

## ICE's Sustainable Development Charter

### Mentioned as « Charte DD »

Within the scope of our policy and of our contractual commitment towards our major customer "Electricité de France" concerning the Sustainable Development Charter,

ICE pledges to comply with the following principles:

- The UN Declaration of Human Rights
- The UN Global Compact
- The Rio Declaration on Environment and Development
- The European Union Charter of Fundamental Rights

as well as those subscribed to in the International Labour Organization (ILO) conventions, in particular those concerning child labour and forced or compulsory labour.

ICE commits to provide industrial and human resources needed to fulfill their implementation, in particular in respect of the law, of health and safety at work and of environmental protection.

ICE encourages its suppliers and subcontractors to examine the above-mentioned principles and fundamental rights, and the conventions that France (and if applicable, the State to whom they are legally bound) has subscribed to within the ILO framework.

Consequently, ICE requires them to commit themselves to matching their activities and working conditions with the principles, rights and agreements stated in these documents and conventions, as well as with the related national laws and regulations, in particular with the social French laws and "Code du Travail".

Alfortville, 8<sup>th</sup> February, 2016

Didier BANTEGNIES  
COO

