to seek continued employment within the Group. SUEZ undertakes to favor resettlement and regrading within the Group in the event of reorganization or restructuring.

5 CONTRIBUTION TO THE DEVELOPMENT OF THE FIRM

- ● ● Irrespective of the country of work, each employee contributes to the development of the firm. SUEZ undertakes in return to assess its employees' skills and pay them according to the functions which they carry out and the rules and practices in the sectors of activity in the countries in which the Group is present on the basis of normal working hours. SUEZ undertakes to seek to improve the living conditions of its employees.

6 WORKING ENVIRONMENT

- ● ● Since its employees represent its main source of wealth, SUEZ undertakes to ensure that they work under the best possible conditions in terms of trust, team spirit and mutual respect.

7 SOCIAL DIALOGUE

- ● ● SUEZ undertakes to encourage frank, responsible dialogue at all levels of the firm and in all levels of the firm and in all the functions carried out by its staff and practices real social consultation in a spirit of complete openness. SUEZ shall respect the social legislation and contractual regulations of each country.

8 SOCIAL CONSULTATION

- ● ● SUEZ undertakes to respect union rights and the prerogatives of those who legitimately represent its employees. In its concern to guarantee transparency, SUEZ shall inform employee representatives about all major events affecting the firm's activity or working conditions. As far as professional training is concerned, SUEZ shall develop effective dialogue with the employee representatives.

9 HEALTH AND SAFETY

- ● ● All preventive action in the area of health and safety at work is considered a matter of priority by SUEZ.

10 PROHIBITION OF CHILD EMPLOYMENT AND COMPULSORY LABOR

- ● ● SUEZ respects the provisions of the International Labour Organization (I.L.O) and particularly those relating to human rights. The Group refuses to employ children of an age at which education is still compulsory in the country concerned or, in all events, children under the age of 15. SUEZ refuses to resort to forced or compulsory labor, for example by prisoners.

11 THE COMMITMENTS OF SUEZ

- ● ● The Group undertakes to respect these rights and to put these values into practice throughout the world, in accordance with the specific regulations of each country. On the basis of these commitments, SUEZ shall aim to reconcile the necessities of social progress, professional fulfilment for its employees, total quality in customer services and the Group's economic results.

12 SUPERVISION OF THE APPLICATION OF THE CHARTER

- ● ● The Human Resources Department and the European Instance of Dialogue shall be jointly responsible for supervising the application of this international social charter, in co-operation with recognized employee representatives. This subject will be included on the agenda of each meeting of the European Instance of Dialogue.

13 DIFFUSION

- ● ● This international social charter shall be distributed amongst all employees of the Group's companies in the same way as the SUEZ ethics charter.

Barcelona, 9 october 1998.

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CORE

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