

CHARTER OF HUMAN RIGHTS

The Charter of Human Rights derives from NAVAL GROUP's signature of the UN Global Compact for human rights and international labour standards.

- The UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:
- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

Human Rights

Businesses should



support and respect the protection of internationally proclaimed human rights; and



make sure that they are not complicit in human rights abuses.

Labour

Businesses should uphold



the freedom of association and the effective recognition of the right to collective bargaining



the elimination of all forms of forced and compulsory labour;



the effective abolition of child labour



the elimination of discrimination in respect of employment and occupation

Environment

Businesses should



support a precautionary approach to environmental challenges



undertake initiatives to promote greater environmental responsibility



encourage the development and diffusion of environmentally friendly technologies

Anticorruption



Businesses should work against corruption in all its forms, including extortion and bribery.

The Global Compact: A structuring commitment for NAVAL GROUP

Since its creation, it has been the will of NAVAL GROUP to carry out its activities in compliance with universally-recognised human rights.

NAVAL GROUP adheres to the definition of the United Nations Office of the High Commissioner for Human Rights:

"Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible."

In 2009, the Group introduced an internal standard as well as dedicated specific internal resources. A Code of Ethics was published, supported by a Practical Guide for Ethical Behaviour, charters and an integrity programme for Group employees to help each individual to act in accordance with these principles and the applicable regulations. Their implementation and the monitoring of their application is the joint responsibility of three Group entities, the Ethics Committee, the Committee for Corporate Social Responsibility and the Compliance Department.

The significant international development of NAVAL GROUP translates into an increasingly strong and transparent commitment of the Group to its responsibilities with respect to Human Rights.

In 2014, NAVAL GROUP formally committed to a pro-active sustainable-development approach (Corporate Social Responsibility) by signing the United Nations Global Compact.

This signature was accompanied by the concrete implementation of this Charter of Human Rights. Good governance is a priority for NAVAL GROUP, and requires principles that are strong, shared and implemented within the organisation itself.

NAVAL GROUP commits to the promotion of Human Rights in compliance with national legislation in force and to maintaining political and religious neutrality wherever it performs its activities.

This charter will be subject to a continuous improvement process, guided in particular by the best practices developed within NAVAL GROUP and its sectors of activity (defence, energy...).

The Charter of Human Rights and the constituent Principles of the United Nations Global Compact:

NAVAL GROUP commitments

This Charter of Human Rights defines the principles and commitments applicable within NAVAL GROUP and the companies it controls.

The principles presented in this Charter do not replace the national and international legislation applicable in each country, with which NAVAL GROUP complies.

NAVAL GROUP complies with international law regarding human rights and contributes to their promotion in the frame of its activities (Principle 1)

NAVAL GROUP shall make its commitment to the Global Compact known, and shall distribute widely its Charter of Human Rights such that each recognised stakeholder around the world is aware of the principles defended by NAVAL GROUP.

NAVAL GROUP ensures it is not complicit in human rights abuses (Principle 2)

NAVAL GROUP shall integrate into its risk-management system measures to avoid any Human Rights abuses.

NAVAL GROUP shall implement a programme to communicate and raise awareness of this Charter such that none of its employees, at any level of responsibility, may be complicit in human rights abuses either through ignorance or poor judgement.

NAVAL GROUP upholds the freedom of association and the right to collective bargaining (Principle 3)

NAVAL GROUP shall promote a dynamic social dialogue, develop initiatives to foster freedom of association and collective bargaining in compliance with applicable legislation.

NAVAL GROUP contributes to the elimination of forced and compulsory labour (Principle 4)

NAVAL GROUP commits to respecting all its personnel, therefore excluding in particular all forms of forced or compulsory labour as defined in international law.

NAVAL GROUP shall implement what is legally and culturally possible to participate in the progressive elimination of forced or compulsory labour in the countries and regions in which it performs its activities.

NAVAL GROUP contributes to the effective abolition of child labour (Principle 5)

NAVAL GROUP, through local management and active participation in local partnerships, shall contribute to the effective abolition of child labour in all places in which NAVAL GROUP performs its activities.

NAVAL GROUP shall conduct initiatives with local partners to create pertinent procedures and suitable control mechanisms, taking into account specific local legislation.

NAVAL GROUP contributes to the elimination of discrimination in respect of employment and occupation (Principle 6)

NAVAL GROUP, in compliance with local legislation specific to the protection of national interests, commits to contribute to the fight against all forms of discrimination in respect of employment and occupation.

The human resources management policy implemented by NAVAL GROUP contributes to the elimination of all forms of discrimination in respect of recruitment, maintaining employment and working conditions.

Implementation of the Charter of Human Rights

NAVAL GROUP commits to actively supporting the Charter of Human Rights through its corporate strategy, organisation, practices and culture.

NAVAL GROUP shall integrate this Charter into its decision-making processes at the highest level of governance.

NAVAL GROUP commits to training its employees to ensure that each member of its personnel becomes a relay for the Charter of Human Rights, and that he/she ensures compliance with this in relations with colleagues, hierarchy or teams.

NAVAL GROUP understands the complexity of implementing all the defended principles in its Charter of Human Rights in all locations in which it is present, and undertakes to take part, as far as possible, in local partnerships with the aim of advancing these principles.

NAVAL GROUP undertakes to communicate, in its annual report, on concrete realisations over the past year that have contributed to the deployment of the Charter and the advancement of the principles defended.

NAVAL GROUP commits to exemplarity with respect to the principles contained in this Charter of Human Rights. To this end, NAVAL GROUP shall communicate its socially-responsible business practices and realisations, pro-active commitments

to its stakeholders, in particular its employees, clients, financial partners, suppliers and subcontractors, as well as to the local institutions with which it is in contact.

Application of the Charter to stakeholders

- Employees

NAVAL GROUP employees shall be informed and trained with regard to the commitments made by NAVAL GROUP and shall comply with them and implement them daily in the execution of their responsibilities.

Employees will be trained to understand what Human Rights are and their awareness raised with regard to practices that go against these principles and which may exist in the locations where NAVAL GROUP is present.

They may contact their hierarchy or the Ethics Committee directly to ask any questions on this Charter or communicate any facts that they consider to be in contradiction with its principles to ensure that NAVAL GROUP is not in any way complicit in Human Rights abuses.

Employees also benefit from and apply human resources management rules to eliminate any risk of discrimination in professional activities.

- The suppliers and subcontractors

The suppliers and subcontractors must comply with local legal standards applicable to them in the areas of labour and professional relations. Furthermore, they undertake to comply with the principles laid down by the Universal Declaration of Human Rights, the UN Declaration of the Rights of the Child, the Declaration on the Elimination of Discrimination against Women, and the ILO Declaration on Fundamental Principles and Rights at Work of 1998.

The subcontractors and suppliers shall be informed of the existence of this Charter and the signature of the Global Compact by NAVAL GROUP and must alert NAVAL GROUP of any risk of involvement in Human Rights abuses, in any place and as soon as possible. By contracting with NAVAL GROUP, NAVAL GROUP partners undertake not to be themselves complicit in Human Rights abuses.

- Clients

Prior to any purchase, clients are informed of NAVAL GROUP's commitment to international law with respect to Human Rights. NAVAL GROUP must provide them with total transparency concerning this commitment.

Clients are informed of the monitoring performed by NAVAL GROUP to avoid any complicity in Human Rights abuses on their territory and can thus secure their purchase and their supply circuit with respect to their own ordering parties.

- Local institutions

Local institutions linked to NAVAL GROUP shall be clearly informed of the values and positions of NAVAL GROUP concerning compliance with international law in respect of Human Rights.

It is the will of NAVAL GROUP to ensure a work environment that is compliant with the legal provisions in force in the countries in which it performs its activities. It is in this framework that NAVAL GROUP shall study, in cooperation with the local institutions, initiatives that could ensure the advancement of Human Rights, in line with the commitments made through the Global Compact.

Furthermore, NAVAL GROUP intends to take all suitable measures to ensure the access to jobs for local populations as a function of its personnel needs.

Distribution and monitoring of the application of the Charter

This Charter of Human Rights shall be provided to all employees of the NAVAL GROUP.

The aim is that this Charter be distributed outside the company, and in particular to:

Clients, to inform them of the commitments of the Group with regard to Human Rights.

Suppliers and subcontractors, which NAVAL GROUP asks to accept the principles and to which it offers its support to bring them up to the same level of requirements.

In any case, any employee having a question concerning the understanding and/or the implementation of this Charter of Human Rights may contact the Ethics Committee using the following email address: ethics@NAVAL-GROUP.com