

final version
GROUP AGREEMENT
ON FUNDAMENTAL PRINCIPLES
REGARDING HEALTH AND SAFETY

Preamble

The signatories of this agreement resolve to define the fundamental principles regarding Health and Safety at work within GDF SUEZ companies.

It is in line with the group's values for its industrial project and sustainable development approach: drive, commitment, daring and cohesion.

This agreement reflects the group's determination, which goes beyond complying with legal obligations, to fulfil its responsibilities towards the various stakeholders.

It is complemented by a medium-term action plan setting detailed objectives and actions for deploying this agreement as well as the Group Rules.

Our Ambition

“To get each person, employee, team leader, manager, and so on, to be actively committed to his personal health and safety and to that of others.”

The Group's business activities are essential to life. For the signatories of this agreement, health and safety are fundamental requirements.

In this respect, there are three permanent challenges to be met by each and everyone:

- Ensure the protection of people and of property¹

Our business activities are conducted whilst taking consideration of people's safety, as well as physical and mental health.

Our business activity must not be the cause of any accident or disease.

This concerns all employees as well as temporary workers, clients, partners, service providers and third parties.

- Promote the quality of working life.

Providing the best working conditions to each employee is essential for health protection.

Emphasis should be placed in particular on the prevention of risk factors relating to:

- physical, chemical and biological agents,
- musculoskeletal disorders (MSD),
- psychosocial factors²
- risks of fatigue related to certain working situations, more specifically working unusual hours³ and travelling by road.

¹ Property: this refers to tangible and intangible assets that may be destroyed or impacted following a work-related or industrial accident.

² Psychosocial risks: Psychosocial risks at work cover a number of phenomena whose source can be found in the working environment or the organisation of work. Psychosocial risks refer to numerous circumstances: stress, verbal harassment, violence, suffering, etc.

³ Unusual hours: shift work, night shifts, shift rotation, on-call work

o Improving health and safety through professionalism

Health and safety are key factors when it comes to professionalism. Professionalism requires competence, rigour, high standards of work, forward planning and innovation. It enhances the Group's image in the eyes of clients and the community, and improves our performance. The training of every individual plays an essential role and must be fully exploited.

Risk prevention for health and safety protects human lives and physical and technical assets. The latter must be maintained in good working condition. Health and safety risk prevention significantly contributes to the success of the group in every domain.

CHAPTER 1 - PRINCIPLES

Article 1.1.: Scope of application

This agreement applies to European subsidiaries that are fully consolidated within the GDF SUEZ Group's scope of consolidation and those in which the Group has dominant influence.

Outside of Europe, for subsidiaries fully consolidated within the GDF SUEZ scope of consolidation and those in which the Group has dominant influence, this agreement will also be applied as a unilateral decision.

Moreover, administrators in companies for which GDF SUEZ does not have operational control must also promote the initiatives stated in this agreement.

Article 1.2.: Principles

The continuous improvement of performance in terms of health and safety at work and of industrial safety is based on respect for 8 basic principles.

1. Taking risks into account in any decision-making process.

Prior to any decision (project, acquisition, investment, operations, large-scale organisation, contract with a client, etc.) it is important to identify and assess risks in order to control them.

All Group processes, and in particular procurement processes, must also take into account risk aspects as an overriding criterion .

People's health and safety must prevail over continuity of services.

Resources must be in line with the health and safety commitments.

2. Participatory approach to the prevention of hazardous situations

Accident prevention is based on the recognition that the number of accidents, incidents, malfunctions and hazardous situations are linked.

Identifying hazardous situations and adopting preventive and corrective measures requires joint and active participation from Management, health and safety experts, employees and their representatives in the specific bodies or

trade union organisations according to country in order to achieve a sustainable reduction in the number of hazardous situations and behaviours.

The joint analysis of accidents, incidents and dangerous situations by these various groups of people must lead to the search for and the treatment of the underlying causes, which can be technical, organisational, human and which relate to the work environment.

3. Promotion of a climate of trust and dialogue

The involvement expected from each and everyone requires the promotion of a climate of trust and dialogue whereby all employees join forces for risk prevention, and a real shared health and safety culture is encouraged.

Employee motivation is developed through encouragement of proposals for prevention and training, and recognition of successful ones.

In this spirit, identifying mistakes is a source of progress. In most cases, they are caused by organisational and human factors.

Moreover, the Group undertakes to assist any employee who may be held legally responsible for health and safety aspects relating to his work, in consultation with the employee concerned.

4. Classification of prevention

This undertaking consists, in order of priority, of:

- eliminating risks at source,
- reducing the probability of occurrence of the undesirable event through preventive measures aimed at limiting risk exposure to a level in line with the principle of ALARP - As low As Reasonably Practicable,
- creating collective protection mechanisms to reduce the potential seriousness of the undesirable event;
- wearing personal protective equipment.

5. Intercomparison, sharing and feedback provision

Internal and external comparison (benchmarking) as well as the provision of feedback enable the identification and sharing of good practices as well as the development of our capacity to act when it comes to prevention. They take into account in particular the analysis of accidents, incidents, industrial malfunctions, hazardous situations and health hazards.

6. A prevention and protection level to our service providers equivalent to that of our employees

Service providers and external workers contribute to the quality of our activities and to the safety of our processes. We therefore need to define health and safety conditions that are in line with our requirements in writing, promote them together, and ensure they are carried out.

In order to limit risks, we will look, in particular, to limiting the number of levels of subcontracting.

7. Compliance with regulations and internal rules

Compliance with local regulations is mandatory. Moreover, the Group's internal rules apply to all entities irrespective of where they are located or their circumstances. They impose a minimum level which may be higher than local requirements.

These regulations, rules and instructions must be known, understood, and complied with by all of those who need to apply them.

Mistakes can be punished as such if, after in-depth analysis, they are found to be intentional and/or recurrent.

8. Crisis management preparation

Each entity, regardless of its size, prepares, jointly with the employee representatives, an internal emergency plan ensuring business continuity, as long as employees' health and safety are not at risk, which must include:

- alert and evacuation procedures,
- necessary resources to cater to and control all foreseeable emergency situations,
- organisation of crisis management including a business continuity plan.

The operational nature of internal emergency plans must be checked regularly through appropriate drills. Feedback on these drills and on actual incidents or accidents will enhance the continuous improvement process.

CHAPTER 2 – SUPPORT POINTS

The prevention approach is based on the involvement of managers and of each and everyone, on dialogue between employees and management, on a management and communication system. It must encourage a strengthened shared culture with regard to group health and safety.

Article 2.1.: Involvement of managers

Managers' commitment in the field of health and safety consists in particular of:

- o ensuring that the work environment is sound and safe through risk identification, assessment and monitoring,
- o clarifying and formalising the roles and responsibilities of each and everyone,
- o allocating work in such a way as to ensure the adequacy of skills and the organisation of workload
- o taking direct operational responsibility for safety with the support of experts,
- o preparing procedures, disseminating them, ensuring they are properly understood, and monitoring their application through all appropriate measures,

- o training and developing expertise:
 - of line managers in health and safety management,
 - of the personnel in risk assessment and in the application of the related procedures,
- o mobilising employees, individually and collectively, as part of a participatory approach to continuous improvement,
- o leading by example in terms of behaviour, professionalism, rigour,
- o demonstrating commitment through regular presence in the field and at team level,
- o suspending or discontinuing an activity if it cannot be carried out in accordance with the required health and safety conditions.
- o Integrating, assisting and supporting disabled employees and those who return to activity after an accident or illness

Article 2.2.: Involvement of each and everyone

Health and safety require the everyone's participation, irrespective of their position within the company. In practice, this consists of:

- o understanding and applying rules and procedures,
- o actively participating in training courses, to develop the skills necessary for evaluating risks and applying the related instructions
- o making sure that the risks of your activity have been properly identified and assessed before each intervention. In the event of serious and imminent danger, stop your activity immediately.
- o actively ensuring your health and safety and that of others,
- o raising awareness of both hazardous situations and good practices,
- o taking initiative and proposing improvements.

Article 2.3.: Dialogue between employees and management

Health and safety are common issues of corporate cohesion which require a willingness of all parties to enter into dialogue and consultation.

At Group level, a “Management Committee on Health and Safety at work” works directly under the Executive Committee. It is composed of Management representatives and ten members of the European Works Council, with the participation once a year of 4 representatives from companies outside Europe. It sees to it that the commitments and principals in this agreement, as well as agreements relating to health and safety signed at Group level, are fulfilled, and suggests actions for improvement. It monitors our performance in terms of health and safety at work, in compliance with legal provisions and recommendations from the International Labour Organisation. The permanent working groups for each activity area, as well as the EWC working group, will monitor the application of this agreement in the group’s companies, and can pass on their suggestions to the Management Committee. Once a year, this Management Committee will present a summary of its activity to the EWC, in particular regarding the implementation of the agreement’s principles and commitments. The EWC will therefore be able to monitor the agreement and propose actions for improvement.

Locally in each entity, committees on health and safety at work, made up of employee representatives or trade union organisations according to country and management representatives with the support of occupational doctors and of experts in the field of health and safety, monitor health and safety results, and are involved in identifying hazardous situations, planning, and following up on preventive measures.

Article 2.4.: The Management and Communication system

2.4.1 The Management system

The group undertakes to support each entity in setting up its own management system, based on the Policy’s principles, on continuous improvement and on the assessment and treatment of risks relating to its activities. It is based on social dialogue and on the following system:

- o the establishment of Health and Safety Rules at Central, Business Line, and/or BU level,
- o the annual definition of areas of improvement and qualitative and quantitative objectives. These measures are taken in a concerted manner between Business Lines and the centre on the one hand, and between BUs and their business lines on the other.
- o a Medium Term Action Plan covering at least 3 years, updated annually,
- o regular monitoring of the management system (self-assessment, internal and external audit) must make sure that the principals and commitments of this agreement are taken into account,
- o a management review at least annually,
- o internal control, in particular with the help of GDF SUEZ’s Health and Safety baseline detailed by the pooled network of the Health and Safety line and by internal audit based on selected themes,

- o annual assessment of managers concerning their level of involvement in improving health and safety, and the results produced by them and by their teams.

2.4.2 The Discussion and Communication system

It is essential to have a bidirectional communication system. It must promote:

- knowledge:
 - o of our health and safety policy;
 - o of the objectives sought,
 - o and of our results,
- the sharing of feedback and of internal and external good practices.

Communication must be transparent, concrete, positive, participative, in order to consolidate the health and safety culture. It must allow a response to all Health and Safety questions brought up by staff.

We must also communicate on risk prevention with our clients, our service providers and more generally with third parties concerned by our facilities and activities. Communication must extend to all clients who are users of our products and services and to the public concerned.

CHAPTER 3 – FINAL PROVISIONS

Article 3.1.: Monitoring of the Agreement

The Health and Safety Management Committee is responsible for monitoring the Agreement in accordance with the conditions laid down in Article 2.3. It shall be up to the Health and Safety Management Committee to define the indicators as well as the terms to monitor and control.

Article 3.2.: Interpretation and revision

This agreement will be translated into several languages. However, only the original version drafted in French (the signed version) is binding on the signatories. Questions relating to the interpretation of this agreement are the sole prerogative of the above-mentioned monitoring committee.

The Agreement may be revised in accordance with the applicable provisions of the Labour Code.

Article 3.3.: Effectiveness and duration of the Agreement

The Agreement will become effective on the day following its filing at the Paris *DDTE* (Departmental Directorate of Labour and Employment) and the registry of the Paris "*Conseil de Prud'hommes*" (Industrial Court). The agreement is entered into for an unlimited period.

Article 3.4.: Filing of the Agreement

In accordance with the provisions of the Labour Code, the Agreement shall be filed at the Paris Departmental Directorate for Labour and Employment (“*DDTE*”) and the registry of the Paris Industrial Court (“*Conseil de Prud’hommes*”).

Paris, on

For SUEZ S.A. and its subsidiaries meeting the conditions defined in Article 1-1 of the Agreement,

G rard MESTRALLET

For the Special Negotiation Group representing employees of Group companies:

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