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## **DUTY OF VIGILANCE POLICY- HUMAN RIGHTS**

### **Summary**

The purpose of this policy is to define ENGIE Group's commitments with regard to human rights and to implement the means to ensure that they are properly respected, by deploying a vigilance approach.

This approach has been established in compliance with French law on the duty of vigilance of parent and ordering companies. The ENGIE Group also relies on the recommendations of the United Nations Guiding Principles on Business and Human Rights, which it considers to be a useful framework for reference and interpretation.

Thus, the Group's human rights approach aims to identify, prevent and manage the risks of human rights violations against any person, in particular employees, local communities, users and clients, throughout the ENGIE value chain. It also aims to ensure that any incident relating to human rights is processed appropriately.

This policy applies to all ENGIE SA's controlled companies.

The risk identification and management requirements cover all the Group's activities, as well as those of its business partners within the framework of their activities for the Group.

### **MAIN CHANGES COMPARED TO THE PREVIOUS VERSION**

This policy replaces the Group's human rights referential adopted in 2014, which it clarifies and updates in light of its activities and regulatory obligations.

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## 1. The ENGIE Group's human rights commitments

The Group's commitments have been defined on the basis of its legal obligations of vigilance, as well as with regard to the sectoral challenges linked to its activities (see the [mapping of the risks of negative impacts on human rights within the Group](#)).

### 1.1 Global commitment : the Group carries out its activities while respecting internationally recognized human rights, wherever it operates

In accordance with its ethical commitments, the Group considers that all human rights are equally important and adheres to the highest ethical standards, in particular “the International Bill of Human Rights”, composed of the 1948 Universal Declaration of Human Rights, the 1966 International Covenant on Civil and Political Rights and the 1966 International Covenant on Economic, Social and Cultural Rights, as well as the conventions of the International Labor Organization (ILO).

ENGIE confirms its commitment to respect :

- The United Nations Guiding Principles on Business and Human Rights;
- The Universal Declaration of Human Rights;
- The OECD Guidelines for Multinational Enterprises;
- The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy;
- The United Nations Global Compact.

The Group refers, if needed, to other international instruments of protection and defense of human rights specific to certain situations or to certain categories of persons. It will make sure that its business activities are conducted in accordance with the highest standards of protection and, at a minimum, in line with the provisions of international texts for the protection and defense of human rights.

In the event of conflicting standards between domestic law and international standards, the Group strives to find solutions to comply with international principles, while respecting domestic laws.

It exercises particular vigilance in countries or areas considered to be ‘high-risk’ in terms of human rights, such as conflict zones.

It pays particular attention to people or groups of people considered as potentially more exposed to the risk of their rights being violated, such as women, children, indigenous peoples, minorities, people with disabilities and migrant workers.

The Group undertakes to do everything in its power to collect via its whistleblowing system and to handle in a manner that respects the rights of the persons concerned, any alert relating to its activities and their possible negative impact on human rights.

## 1.2. Specific commitments related to the Group's activities

### 1.2.1. Respecting workers' rights

The Group will make sure that the fundamental rights of its employees are respected, in accordance with the conventions of the International Labor Organization :

- It rejects all forms of slavery, human trafficking and forced and compulsory labor;
- It rejects all forms of child labor;
- It rejects all forms of discrimination (any impairment of equality of opportunity or treatment in employment based on any ground such as origin, skin color, sex, religion, political opinion, trade union membership, nationality, social origin, age, disability, family situation, state of health, maternity, sexual orientation or gender identity);
- It recognizes freedom of association and the right to collective bargaining;
- It undertakes to respect the highest standards of health and safety in the workplace (including accommodation/housing if provided).

In addition, the Group is committed to:

- Comply with international standards on working hours;
- Offer a minimal common and adequate level of social protection for all of its employees wherever it operates.

As part of its ethical commitments and its 'Global Framework Agreement on Fundamental Rights and Social Responsibility', the Group and its subsidiaries undertake to respect internationally recognized standards relating to human rights, trade union rights and labor rights in all their activities.

The Group organizes constructive dialogue with employees and their representatives wherever it operates, in particular through its Global Framework Agreement.

ENGIE undertakes to fully respect and implement the fundamental conventions of the International Labor Organization (ILO), even in countries that have not ratified these conventions, in particular those listed in the Appendix to this policy.

The Group rejects all forms of harassment and violence in the workplace and uses its best means to make sure that its employees are provided with a working environment that is respectful of their individual freedoms and privacy.

The Group does not tolerate such behavior in the workplace and takes all necessary measures to prevent and punish such conduct.

The Group is committed to respecting the privacy of its employees and other stakeholders. Accordingly, the Group is vigilant not to undermine the privacy of its employees, in particular when collecting personal data or during the use of surveillance systems in the workplace.

The Group is committed to respecting the individual freedoms of its employees to the extent that these are compatible with the employment relationship. Restrictions on these freedoms must be justified by legitimate reasons such as the protection of people, safety and hygiene, commercial interests, the organization and operation of the company, the ability of the employee to perform their assignment, and be proportionate to the aim pursued.

### 1.2.2. Respecting the rights of local communities

The Group will make sure that its activities do not infringe the rights of local communities, particularly, those surrounding its sites.

The Group is particularly attentive to the consequences of its activities on local communities' rights to health and to a healthy environment as well as, on their right to own property, their right to an adequate standard of living (including water, food, housing) and their access to natural resources.

It specifically takes into account the situation of indigenous peoples and undertakes to respect their rights as defined in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and in the ILO Convention n°169. In situations of displacement of people, it will make sure that international principles have been complied with and in particular that displaced persons have been given their free, prior and informed consent, and received fair and adequate compensation.

To do this, the Group undertakes to evaluate regularly and at all stages of projects, the potential impacts of its activities on communities, and it will make sure that their expectations are taken into account through dialogue and consultation (see ENGIE's Stakeholder Engagement Policy).

### 1.2.3. Exercising its vigilance regarding the practices of its suppliers and subcontractors

In accordance with its duty of vigilance, the Group seeks to identify the risks associated with the activities of its suppliers and subcontractors, where these are related to the joint business relationship.

In particular, where risks have been identified, it implements in-depth vigilance measures, including due diligence before entering into the relationship, the inclusion of contractual provisions on respect for human rights, and the assessment of supplier or subcontractor practices during the contractual relationship.

Building lasting relationships is based on respect for shared commitments and frameworks, as well as regular dialogue aimed at continuously improving practices.

As a last resort and in response to repeated breaches by a supplier of its commitments as defined in the Procurement Charter, ENGIE sets up a blacklisting procedure for suppliers who have not implemented the action plans required to meet its commitments, particularly in terms of :

- Health and safety;
- Ethics, human rights and corporate responsibility;
- Sustainability;
- Control, Audits and Transparency of exchanges.

### 1.2.4. Respecting human rights in the context of security missions

The Group ensures that missions aimed at the safety of its employees and its facilities are carried out with respect for human rights.

The Group takes all necessary measures to make sure that the tasks related to the security of its employees and its assets are carried out with respect for human rights and, in particular, in compliance

with international rules on the use of force. The Group relies in particular on the provisions of the “Voluntary Principles on Security and Human Rights”<sup>1</sup>.

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## 2. Operational implementation of the Group’s commitments

### 2.1. Governance and management

The ENGIE’s Group Ethics, Compliance & Privacy Department, which reports to the ENGIE Group’s Legal and Ethics Department, which in turn reports to the Corporate Secretary, is in charge of this policy.

It is deployed within the GBUs and entities by the legal and ethics line and by the other concerned departments.

A specific inter-departmental committee was set up as soon as the law on the duty of vigilance was adopted in 2017 in France, and ensures that the vigilance plan is deployed and coordinates the various vigilance approaches (human rights, health and safety & security, ESG, procurement) in an overall manner.

### 2.2. Cross-business policies and processes

The Group’s cross-business policies and processes incorporate the requirements of this human rights policy when it is relevant.

This policy is supplemented by:

- The Group’s health and safety at work policy;
- The Group’s security policy;
- The ESG policy (environmental, social and governance);
- The Procurement Charter and the responsible procurement approach;
- The Group due diligence policies that include human rights criteria:
  - o Due diligence policy for investment projects;
  - o Due diligence policy for suppliers and subcontractors;
  - o Due diligence policy for sponsorships and partnerships;
- The Stakeholder engagement policy;
- The Group Data Privacy Policy.

### 2.3. The operational implementation by GBUs and business line operational entities

**Each GBU and business line operational entity ensures compliance with the Group’s human rights commitments within the scope of their activities. Depending on the risks identified, they are asked to:**

- Assess the risk of violating a human right annually through the Group’s ERM process and implement action plans for any risks identified;
- Analyze human rights risks in advance for new business activities (new projects or new business relationships);
- Ensure that business partners comply with the Group’s commitments;
- Raise employees awareness, at least those most concerned, about human rights issues;
- Set up dialogue and grievance mechanisms for stakeholders potentially affected by their activities ;
- Disseminate the existence of the Group’s whistleblowing system and report any incident relating to human rights in accordance with internal processes.

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<sup>1</sup> <https://www.voluntaryprinciples.org/the-principles/>

#### **2.4. The ENGIE's whistleblowing system**

ENGIE's whistleblowing system allows any person, employee or external party, victim or witness, to report ethical breaches. It guarantees the confidentiality of data and the protection of *bona fide* whistleblowers who do not receive any financial compensation for reporting. It can be accessed, notably, at any time by sending an e-mail to [ethics@engie.com](mailto:ethics@engie.com). This system can be accompanied by local systems guaranteeing the same level of confidentiality and protection.

#### **2.5. The monitoring of the human rights policy**

The deployment of the human rights policy and its proper implementation in the entities are monitored by the ethical compliance processes.

Qualitative and quantitative indicators for monitoring the human rights policy have been defined ; the entities report annually on the actions taken within their scope to implement this policy.

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## APPENDIX

ENGIE undertakes to fully respect and implement the fundamental conventions of the International Labour Organisation (ILO), even in countries that have not ratified these conventions, in particular those :

- *Guaranteeing freedom of association and the principles of collective bargaining:*
  - Convention 87, concerning Freedom of Association and Protection of the Right to Organise (1948)
  - Convention 98, concerning the Application of the Principles of the Right to Organise and to Bargain Collectively (1949)
  
- *Abolishing the use of forced or compulsory labor:*
  - Convention 29, concerning Forced or Compulsory Labor (1930)
  - Convention 105, concerning the Abolition of Forced Labor (1957)
  
- *Prohibiting the employment and exploitation of children:*
  - Convention 138 concerning Minimum Age for Admission to Employment (1973)
  - Convention 182, concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (1999)
  
- *Protecting workers:*
  - Convention 102, concerning Minimum Standards of Social Security (1952)
  - Convention 155 concerning Occupational Safety and Health and the Working Environment (1981)
  - Convention 167, concerning Safety and Health in Construction (1988)
  
- *Combating discrimination :*
  - Convention 100, concerning equal remuneration for men and women workers for work of equal value (1951)
  - Convention 111, concerning discrimination in respect of employment and occupation (1958)
  - Convention 135, concerning the protection and facilities to be afforded to workers' representatives in the undertaking (1971)
  - Convention 156, concerning Equality of Opportunity and Treatment for Men and Women Workers: Workers with Family Responsibilities (1981)
  - Convention 190, on violence and harassment (2019).