

Suppliers charter

The financial, social and environmental requirements of sustainable development are fundamental elements in the strategy of the Saint -Gobain Group. In addition to signing up to the UN's Global Compact, the Group has, since 2003, formalized its values through the General Principles of Conduct and Action applicable to all employees worldwide, and in doing so, confirmed its resolve to work towards responsible business growth. This is why the Saint -Gobain Group has decided to invite its suppliers of products and services and its subcontractors to take part in this process within their own sphere of action or influence. This is the purpose of the present Charter which Saint -Gobain asks its suppliers and sub -contractors to support.

Employee rights

Regarding relations with their own staff, suppliers and subcontractors comply with the legal rules and regulations applicable in the countries where they operate as well as the norms laid down by the International Labour Organization concerning workers' rights, especially in the area of social security, working hours and conditions, compensation and exercising freedom of association.

In particular, they undertake not to resort in any way, shape or form, either directly or through their own subcontractors or suppliers,

> to forced or mandatory labour, or

> to child labour, as defined by International Labour Organization Conventions.

Finally, they make sure that their working practices are free from any form of job discrimination.

Occupational health and safety

Suppliers and subcontractors endeavour to take the necessary steps to ensure Occupational health and safety. In particular, they implement for their own activities a policy aimed at identifying and preventing risks affecting the health and safety

> of their full-time and temporary members of staff,

> of their customers' employees and the users of their products,

> of their own suppliers and subcontractors' employees (temporary and full -time), and

> of the communities surrounding their facilities .

Finally, they make sure that their employees fully comply with all applicable health and safety instructions when called out to work on Saint -Gobain Group sites.

Environmental protection

Suppliers and subcontractors approach environmental issues and responsible environmental practices with prudence. They implement policies on managing and improving their industrial processes which are designed to limit the environmental impact. In particular, they strive in their respective domains to,

> optimise energy consumption with a view to contributing to the reduction of greenhouse gas emissions,

> optimise their consumption of natural resources,

> reduce the quantities of waste released and develop reclamation and recycling

solutions, and

> reduce discharges into natural surroundings and other sources of pollution. Suppliers and subcontractors encourage the development and distribution of environmentally-friendly technologies and work towards achieving the targets listed above.

Business practice – Legal compliance

Suppliers and subcontractors carry on their activities in strict compliance with applicable domestic and international legal standards.

In particular,

- > they prohibit any actions liable to falsify or distort free competition or market access or infringe the applicable legal rules concerning competition law,
- > they reject any form of active or passive corruption in domestic or international transactions,
- > they refrain from any practice aimed at interesting, either directly or indirectly, any Saint-Gobain employee with whom they have a business relationship in developing their commercial relations, whether personally or in whatever shape or form,
- > they refrain from participating in any form of financing political parties or activities even if authorized under local legislation.

The principles described in the present Charter form the basis on which Saint -Gobain asks its suppliers and subcontractors to take part in a continuous improvement process. Their level of commitment in this domain is, for the Group, one of the deciding factors in selecting suppliers.

This Charter is an integral part of the documentation handed out by the Corporate Purchasing and Procurement Department in support of its consultations and is intended to be included in the contractual documents. The Purchasing Departments of Saint-Gobain Group entities will make sure that their suppliers and subcontractors fully understand and comply with the contents of this Charter. The Saint -Gobain Group expects its suppliers and sub -contractors to be mindful that their own suppliers and sub-contractors enable them to cleanly support the principles detailed in this Charter. The Purchasing Departments of Saint -Gobain Group entities may, under certain circumstances, take the measures they deem necessary to ensure full compliance with the Charter, notably by sending out questionnaires or conducting or having conducted audits at the suppliers' and sub -contractors' premises.