



# International Charter of Fundamental Social Values

2020 Edition

JCDecaux

# SOCIAL



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# Message from the Co-CEOs

Since 1964, the success and reputation of JCDecaux have been built on strong values which have always guided our actions and been core to our culture. Among those values is the idea that people are key to our development, and we therefore are strongly committed to ensuring a safe and respectful work environment for all employees. In the context of rapid international expansion, we believe that our commitment to fundamental social values is more important than ever and we have developed the JCDecaux international Charter of fundamental social values to provide a guideline for our behaviour throughout the group.

JCDecaux today operates in over 80 countries and we recognise the existence of differing business practices and business cultures. Nevertheless it is important to share a common level of ambitions as regards fundamental social values, to hold them as our standards and to keep progressing everywhere towards their implementation.

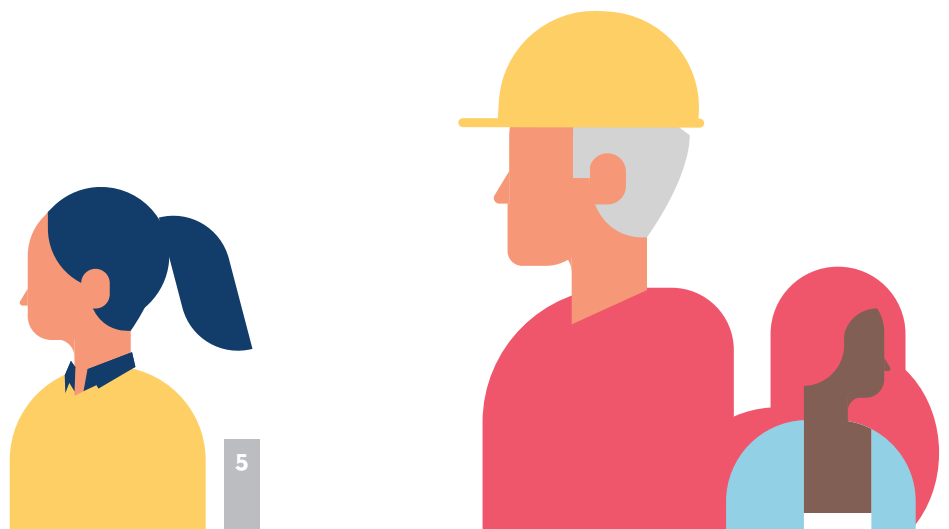
This Charter has been developed with reference to international standards such as the United Nations Universal Declaration of Human Rights, the International Labour Organisation (ILO) declaration of fundamental principles and rights at work and Organisation for Economic Cooperation and Development (OECD) guidelines for multinational enterprises. Together with the JCDecaux Code of Ethics, which guides business conduct both inside the group and in conjunction with our business partners, this Charter represents a pillar of JCDecaux's commitment to sustainable development defined as the pursuit of an economic growth which is respectful of people and the environment.

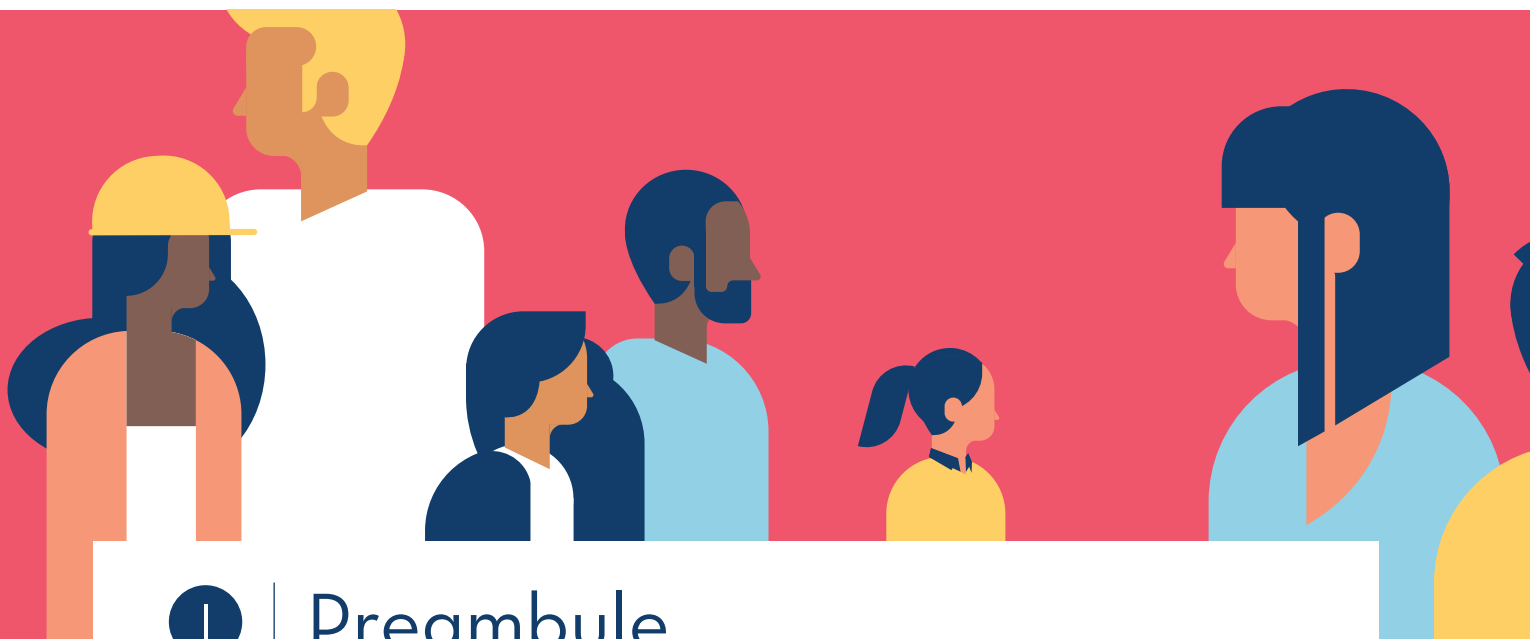
We count on each and every one of you to endorse the values included in this Charter and make sure they remain at the heart of your behaviours and undertakings. This is the best guarantee to ensure our success and the long-term sustainability of our company.

**Jean-François Decaux**



**Jean-Charles Decaux**





## I | Preamble

The employees of JCDecaux are an essential asset of the company, therefore it is key for JCDecaux to provide a safe and respectful working environment for its employees.

## II | Purpose of this Charter

The JCDecaux international Charter of fundamental social values sets out an ethical framework for JCDecaux sa and all the companies controlled by the group.

It has been developed in reference to the **United Nation's Universal Declaration of Human Rights**, the fundamental conventions of the **International Labour Organisation (ILO)** and the guidelines set by the **Organisation for Economic Cooperation and Development (OECD)**.



## III | Scope of application

The JCDecaux international Charter of fundamental social values, together with the JCDecaux Code of Ethics, applies to the benefit of all employees of the JCDecaux group around the world, regardless of the jurisdiction where they work.

However, if local regulation imposes rules and practices more favourable to employees than those contained in this Charter, this local regulation will, of course, be the one which is implemented and which governs the behaviour of the JCDecaux entity in the relevant jurisdiction.

In the event that a principle set forth in this Charter is not permissible due to a local law or regulation, or goes against a common local practice, the local entity shall adapt the implementation of this principle to the extent possible in a manner which is locally permissible and compatible with the relevant jurisdiction's laws and that, also, only to the extent strictly necessary to comply with such law, regulation or practice.

JCDecaux is committed to promoting the application of the values of this Charter to all of the JCDecaux stakeholders, including companies in which JCDecaux has any equity interest, its suppliers, subcontractors and partners. As such, JCDecaux commits to work with its stakeholders to implement to the furthest extent possible these social values in their businesses.



## IV | Commitments

### 4.1. Right to collective bargaining and freedom of association

JCDecaux is committed to respecting the right to collective bargaining and right to freedom of association, as set out in the **ILO conventions no. 87** and **no. 98**, including but not limited to:

- › The right to form and join unions or other organizations;
- › The right for employees to elect their representatives;
- › The free exercise of trade union rights.

### 4.2. Condemnation of all forms of forced or compulsory labour

JCDecaux condemns all forms of forced or compulsory labour and shall not engage in any form of forced or compulsory labour, in accordance with **ILO conventions no. 29** and **no. 105**.

### 4.3. Condemnation of child labour

JCDecaux condemns child labour and undertakes not to hire any individual who is younger than the age at which schooling is compulsory in that country and, in any case, younger than 15 years old, in accordance with **ILO conventions no. 138** and **no. 182**.

### 4.4. No discrimination in the workplace

JCDecaux condemns discrimination in labour relations and is committed to recruiting men and women based on their individual merits without regard in particular to race, colour, religion, gender, marital status, political opinion, sexual orientation or national or social origin and providing equal pay for work of equal value, equal opportunity and equal treatment to all current and potential employees, in accordance with **ILO conventions no. 100** and **no. 111**.



#### 4.5. Health and safety of workers

JCDecaux is committed to respecting the national and local laws and norms regarding occupational health and safety in the workplace and implementing the best workplace practices in the industry, in accordance with **ILO convention no. 155**.

#### 4.6. Length of workdays and workweeks

JCDecaux is committed to respecting the national and local regulations regarding limitations on the length of workdays and the management of overtime regulations, in accordance with **ILO convention no. 30**.

JCDecaux is committed to grant each employee a minimum of one day off per week, in accordance with **ILO conventions no. 14** and **no. 106**, except in exceptional circumstances for a limited period of time as may be permitted under national laws and regulations.

#### 4.7. Right to a fair wage

JCDecaux is committed to:

- › Engaging in wage policies which meet or exceed the minimum legal wage requirements established by national or local regulation,
- › Providing a payslip to all employees every time such employee is paid,
- › Providing a wage to every employee which is at least sufficient enough to meet its employees' basic needs defined in relation to the country in which they work.

#### 4.8. Right to holidays with pay

JCDecaux is committed to providing all its employees, in accordance with **ILO convention no. 132**, with a minimum of three working weeks of paid holidays per year of service, after a determined minimum period of service as may be applicable, subject to collective bargaining and other locally applicable rules, regulations and practices.

#### 4.9. Right to training

JCDecaux is committed to providing the necessary training and development tools to its employees.

#### 4.10. Condemnation of all forms of harassment and violence

JCDecaux recognises the right of each employee to be respected and treated with dignity and its responsibility in creating a harassment-free workplace for all its employees. JCDecaux condemns and will not tolerate any form of harassment, aggressive or hostile behaviour of any kind.

#### 4.11. Redeployment of employees in the event of a restructuring

In the event that job eliminations due to restructuring are required and subject to locally applicable rules, regulations and practices, JCDecaux will favour:

- › The consultation of the employee representatives when they exist and as may be required under local law, as soon as practicable;
- › Where possible, the offering of redeployment opportunities within the company in a geographic area the closest possible to the location of the affected employee's pre-restructuring job.

#### 4.12. Respect for privacy and personal data protection

JCDecaux is committed to respecting the confidentiality and privacy of the personal information of its employees, customers and other stakeholders and shall secure and maintain only the data that is required for conducting its business, in accordance with applicable national and local regulations.

#### 4.13. Right to participate in public life

JCDecaux respects the right of every employee to participate in public activities (including, but not limited to, political activities), as long as the employee does not represent or allow anyone to believe she/he is speaking or acting on behalf of JCDecaux and this does not infringe on the rights of any other individuals.

JCDecaux is committed to providing all employees time to vote in elections, if the voting time occurs during working hours or if the employee's work schedule does not permit time to vote before or after work hours.

#### 4.14. Right to social security

JCDecaux is committed to contributing to the mandatory social security systems in force in each of the countries where the group operates.

In the provision of employee benefits, JCDecaux endeavours to consider to the extent possible and practical any gaps in state-provided welfare systems that would generally provide for such benefits as medical care, disability coverage or retirement, in accordance with **ILO convention no. 102**.

#### 4.15. Work-personal life balance

JCDecaux recognises the right for each employee to maintain a balance between her/his work and personal life.

#### 4.16. Family leave

JCDecaux recognises the right of employees to take leave for family and medical events in accordance with collective bargaining and other local regulations as the case may be. During such time, the company will use its best efforts so that the position of the employee on leave, or an equivalent position, is available to the employee upon her/his return to work at the end of her/his leave, in accordance notably with **ILO convention no. 103** and other locally applicable family medical leave acts.

#### 4.17. Right to protection related to the arrival of a new child

JCDecaux recognises the importance of the arrival of a new child in a family and that each employee is entitled to time off from work at such a time. JCDecaux shall comply with all applicable leave policies under law and, provided that the employee does not extend her/his leave time beyond the time permitted under law, regulation or practice in the applicable location, shall guarantee that the position of the employee on leave or an equivalent position, shall be available to the employee upon her/his return to work at the end of the parent leave due to the arrival of a new child.



## Enforcement of the Charter

### 5.1. Executive Board commitment

The implementation of this Charter is of crucial importance to JCDecaux and as such a member of the Executive Board has the direct responsibility of the proper communication of this Charter and the social values stated herein throughout the group.

### 5.2. Diffusion of Charter

The JCDecaux international Charter of fundamental social values shall be made available to each employee upon joining the company, in every jurisdiction in which JCDecaux does business. This Charter will be made available on the group's intranet sites, in various languages spoken within the group, as well as on the group website or upon request from the human resources department and/or legal department of each entity in the group.

The executives and managers of JCDecaux sa and its affiliates are required to ensure the availability of the JCDecaux international Charter of fundamental social values to each employee, regardless of seniority or position and to apply it on a consistent basis.

### 5.3. Responsibility of local management

The local management in each jurisdiction in which JCDecaux does business is responsible for ensuring compliance and enforcing the principles and standards set out in this Charter. Each country shall develop a local action plan which shall implement these standards at a local level. The action plan shall include auditing requirements which shall monitor that local standards are, at minimum, consistent with this Charter and respect each employee's rights as set forth in this Charter.

The employer is committed to making available to each new employee this Charter, on his entering the company. This Charter will also be presented, as the case may be, to any collective bargaining representative bodies. This Charter shall also be made available to all employees on the local intranet.

Subject to locally applicable rules, regulations and practices, each JCDecaux local entity shall have a procedure by which employees may freely report concerns and investigate all claims of non-compliance with this Charter and in the event that non-compliance is confirmed, resolve such non-compliance.

#### 5.4. Alert procedure

If an employee determines that a social value set forth in this Charter is not being complied with or believes that such a value is imminently going to be infringed, she/he has the alert right provided by the law of 27/03/2017 regarding the corporate duty of vigilance of parent companies and instructing companies.

The modalities exercise of this alert right are as follows:

- › As a first step, to refer the matter to her/his upper hierarchy;
- › Then as a second step, if the problem cannot be solved by the upper hierarchy, or if the later one is directly linked to the behaviour incriminated, to report to the vigilance comity' secretariat;

This report must be made to the vigilance comity' secretariat, either by means of an electronical alert form available on the intranet or the website accessible at the level of each subsidiary of the group, either directly by telephone (+ 33 1 30 79 79 11) via a dedicated and secure phone line.

In the absence of answer from the recipient of the report in a reasonable time period, this report shall be sent to the judicial authority, the administrative authority or the professional associations. As last resort, if none of this organism has processed this report in a period of three months, the report shall be made public.

The group will not impose, nor tolerate any sanction, any dismissal or any discriminatory measure, direct or indirect, towards a whistle-blower of good faith in the frame of this procedure, even if the facts turn out to be inaccurate or do not go further. Similarly, a person cannot be rejected from a recruitment process, from accessing an internship or a professional training period, because of the initiation of an alert in the frame of this procedure.







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