

Charter on safety at the workplace in the Group

In the context of its expansion in France and internationally, social issues are one of the fundamental values of the Vivendi Group, which promotes social measures in all its businesses and in every country in which it is established. For Vivendi, continued development must be based on strong social cohesion of its businesses and their environment. Vivendi's European Social Dialogue Body therefore adopted the Charter of Fundamental Social Rights on 21 November 1986: this joint declaration reiterated the firm support of Vivendi's management and employee representatives for the fundamental rights defined by the International Labour Organisation, and in particular their attachment to the ban on child labour and forced/prison labour, as well as respect of trade union freedom.

To the same end, and underpinning the dynamic measures by Vivendi's undertakings concerning safety at the workplace, the managers and employee representatives in the Vivendi Group undertake, in this Charter, to ensure the observance of the safety standards established by the International Labour Organisation, or of those laid down in national or regional laws when they are more favourable, in every country in the world in which the Group is established.

This mission to ensure vigilance and protection of employees involves, in particular:

- Supplying workplaces, machinery and materials, and using methods of work, which, insofar as the activity permits this and to the extent that it is feasible, do not present any risks for the safety and health of the employees and the general public.
- Promoting all measures and all materials which, being equivalent in financial terms, reinforce the safety of employees.
- Not using dangerous materials or those that present a risk to the health of employees without supplying the latter with appropriate safety equipment and training.
- Providing the instructions and training that are essential so that employees are aware of risks and preventive measures, and this according to the tasks and capacities of employees in different categories.
- Ensuring sufficient surveillance of work carried out, work stations, working conditions and safety and hygiene measures at the workplace.

It also requires:

- conducting risk evaluations;
- adhering to general preventive principles relating to safety and health during the different phases of project design, research and formulation;
- ensuring, at the time of selection and in the course of services provided, that these principles are observed by subcontractors and suppliers;
- coordinating implementation of these principles upstream and when work is being carried out, whenever several undertakings are engaged simultaneously or successively in activities at the same workplace.

Special attention must be paid to the reclassification of employees declared unfit for work following a particularly serious occupational accident or illness, in accordance with the national laws in force.

Safety at work is an essential manifestation of Vivendi's professionalism. It is one of the key elements in the competitiveness of its undertakings. Therefore the duty of exercising vigilance

requires the harnessing of all resources and structures useful in prevention, including means of communication used for reporting on the work of the people and entities responsible for local onsitesafety. Effective information must make all the players involved pro-active in terms of prevention, for their own sake, that of their colleagues and that of the employees over whom they have responsibility.

The Human Resources Management of the Vivendi Group will regularly supply information and statistics to the European Social Dialogue Body (ESDB) to enable it to monitor the implementation of this Charter in every country in the world in which the Group is established.

The Bureau of the European Social Dialogue Body may report any problems relating to implementation to the Vivendi Human Resources Management.

This joint declaration shall be disseminated throughout the Vivendi Group and lodged with the competent bodies of the International Labour Organisation.

Paris, 18 November 1999

For Vivendi, Jean-Marie Messier, Chief Executive

For the ESDB, Jacques Bacilière, Secretary