



## PRESS RELEASE

GDF SUEZ

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### **GDF SUEZ signs the first global agreement on fundamental rights, social dialogue, and sustainable development**

GDF SUEZ and the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM), the Building and Woodworkers International (BWI), and Public Services International (PSI) have now signed the first global agreement on fundamental rights, social dialogue, and sustainable development. Taken together, these three federations represent all of the Group's businesses and employees, specifically energy through ICEM, energy services through BWI, and water and waste through PSI.

This agreement is of fundamental importance at the social and societal level as it constitutes the third pillar of the Group's three basic texts, the other two being the Group's core values and its Ethics Charter. The agreement is the first of its kind in the world and represents an extension of the social dynamic in which the Group has been engaged since its creation. It complements previous agreements concluded by the Group at the European level.

Through this agreement, GDF SUEZ and the Global Union Federations have taken a further step in favor of social cohesion and dialogue through a series of joint commitments that cover two broad areas:

- A social program to support sustainable employment
  - o A guarantee of equal opportunity and treatment,
  - o Respect for union rights,
  - o Training,
  - o Health & safety, and
  - o Employment stability and sustainability
- Environmental responsibility to support sustainable results
  - o combating climate change,
  - o controlling the impact of company activities

For Gérard Mestrallet, the Chairman and CEO of GDF SUEZ, "the signature of this worldwide agreement puts a seal on the Group's commitment to social and environmental responsibility. It illustrates the vitality of the social dialogue at GDF SUEZ that has always been an engine of our industrial development. It carries forward agreements signed with employee representatives at the national and European levels. This agreement is a source of great pride for all of the Group's 200,000 employees which led to extend our social project beyond Europe."

These commitments are also rooted in the total allegiance of GDF SUEZ to such international values as the Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, the ILO's Tripartite Declaration of Principles concerning multinational enterprises and social policy, and the United Nations Global Compact initiative.



Beyond these commitments, through this agreement GDF SUEZ and the Global Union Federations have given formal status to the Group's social responsibilities:

- respecting diversity,
- combating discrimination, in particular with regard to persons with disabilities, and
- encouraging employee contributions to humanitarian action through voluntary commitment.

GDF SUEZ and the Global Union Federations have indicated their intention to continue their discussions with a view to concluding more specific, complementary agreements in the areas of training, workplace health & safety, sustainable development, and climate change.

*GDF SUEZ develops its businesses around a responsible-growth model to take up great challenges: responding to energy needs, ensuring the security of supply, combating climate change, and optimizing the use of resources. The Group provides high-performance, innovative energy solutions to individuals, municipalities, and businesses, relying upon a diversified natural gas supply portfolio, a flexible, low CO<sub>2</sub>-emitting production base, and unique expertise in four key sectors: liquefied natural gas, energy efficiency services, independent power production, and environment services. GDF SUEZ employs 200,650 persons worldwide and achieved revenues of EUR 79.9 billion in 2009. The Group is listed on the Brussels, Luxembourg, and Paris stock exchanges and is represented in the main international indices: CAC 40, BEL 20, DJ Stoxx 50, DJ Euro Stoxx 50, Euronext 100, FTSE Eurotop 100, MSCI Europe, ASPI Eurozone, and ECPI Ethical Index EMU.*

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