
Ethics @ ENGIE

July 2018



Confidential

Limited

Free

Internal

ARCHITECTURE OF ETHICS & COMPLIANCE REFERENCE DOCUMENTS

ETHICS @ ENGIE

ETHICS CHARTER

PRACTICAL GUIDE TO ETHICS

Integrity referential

- Business consultant policy
- Gifts & hospitality policy
- Ethics clause RES (vigilance)
- Due Diligence policy on partners related to investment projects
- Due Diligence policy on patronage & sponsorships
- Policy for the prevention of conflicts of interests
- Tax policy [FIN]

Compliance management referential

- Group whistleblowing process
- INFORM'ethics process
- Guidelines for managing early warning signs
- Mandatory ethics training
- Annual ethics compliance procedure
- Embargo policy
- Policy on incorporation of ethics into HR processes [HR]
- Policy on personal data protection
- (Policy) on protection of the confidentiality of inside information [DOSGG]

Human rights referential

- Human rights (policy)
- Health & Safety policy [H&S]
- Environmental and Societal responsibility policy [DRES]
- Procurement policy [D3S]
- European and worldwide HR collective agreements [HR]

Codes of conduct

- Code of conduct for lobbying [Fr Institutions & Territories]
- Code of conduct in supplier relations [D3S]
- (Code of conduct) in business relations
- Code of conduct for Group financial officers [FIN]
- Group property protection policy [H&S / Security / IT]

* in process // [XX]: line owner of the document when not DEC