

## **Vivendi (formerly Générale des Eaux)**

### **Charter of fundamental social rights**

The undertakings in the Générale des Eaux Group in France and throughout the world share, in the course of their operations, the values of quality service and social usefulness.

Their relations with their environment are based on long-term responsibility, comprising a strong social component.

Given this, the members of the European Social Dialogue Body (management and employee representatives) wish, by adopting this joint declaration, to underline their firm attachment to the fundamental rights defined by the International Labour Organisation.

The Group managers and staff representatives undertake to ensure, in particular, compliance with the following standards:

#### **Ban on child labour**

This principle prohibits the employment of children under fourteen years of age or of children younger than the compulsory school-leaving age in force in the countries concerned.

#### **Ban on forced labour by prisoners and convicts**

In line with this principle, prisoners and convicted persons cannot be made to carry out any work whatsoever against their will.

#### **Trade union freedom**

This principle prohibits employers from discriminating against employees as a result of their membership of trade union organisations.

The vigilance required in this respect shall be exercised in relation to activities directly under their responsibility and to those of their subcontractors and suppliers.

Any problems relating to the above-mentioned fundamental rights may be referred by the Bureau of the European Social Dialogue Body to the Human Resources Management of Générale des Eaux.

This joint declaration by the General Management and the European Social Dialogue Body shall be disseminated to the entire Générale des Eaux Group and lodged with the competent bodies of the International Labour Organisation.

*21 November 1996*

*Signed by Jean-Marie Messier, Company Chair and CEO, and Jacques Bacilière, EWC Secretary*