

Fundamental social principles



DANONE

1 • CHILD LABOUR

The **company** does not employ children aged under 15.

If the law sets a higher minimum working age or compulsory schooling is to a higher age, it is this limit that applies.

Educational programs and training are not included in this limitation.

2 • FORCED LABOUR

The company does not use forced or compulsory labour, meaning any work or service performed under threat or that is not consented to by the person concerned.

3 • DISCRIMINATION

With due regard for applicable law, the company refuses to engage in any discriminatory practices.

Discrimination means any distinction, exclusion or preference limiting equality of opportunity or treatment.

It may be based on race, color, sex, sexual orientation, religion, political opinion, age, nationality, family obligations or other considerations.

4 • FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

The company recognizes and respects employees' freedom of association and their right to freely choose their representatives.

The company also recognizes employees' right to collective bargaining.

The company ensures that employee representatives do not suffer any discrimination.

5 • HEALTH CARE AND SAFETY AT WORK

The company ensures that the workplace and its environment do not endanger the physical integrity or health of employees.

Action to reduce the causes of accidents and improve working conditions is the object of ongoing programs.

Sanitary equipment, canteens and housing provided to employees are built and maintained in accordance with applicable legal requirements.

As a minimum, the company must provide employees with drinking water, clean toilets in adequate numbers, adequate ventilation, emergency exits, proper lighting and access to medical treatment.

6 • WORKING HOURS

The company must ensure that national applicable legal restrictions on working hours, including overtime, are complied with.

Employees have at least one day off each week, apart from exceptional circumstances and for a limited period.

7 • PAY

The company ensures that:

- no wage is lower than the applicable legal minimum;
- all employees receive a pay slip;
- employees receive a decent wage relative to the country;
- wage rates for overtime are in all cases higher than for normal hours.

The **Fundamental Social Principles** set a minimum standard in all parts of the world, DANONE's aim being to promote the application not only within its subsidiaries but also to its partner companies and main suppliers.

Groupe DANONE's **ambition** for its subsidiaries goes even further. Its social policy is defined in a document called "**The six Principles of Groupe DANONE's HR Policy**".

Building on its "**dual commitment to business success and social responsibility**", DANONE believes that economic performance is closely linked to the concept of human progress. It is the foundation of a social policy aspiring to the best performance built on the motivation and the professional development of all the employees of the company.

Since its foundation, Groupe DANONE has been engaged in a **negotiation process** with its employees, their representatives and the trade unions on a local and international level.

Within the framework of the talks started in 1986 between Groupe DANONE and the **International Union of Food Workers** (IUF) the exchanges have resulted in a series of Conventions regarding social practices.

An ambitious social policy is only worthwhile if effectively implemented in the field. The "**Danone Way**" global programme for progress makes it possible to share and assess the social policy with every subsidiary in the Groupe.

This programme permanently reconciles the necessary pragmatism to take into account the local social environment and the real ambition to materialise the Groupe DANONE **values: Humanism, Openness, Proximity, Enthusiasm.**