

Sustainable
Development Declaration
(version 05-01)



For suppliers



Sustainable development is a core component of the AREVA group's strategy. The Group subscribes to the U.N. Global Compact and to the OECD Guidelines for Multinational Enterprises, and has defined a Values Charter applicable to its employees and distributed to its main suppliers.

AREVA has instituted a sustainable development and continuous improvement initiative within its organization. It asks all of its suppliers to participate in this initiative with regard to their own environment and in response to the social and societal expectations of their own stakeholders.

That is the purpose of this "Sustainable Development Declaration for Suppliers" (hereinafter "Declaration,"), to which AREVA asks that its suppliers subscribe.



▷ **2.1 HUMAN RIGHTS**

AREVA's suppliers support and respect the protection of internationally proclaimed human rights within their spheres of influence and ensure that their own companies are not complicit in human rights abuses, as defined in the Universal Declaration of Human Rights.

▷ **2.2 LABOR STANDARDS**

2.2.1 Forced and compulsory labor

Suppliers do not use forced and compulsory labor.

The definition of forced and compulsory labor corresponds to Conventions 29 and 105 of the International Labor Organization (ILO) and includes in particular work performed by political prisoners under threat or by means of coercion; the requisition of labor for purposes of economic development; compulsory work as a means of labor discipline; punishment for having participated in strikes; or as a means of racial, social, national or religious discrimination.

2.2.2 Child labor

AREVA suppliers do not employ, in any manner whatsoever, persons under the minimum age requirement for work, in accordance with national legislation or Conventions 138 and 182 of the ILO, it being understood herein that the highest age of those references applies.

2.2.3 Discrimination in respect of employment and occupation

Suppliers ensure equal employment opportunity and career advancement, regardless of race, color, religion, sex, age, political opinion, ethnic origin, social origin or sexual orientation. They offer equal pay for equal work performed under similar conditions.

They promote job opportunities for the disabled.

2.2.4 Freedom of association

AREVA recognizes that workers and employers have the right, without prior approval, to form organizations of their choosing and to affiliate and negotiate collectively in a free and independent manner, and commits to respecting the free exercise of the right to organize in accordance with the regulations of the country of operation.

Workers should be able to enjoy adequate protection from any act of discrimination aimed at adversely affecting the freedom of association as regards employment.

In countries where these civil liberties are restricted by law, suppliers encourage any measure aimed at allowing the development of workers' freedom of expression concerning their working conditions and dialogue with labor.

2.2.5 Work hours

Weekly rest period

To give the worker adequate rest, and in accordance with Convention 14 of the ILO, suppliers guarantee their employees a rest period equal to at least twenty-four consecutive hours for each seven-day period.

2.2.6 Minimum wage

Suppliers comply with local regulations concerning the minimum wage.

The salaries they offer are at least within the average of salaries that apply in the country for similar work, taking benefits into account.

▷ **2.3 HEALTH, OCCUPATIONAL SAFETY AND NUCLEAR SAFETY⁽¹⁾**

Suppliers set up a health protection system that ensures compliance with regulatory requirements applicable to them.

They ensure that their activities are not hazardous to the health of:

- their employees
- their subcontractors
- the local community
- users of their products

They set up an occupational safety organization for the purpose of ensuring a high level of occupational safety within their companies.

They are committed to limiting worker exposure to ionizing radiation and chemical, carcinogenic, mutagenic or toxic substances to as low as reasonably achievable, and adopt a continuous improvement program in this regard.

In the field of radiation protection, they set themselves the goal of limiting the number of employees exposed to radiological hazards and of reducing maximum dose limits to 20 mSv/man/yr in countries in which the legislation is less restrictive, based on the recommendations of the International Commission on Radiological Protection (ICRP).

They regularly send information to AREVA concerning their health and safety performance and, as appropriate, dosimetry reporting data on their employees.

For suppliers performing work at AREVA sites:

In addition to the requirements applicable to all suppliers, suppliers performing work at AREVA sites provide their employees with information concerning the hazards associated with their work and suitable safety measures to be taken, and ensure that they are applied.

AREVA asks its suppliers to participate actively in achieving a high level of nuclear safety, health and occupational safety at AREVA sites. On this account, employees of applicable suppliers have a duty to alert their supervisors and AREVA to observed anomalies.



(1) Provisions concerning nuclear safety and radiation protection apply only to suppliers concerned by them.

▷ **2.4 ENVIRONMENT**

Suppliers use a precautionary approach to environmental challenges, undertake initiatives that promote greater environmental responsibility, and foster the development and dissemination of environmentally friendly technologies.

In all cases, suppliers comply with regulations in force in the country in which they are located.

Suppliers assess the impacts of their activities on the environment and consequently set up an Environmental Management System suitable for controlling those impacts. In particular, this system describes the organization, programs for personnel awareness and training, and means of control.

Suppliers set up suitable preventive measures when they use hazardous substances in their processes or incorporate them into their products. They supply all of the information necessary for the proper use of products delivered.

Suppliers promote the use and supply of recyclable products.

▷ **2.5 COMMUNITY INVOLVEMENT**

Suppliers ensure that their business is successfully integrated into the local community.

▶ **3.1 LEGAL EFFECT**

The Declaration is an integral component of the contractual documents from the Purchasing department.

▶ **3.2 SCOPE**

The Declaration applies to all suppliers to the AREVA group. AREVA asks its suppliers to apply the principles herein to their own suppliers.

▶ **3.3 SUPPLIER DECLARATION**

A/ Declaration

In all cases, suppliers shall as a minimum comply with national and local regulations.

If the principles defined by AREVA are more demanding than those regulations, then they shall constitute the reference principles.

By signing this Declaration, suppliers hereby accept it and agree to comply with its principles, or to implement a performance improvement initiative aimed at conforming to them.

B/ Performance improvement plan

AREVA and its suppliers are partners in a joint performance improvement initiative.

AREVA is heedful of any difficulties that might arise in applying the Declaration's principles.

In particular, application of the Declaration can lead to indirect damages that are greater than the situations it intends to correct. In those cases, AREVA and the affected supplier consult each other to adapt the principles or take appropriate accompanying measures.

If need be, and within the limits of its resources, AREVA can provide support to suppliers to enable them to achieve the criteria set forth in the Declaration.

▶ **3.4 TAKING SUPPLIER PERFORMANCE INTO ACCOUNT**

Suppliers' performance in the realm of sustainable development is monitored by the Purchasing department and contributes to their overall assessment in connection with referrals and for selection during requests for proposals.

▶ **3.5 REQUESTS FOR INFORMATION AND VERIFICATIONS**

AREVA may request information from suppliers on their practices in the fields covered by this Declaration in the form of a questionnaire, for example.

AREVA reserves the possibility of performing verifications in any field covered by this Declaration, independently of any other verifications that may be performed by competent authorities.

▶ **3.6 SANCTIONS**

Any refusal by a supplier to commit to a continuous improvement initiative or to give AREVA the necessary visibility may result in the unilateral cancellation of its contracts by AREVA, without damages, subsequent to a notification procedure not followed by action.

 With manufacturing facilities in over 40 countries and a sales network in over 100, AREVA offers customers technological solutions for highly reliable nuclear power generation and electricity transmission and distribution.

The group also provides interconnect systems to the telecommunications, computer and automotive markets.

These businesses engage AREVA's 70,000 employees in the 21st century's greatest challenges: making energy available to all, protecting the planet, and acting responsibly towards future generations.

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