

**GLOBAL FRAMEWORK  
AGREEMENT  
CORPORATE SOCIAL  
RESPONSIBILITY**

**2023**



# CONTENTS

<b>1   SCOPE OF THE AGREEMENT</b>	<b>4</b>
<b>2   FUNDAMENTAL PRINCIPLES</b>	<b>4</b>
<b>3   ETHICS AND HUMAN RIGHTS</b>	<b>5</b>
3.1 Prohibition of forced or compulsory labour and child labour	<b>5</b>
3.2 Respect for employee rights, trade union rights and labour relations	<b>5</b>
3.3 Relations with suppliers, subcontractors and service providers	<b>7</b>
3.4 Anti-corruption and conflict of interest prevention	<b>8</b>
3.5 Remuneration and working time	<b>8</b>
<b>4   SOCIAL</b>	<b>8</b>
4.1 Respect and recognition	<b>8</b>
4.2 Diversity, inclusion and non-discrimination/equal opportunities	<b>8</b>
4.2.1 <i>Combatting discrimination in all its forms</i>	
4.2.2 <i>Gender equality</i>	
4.3 Accelerating training for the skills and professions of today and tomorrow	<b>10</b>
4.3.1 <i>Developing each employee as a factor of individual and collective success.</i>	
4.3.2 <i>Promoting the professional development and employability of all employees throughout their career</i>	
4.3.3 <i>Digital transformation</i>	
4.4 Anticipation of changes in professions, skills, organisational changes and labour relations	<b>12</b>
4.4.1 <i>Changes in professions, jobs and employee support</i>	
4.4.2 <i>Work organisations</i>	
4.5 Health and safety	<b>13</b>
4.5.1 Occupational health and safety	
4.5.2 <i>Health</i>	
4.5.3 <i>Safety</i>	
4.6 Social protection	<b>15</b>
<b>5   ENVIRONMENTAL PROTECTION AND COMBATting CLIMATE CHANGE</b>	<b>16</b>
5.1 Environmental protection	<b>16</b>
5.2 Combatting climate change	<b>16</b>
<b>6   SOCIALLY RESPONSIBLE CONTRIBUTION</b>	<b>17</b>
<b>7   GOVERNANCE</b>	<b>18</b>
7.1 COMMUNICATION, IMPLEMENTATION AND MONITORING OF THE AGREEMENT	<b>18</b>
7.1.1 <i>Communication</i>	
7.1.2 <i>Monitoring arrangements and implementation review</i>	
7.1.3 <i>Indicators</i>	
7.1.4 <i>Dispute resolution</i>	
7.1.5 <i>Final provisions</i>	

# PREAMBLE

## THE PARTIES TO THIS AGREEMENT ARE:

- Safran, party of the first part, a high-tech group and a leading supplier of equipment for the aerospace and defence industries,
- IndustriALL Global Union and its affiliated federations, located in the company, party of the second part, representing more than 50 million workers in the mining, energy and industrial sectors, and the majority of unions operating in the Group's sectors of activity.

This global framework agreement was negotiated between Safran and IndustriAll Global Union, an international trade union federation, **with a view to establishing an ongoing relationship between the parties and ensuring that the company complies with the same standards in all the countries where it operates**, as specified in the analyses of the ILO Office<sup>1</sup>. It is the result of negotiation resulting from an original, global social compromise accepted by representatives of management and employees in the countries included in the scope of the Agreement, on a basis of legitimacy founded on mutual recognition.

The scope of the agreement is that of the company at global level, and therefore international.

The signatories wish to promote open and constructive labour relations worldwide in order to improve and develop their good working practices on all Safran sites. They undertake to ensure that the Group's growth is managed according to its Corporate Social Responsibility policy and in compliance with the rights of its own employees and their representatives within the Group, as well as those of its suppliers and subcontractors around the world.

- Corporate Social Responsibility (CSR) is the responsibility of companies relating to their social and environmental impacts on society and describes what a company should do to fulfil this responsibility.

The signatories declare their desire to develop relationships of trust in order to ensure the proper implementation of the commitments and principles embodied in this Agreement. Both parties intend to pursue and consolidate transnational negotiations on a global level and consider this Agreement to be a framework for the development of dialogue within the companies and on the various sites operated by the Group.

The signatories consider this Agreement as a Framework Agreement, meaning that it states the minimum commitments for each of the topics covered. Thus, it does not invalidate or dispute the provisions of the collective or practical agreements in force.

The parties wish to emphasise that all roles set forth in this Agreement are to be understood as both male and female roles. The Group Safran is committed to opposing all forms of discrimination, including those related to gender identity.

1. Source: International Labour Organization website – Global-framework Agreements Section

2. This control is established in particular by Safran's direct or indirect holding of the majority of the capital or voting rights in the governance bodies of the companies concerned.

## 1 | SCOPE OF THE AGREEMENT

This Agreement applies to Safran S.A. and all its present and future subsidiaries over which the Group has direct or indirect control<sup>2</sup>. The Group will promote this agreement and ensure that suppliers comply with these principles for themselves and their own subcontractors.

## 2 | FUNDAMENTAL PRINCIPLES

As a signatory of the United Nations Global Compact, Safran is committed to promoting the Guiding Principles on Business and Human Rights (2011), the OECD Guidelines for Multinational Enterprises (2023) and the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy – 5th edition (2022).

Safran undertakes to fully comply with the ILO (International Labour Organization) Conventions mentioned in the ILO Declaration on Fundamental Principles and Rights at Work (sometimes called the ILO Core Conventions), which cover collective negotiation, forced labour, discrimination and health and safety at work.

The conventions concerned are as follows:

- >Conventions guaranteeing freedom of association and the principles of collective bargaining:
  - Convention No. 87 concerning Freedom of Association and Protection of the Right to Organise, 1948
  - Convention No. 98 concerning the Right to Organise and Collective Bargaining, 1951
- >Conventions abolishing the use of forced and compulsory labour:
  - Convention No. 29 concerning Forced Labour, 1930
  - Convention No. 105 concerning the Abolition of Forced Labour, 1957

>Conventions prohibiting child labour and exploitation:

- Convention No. 138 concerning Minimum Age, 1973
- Convention No. 182 concerning the Worst Forms of Child Labour, 1999

>Conventions on discrimination:

- Convention No. 100 concerning Equal Remuneration, 1951
- Convention No. 111 concerning Discrimination (Employment and Occupation), 1958
- Convention No. 135 concerning Protection and Facilities to be Afforded to Workers' Representatives in the Undertaking, 1971
- Convention No. 183 concerning Maternity Protection, 2000
- Convention No. 190 concerning Violence and Harassment, 2019

>Conventions on health and safety:

- Convention No. 155 concerning Occupational Safety and Health, 1981
- Convention No. 187 concerning Promotional Framework for Occupational Safety and Health, 2006

The parties support the principle of "Just Transition" (ILO 2015) for an orderly transition to environmentally sustainable economies and societies for all, in line with the ILO Guidelines.

The Just Transition emphasises the inseparable dimensions of sustainable development – economic, social and environmental – to meet the needs of the present generation without compromising the ability of future generations to meet their own needs.

It integrates the four pillars of the decent work agenda, namely labour relations, social protection, rights at work and job creation.

High-quality labour relations between the social partners are essential for a successful transition. The exercise of information and consultation rights within the legal and regulatory framework of each country, anticipation of change and appropriate planning involving the social partners are essential to ensure that the transition is socially acceptable.

As such, the aim of this Agreement is to promote the Group's commitment to universal principles for all of the companies, while respecting cultural, social and economic differences in the implementation of the adopted principles.

Safran undertakes to comply with the legislation and regulations of the countries in which it operates and with international standards. In the event of contradictions between standards, the Group aims to apply the standard that is the most protective of human rights and trade union rights. The working conditions of employees, respect of persons, absence of discrimination, health and safety are given special attention, irrespective of the political and social context or difficulties encountered in the country where the Group operates.

Under the French law of 27 March 2017 pertaining to the duty of care of parent companies and contractors, the Group is required to set up and publish a compliance plan. This document aims to identify risks and prevent serious violations of human rights and fundamental freedoms, health and safety and the environment. The Group will implement this plan in all the subsidiaries it controls. A whistleblowing mechanism will be set up to collect reports and will be open to all stakeholders. The Group will also seek, when necessary, the views of employee representation bodies and the monitoring committee of this agreement when implementing the requirements of the forthcoming European Due Diligence Directive within the Group.

### **3 | ETHICS AND HUMAN RIGHTS**

This Agreement is in line with the Safran Ethics Charter, which has formalised the Group's common values and reference principles since 2005. The Charter is supported by an adapted compliance system comprising numerous guidelines, internal procedures and application guides.

#### **3.1 PROHIBITION OF FORCED OR COMPULSORY LABOUR AND CHILD LABOUR**

Forced or compulsory labour (ILO Conventions No. 29 and No. 105) and child labour (Conventions No. 138 and No. 182) are prohibited.

Safran rejects all kinds of forced or compulsory labour and respects the principle of freedom of choice in employment.

The Group undertakes not to use child labour in any form whatsoever. Particular attention will be paid to young people of working age to ensure that they are fully protected and receive relevant training, in particular relating to safety.

#### **3.2 RESPECT FOR EMPLOYEE RIGHTS, TRADE UNION RIGHTS AND LABOUR RELATIONS**

Safran is committed to strengthening social relations allowing its employees to feel like part of a group that aspires, through labour relations based on trust and cooperation, to achieve a dynamic balance between the company's strategic long-term interests, respect of fundamental rights, satisfaction of employees' needs and quality of life at work.

Safran fully complies with the ILO Conventions concerning "Freedom of Association and Protection of the Right to Organise" (No. 87), the "Right to Organise and Collective Bargaining" (No. 98) and "Protection of Workers' Representatives" (No. 135). The parties recognise that these rights are closely linked. Freedom of association and collective bargaining help to ensure fair employment and working conditions.

Each Group entity shall have an elected staff representative and/or a free and independent trade union organisation, with the aim of ensuring the consideration of employee needs and fundamental rights.

Safran undertakes to remain strictly impartial with regard to its employees' choice whether to belong to a union and, where applicable, the choice of the union by which they wish to be represented. While respecting the right of employees to establish a trade union or to join an existing trade union, there shall be no discrimination against such organisations or their members. Similarly, any kind of support for or tacit consent to "union avoidance" or "union busting" strategies do not comply with the Group's practices and are prohibited.

Safran will promote constructive labour relations both locally and internationally, and will contribute to the development thereof.

The establishment of any trade union in a Group entity and the conditions of its representativeness or accreditation are carried out in compliance with local legal procedures. The Group maintains a position of neutrality with regard to alternative methods of representation provided for in the legal procedures of certain countries.

For the signatories of this agreement, collective bargaining is a key component of a labour relations as it aims at achieving a fair balance of interests between the social partners. Therefore, the signatories commit to do the utmost to facilitate meaningful collective bargaining.

Collective bargaining is a method of regulating professional relationships, the terms and themes of which are defined between the social partners according to rules and conventions that are generally specific to each country.

Internally, collective bargaining is organized at local, national and international levels, and externally with sector-specific or regional agreements.

Collective bargaining agreements may contribute to define more favourable conditions than the legal framework in the country.

The key role of elected employee representatives and/or trade unions in collective bargaining is reminded. Collective bargaining is organised in compliance with the various legal provisions of representativeness defined in each country.

Nevertheless, in order to promote and contribute to a labour relations based on trust and cooperation, the local social partners of the subsidiaries may decide by mutual agreement to implement methods of discussion and consultation relating to staff representation in the possible formats (union recognition, employee forums, etc.), collective bargaining and local decision-making that complement the legal framework. The local social partners in the subsidiaries endeavour to achieve such local arrangements, particularly in entities where there are no collective bargaining agreements.

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Safran undertakes to provide its employees, through the free and independent trade union organisations and/or its elected staff representatives, if applicable, with the information they may need on the application of this Agreement.

Safran recognises the right to information and, where appropriate, consultation of elected staff representatives and/or representative trade union organisations on major decisions affecting the life of the company, including strategic and organisational choices. Information and consultation rights are exercised in accordance with the law of each country. Anticipation of change and proper planning involving the social partners are essential to ensure that the transition is socially acceptable. The representatives undertake to respect the confidentiality of such information.

Local/national union representatives and local/national management will actively engage in constructive dialogue to ensure full compliance with this section.

Safran ensures the access of union representatives to all workplaces, in accordance with legal and contractual provisions. Appropriate measures shall be possible regarding restricted areas within the Group's establishments.

The company will allow elected staff representatives and/or trade union organisations to enjoy equal access to the opportunities offered in terms of training, promotion and mobility.

### **3.3 RELATIONS WITH SUPPLIERS, SUBCONTRACTORS AND SERVICE PROVIDERS**

In accordance with sections 1 and 2 of this Agreement, Safran will ensure that its subsidiaries fully respect and apply Human Rights and all the ILO Fundamental Conventions in the context of their activities and expects the same from its suppliers and subcontractors. Safran's commitment implies full compliance with the law and jurisprudence in this matter.

Compliance with fundamental rights, including those set out in this Agreement, must be taken into account in the selection and assessment of suppliers, subcontractors and service providers.

Any failure to adhere to these principles, the fundamental labour standards and the health and safety rules, which is not remedied after warning, shall lead to measures being taken to invoke the termination of the contractual relationship between Safran and the company in question.

Communication to staff representatives of information relating to suppliers, subcontractors and service providers will be done in accordance with the legal and regulatory framework of each country on this subject and in particular the principles of due diligence in force.



### **3.4 ANTI-CORRUPTION AND CONFLICT OF INTEREST PREVENTION**

Safran operates in all parts of the world, which can result in it being established in countries with particular legal, economic, social and environmental contexts. It adapts to these particular contexts in strict compliance with a rigorous code of ethics. Integrity and the prevention of corruption risks are non-negotiable. Similarly, in terms of taxation, Safran respects the guidelines set out by the OECD relating to transfer pricing, meaning that profits are taxed where the added value is actually created.

Safran's corruption risk prevention and detection programme is based on the principle of "zero tolerance" for all corrupt practices. This programme incorporates all the requirements of the international conventions and national regulations that apply to Safran's activities. It is defined with the dual aim of making those involved accountable and preserving the Group's assets, through controlled risk management.

Safran is committed to acting against corruption in all its forms. The Group will ensure that employees are aware of this issue through communication and/or training.

The provisions of the Charter for the Prevention and Management of Conflicts of Interest, originating in the Safran Code of Conduct for the Prevention and Detection of Corruption, apply without restriction to all Safran Group companies.

### **3.5 REMUNERATION AND WORKING TIME**

Safran intends to pay fair wages and benefits, in line with satisfactory sector-specific standards in the country concerned. The principle of equal pay, in particular between men and women, for work of equal value and performance shall apply.

In line with the principles of the UN Global Compact, employees' salaries must allow them to enjoy decent living conditions. Safran is committed to ensuring that its remuneration policy is defined in an objective, fair and transparent manner. The level of remuneration of key managers must not undermine social cohesion within the Group.

The Group undertakes to ensure that the duration of the work should not be longer than that provided by national legislation or collective agreements in the country in question. In case of overtime, remuneration must be adapted and increased, according to the provisions laid down by local legislation.

## **4 | SOCIAL**

### **4.1 RESPECT AND RECOGNITION**

All members of staff are entitled to be recognised as individuals, a group or members of a team. All employees are entitled to be recognised for their effort, behaviour or particular result. Respect and recognition are vital inclusion factors for successfully working together. Both shall be applied in relations between colleagues, and also more in hierarchical relationships.

### **4.2 DIVERSITY, INCLUSION AND NON-DISCRIMINATION/EQUAL OPPORTUNITIES**

Safran considers diversity and inclusion as a major asset. Each individual aspires to have their uniqueness recognised, to ensure their personal development and to be fulfilled while accepting their differences. For every employee, origin, culture, religion, nationality, education and training, political and trade union views, and sexual orientation, as well as their various abilities shape their vision of society.

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Diversity is an asset for the company, bringing together different points of view, nuanced approaches within the teams, transmission of experience and assisted decision-making, etc.

Any discrimination based on these differences would not only be against the law, but also detrimental to the Group's development. It would prevent the strengthening of the social fabric and hinder cohesion.

Consequently, Safran reaffirms the principle of equal opportunities and treatment for all its employees, without distinction. This principle is reflected in the following commitments.

#### **4.2.1 Combatting discrimination in all its forms**

Through education, training and internal communication, the signatories intend to break down stereotypes that could lead to discriminatory behaviour.

To do this, Safran undertakes to:

- 1) Educate and train recruiters and others working in career development to identify discriminatory practices and to implement the means to prevent them.
- 2) Prepare and conduct internal audits with a view to guaranteeing the non-discriminatory nature of the processes established by the human and corporate responsibility division.
- 3) Keep persons with disabilities or victims of workplace accidents in a position that is appropriate for their qualifications, taking into account the necessary workstation adaptations or any limitations related to their health problems.

#### **4.2.2 Gender equality**

The signatories undertake to:

- 1) Broaden the scope of their social policy in order to help parents with young children (crèches, work organisation, flexitime, etc.).
- 2) Make workstations better suited to each person's abilities and physical characteristics, in particular by improving ergonomics.
- 3) Intensify communication in order to recruit more women and seek new sources of talent to bring more women into technical professions.
- 4) Break down stereotypes and change attitudes to provide women with a safer and more welcoming environment.
- 5) Provide women with identical career paths to those of men, as well as training courses to enable them to gain access to higher qualifications or even executive positions.
- 6) Ensure equal pay between men and women for work of equal value.
- 7) Jointly develop policies for the joint professional development of both men and women.
- 8) Encourage gender diversity within the staff representation bodies. In this regard, trade union organisations or elected staff representatives shall endeavour to respect the balance between men and women within these bodies.
- 9) Liaise with staff representatives, particularly within the context of focus groups, in order to align corporate responsibility commitments with practical actions undertaken by the Group.

### **4.3 ACCELERATING TRAINING FOR THE SKILLS AND PROFESSIONS OF TODAY AND TOMORROW**

This section outlines the common principles that serve as a framework for the entire Group with the aim of maintaining and developing skills and expertise at the highest level, boosting professional development and guaranteeing the employability of all.

The signatories understand that the key to developing skills and securing career paths for Group employees lies in factoring in the following main focus areas:

- Anticipating future changes to professions and associated skills;
- Developing and securing career paths for employees by allowing equal access to training, by supporting the fields of expertise and by organising the transfer of knowledge;
- Promoting professional mobility as a means of developing employees' skills and careers.

Based on this, the Group will provide adequate measures and instruments to ensure that every employee is able to maintain their employability.

#### **4.3.1 Developing each employee as a factor of individual and collective success.**

Building an environment that enables everyone to engage is at the heart of the Group's ambitions and policies. It is the most important factor in individual and collective success. Any person, at any level and in any role, shall have the opportunity to fully develop and use their abilities in order to be fulfilled in their work.

The parties recognise the need to enable the personal and professional development of employees, by maintaining a level of training that corresponds to the needs of the company and the wishes of the employees, and by ensuring that everyone plays an active role in their own professional development.

The parties reiterate that training must be seen as a tool for supporting employees by protecting their jobs and safeguarding their careers.

Safran also asserts its objective to help each employee develop in an environment conducive to the acquisition of skills, the development of professional knowledge and the transfer of knowledge, if applicable, both in their current and future environment.

The signatories make the following joint commitments:

- to help people work together,
- to develop a culture of mutual assistance,
- to offer opportunities for development and improvement of skills,
- to delegate more responsibilities and tasks in order to make the position in question more interesting and to promote a climate of trust, solidarity and social harmony.

#### **4.3.2 Promoting the professional development and employability of all employees throughout their career**

In light of market developments, competition and technological changes due in particular to decarbonisation and environmental requirements, and in line with the principles of just transition, the Group must anticipate changes to professions, ensure the professional development of its staff and support the development of careers and retraining.

As such, the greatest attention will be paid to jobs that are destined to change significantly.

Thus, employees from fields experiencing major transformation challenges or who are most affected by adaptation measures will benefit from training actions as a matter of priority as long as said actions promote internal redeployment.

Safran intends to recognise and promote its employees' ability to acquire and maintain skills and qualifications. In this respect, Group companies will endeavour to give their employees access, from their recruitment and throughout their professional life, to:

- information regarding developments in their field and their organisation, as well as information about available jobs,
- continuing education to prepare them for new fields and new technologies,
- development of skills and development potential in a progress and ongoing training approach,
- empowerment, so as to add value to the tasks assigned to employees of all ages and at all stages of their career,
- appropriate measures for retirement.

Safran shall provide them with all the tools and systems that will help them achieve their tasks, whatever their category, with particular attention paid to the least qualified.

## **Training**

Safran will endeavour to inform and train each HR manager in career management and skills development.

Safran recognises that professional training is an essential lever for developing the employability of its employees.

The Group therefore aims to guarantee access to training for all employees regardless of their occupational category.

To do this, Safran guarantees, pursuant to this agreement, that the average number of training hours undertaken by each Group employee shall be 26 hours in 2025. The Group will therefore ensure that training covers all professional fields.

With particular focus on the youngest and oldest employee categories, the Group undertakes to:

- be an attractive employer for young people by seeking to understand their needs and aspirations,
- make 50% of jobs accessible to older staff, in particular by adapting workstation ergonomics,
- promote the role of older staff in the transfer of knowledge and expertise (mentoring and sponsorship) to younger generations,
- ensure that employees in the second half of their career are involved in the digital transformation of their profession.

Safran encourages and recognises the importance of functional and geographical mobility for those who voluntarily wish to be part of a professional development approach. This mobility is based on skill, performance and potential, to the exclusion of any distinction based on origin, gender, age, religion, political and trade union views, and sexual orientation and employees various skills shape their vision of society. This mobility is in line with the principles of the Group's mobility charter.

### 4.3.3 Digital transformation

Safran's digital transformation is a major driver of performance, improving the quality of the products designed, manufactured and maintained as a result of digital continuity, ensuring better control of risks related to human factors and identifying new areas of improvement with access to new data. The risks associated with insufficient or poorly managed digitalisation could make the Group less competitive across all its engineering, production and service activities.

Aware of this risk, Safran is committed to identifying the consequences of these changes for all its employees through the following actions:

- > Maintenance and development of skills, and training in digital tools to ensure the employability of employees;
- > Support for new ways of working;
- > Reassertion of the importance of quality of life at work;
- > Respect for personal freedoms;
- > IT security and protection of intangible assets;
- > Labour relations around digital transformation projects.

Faced with the digital transformation of its businesses, Safran is committed to preparing the digital skills of the future and, by creating the Digital Academy in June 2022, it equipped itself with a platform for accelerating skills development and acculturation.

The Digital Academy's role is to provide personalised and inclusive support to all Safran employees in their understanding of and contribution to the Digital Transformation.

It is in line with the objective of accelerating the exploitation across the Group of the potential offered by digital technologies, and with an ambitious digital transformation programme towards an "upskilled organisation 4.0", in order to boost the Group's performance and competitiveness, while developing the employability of its employees.

This 4.0 environment requires us to structure and update our skills and business references, to design a new digital learning offer and to put in place a plan to increase skills and develop digital resources.

It is the Digital Academy's ambition to promote awareness of the need to enhance digital skills, to give individuals the means to contribute to the Digital Transformation at their own level, and to offer curricula according to each person's objectives, with acculturation courses and courses to increase skills by theme at Safran.

## 4.4 ANTICIPATION OF CHANGES IN PROFESSIONS, SKILLS, ORGANISATIONAL CHANGES AND LABOUR RELATIONS

Anticipation is key to properly understanding changes in professions, jobs and employee support.

### 4.4.1 Changes in professions, jobs and employee support

Local, national or European with the *Jobs observatory*<sup>3</sup> experiences of anticipating changes in professions and skills will be presented to the agreement monitoring committee at the end of 2024, with the aim of contributing to reflection on the appropriateness and methods of a global anticipation approach, the format of which needs to be defined.

3. The Jobs Observatory was created in 2021 with the European framework agreement for Developing Skills and Securing Professional Paths (DSSPP).

#### 4.4.2 Work organisations

Changes in how work is organised must be prepared for and anticipated. Free and independent trade union organisations and/or elected staff representatives shall be informed systematically and, where applicable, consulted on the implementation of these changes. Such changes shall not lead to a reduction in remuneration or a deterioration in working conditions. Particular attention will be paid to work patterns and new ways of working. All stakeholders shall have access to the information required to ensure compliance with these commitments.

Safran shall ensure compliance with national regulations and agreements relating to working time and shall respect rest periods and periodic paid leave, corresponding to at least the conditions laid down by national legislation or collective agreements.

#### 4.5 HEALTH AND SAFETY

Committed to sustainable development and compliance with existing legislation, the signatories consider that improving safety and working conditions, and protecting the environment, are fundamental aspects of industrial development and must be integrated into the Group's processes. As such, the signatories shall ensure that the Group's growth is managed in accordance with its Corporate Social Responsibility policy and in respect of the rights of its own employees and their representatives, as well as those of its suppliers and subcontractors, in all areas of the world where the Group operates.

This commitment is also reflected in the willingness to discuss these issues with all stakeholders (including staff representation bodies), in a spirit of transparency and sincerity.

Where there is no established labour relations on health or safety issues, a discussion will be held between the management and staff representatives of the company in question, with a view to identifying the most appropriate organisational methods for this ongoing dialogue.

#### 4.5.1 Occupational health and safety

Safran guarantees the occupational health and safety of all employees and strives to ensure that its subcontractors and service providers do the same. Reducing the number of workplace accidents and occupational illnesses is a permanent objective. Safran's ambition is to achieve excellence in occupational health and safety.

Through this Agreement, the Group undertakes to further develop its culture of anticipation and prevention in order to control health risks (mental and physical integrity, as well as general health) and safety at work for its staff, as well as for those of its subcontractors. Considering that quality and conditions of life at work are inconceivable in a degraded environment, Safran is also committed to ensuring respect for resources and limiting the environmental impact of its activities as described in Section 5.

In this context, Safran recognises the rights of its employees in terms of health and safety. As such, the Group:

- > undertakes to inform employees of all the risks that exist in their place of work (general risks, chemical risks, ergonomic risks, fire risks, etc.),
- > guarantees the participation of union representatives and/or elected staff representatives in the development and implementation of health and safety measures,
- > recognises the right to refuse to perform dangerous work without the risk of sanctions, particularly dismissal.

Consequently, the Group applies the best organisational standards and uses the most appropriate means of protection in terms of health, safety and the environment. At the very least, it ensures that all applicable national, European and international legal and regulatory obligations are respected. The Group strives to exceed this level with the aim of reducing accident rates and occupational illnesses, better controlling risks with delayed effects (chemical risks, MSDs, psychosocial risks, etc.) and reducing the effects of its activities on the environment.

The implementation of Safran's culture of prevention is based on a high-level HSE (health, safety and environment) repository consisting of 27 standards covering performance requirements on various risks (work at height, explosive atmosphere, asbestos, confined environment, fire, soil contamination, etc.).

This repository also meets the requirements of international references, for example those of the International Organization for Standardization (ISO) and the International Labour Organization (ILO).

The Group implements it internationally on all sites where it operates, and adapts it through a continuous improvement process by updating best risk control practices and taking into account changes to external standards.

By following this same approach, the Group regularly updates its health, safety and environment policy and evaluates health and safety results using appropriate indicators, brought to the attention of all managers, employees and their representatives and more generally all other stakeholders.

#### 4.5.2 Health

Safran is committed to protecting the physical and psychological health of its employees and all individuals working on all Group sites (temporary workers, apprentices, etc.). This also applies to the staff of companies working within its establishments.

In line with its civic responsibility, and in relation to local public health policies, Safran advocates a motivational approach to the prevention of public health risks. Thus, employee access to prevention (nutrition, cancers, cardiovascular incidents, addiction, etc.), first aid and emergency actions, etc. is facilitated.

Medical monitoring programmes, where specified, are developed and implemented in consultation with and with the consent of the employee(s) concerned, together with appropriate mechanisms for the protection of medical confidentiality.

Decisions regarding the assignment of employees with limited capacity for work are made jointly between Safran and the employees concerned, with the ongoing aim of maintaining employment. Safran is committed to working on the employment of disabled workers in all areas of the business.

Without prejudice to any other action likely to be carried out in the field of occupational health, Safran deploys three main prevention programmes.

##### > Prevention of toxicological risks:

Safran applies the best industrial hygiene practices and endeavours to control the use of the hazardous substances required for its activities. All employees must be able to access complete information on hazardous materials. A prevention sheet can be consulted in each work area.

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> Prevention of psychosocial risks:  
Safran is concerned with the prevention of psychosocial risks in general, including in particular work-related stress. A policy of primary, secondary and tertiary prevention is implemented. Deployment thereof is covered by one of the Group's HSE standards.

The Group may call on specialised professionals to assist employees in the event of stress or chronic fatigue, moral or sexual harassment, intimidation, and all types of situations that can lead to suffering at work. All employees, as well as staff representatives and members of trade unions, will have access to awareness-raising and training programmes to help them detect stress-generating situations and manage proven risks.

> Prevention of ergonomic risks:  
Safran's ergonomics programme is at the heart of the integration of people in the work environment and contributes to the promotion of occupational health. It helps to reduce work-related accidents linked to poor posture and incorrect movements and handling, and limits the occurrence of musculoskeletal disorders and other occupational illnesses in the longer term.

#### 4.5.3 Safety

Safran plays a proactive role in reducing work-related accidents and, more generally, actions aimed at preventing occupational hazards, including those occurring during assignments and when travelling.

Thus, in relation to local public policies, Safran advocates a motivational approach to road hazard prevention.

All of these actions relate to Safran activities that are carried out by its employees and all other stakeholders (including the staff of intervening companies).

Thus, all jobs and tasks entrusted are subject to a risk analysis, and instructions are provided in order to carry out these missions in complete safety. These will be carried out with the full participation of the employees concerned and/or their representatives.

The Safran HSE guidelines describe the processes implemented for the systematic analysis of hazards and risk control. They also ensure that whenever they take up new duties or when working conditions change, all employees will receive initial training on the specific hazards associated with their work and on the conduct to adopt in order to carry out their mission in complete safety.

The prevention approach emphasises the elimination or isolation of hazards. However, as not all hazards can be eliminated, employees are provided with safety equipment appropriate to their activity (PPE: Personal Protective Equipment) and are informed of the rules and responsibilities regarding their own safety and that of their colleagues.

To this end, training programmes are implemented within each Group company.

Safran also expects its employees, suppliers and subcontractors and other persons working on its sites or under its management to work and act safely at all times, and to protect themselves and those around them, in the interests of shared vigilance.

#### 4.6 SOCIAL PROTECTION

Safran's social responsibility is reflected in particular in the attention it pays to the well-being of its employees. In this context, the Group is committed to providing all its employees worldwide with a minimum level of health protection including medical, optical and dental services in accordance with the regulatory framework of each country.

## 5 | ENVIRONMENTAL PROTECTION AND COMBATTING CLIMATE CHANGE

### 5.1 ENVIRONMENTAL PROTECTION

Safran's commitment in terms of environmental protection relates particularly to the conservation of natural resources and the minimisation of impact of the Group's activities on the environment and ecosystems.

Safran intends to promote environmental protection actions to its clients, all employees, its suppliers and other stakeholders.

Safran will ensure the implementation of an environmental progress strategy in all its companies, for example regarding climate change, conservation of natural resources, waste reduction and recycling, prevention of pollution risks of all kinds, etc.

Through its internal HSE guidelines, Safran is committed to ensuring widespread adoption of recognised environmental approaches on all its industrial sites worldwide.

The Parties to this Agreement support the principle of a "just transition" towards environmentally sustainable economies and societies for all, in accordance with ILO guidelines.

### 5.2 COMBATTING CLIMATE CHANGE

Faced with the urgency of the climate challenge, Safran is pursuing an ambitious policy to contribute to the transition to carbon-neutral aviation by 2050. In this context, Safran supports the objectives of the 2015 Paris Agreement, which heralded a new era in global efforts to combat climate change. Safran is contributing to this commitment by implementing a low-carbon strategy based on reducing greenhouse gas emissions at its operating sites and by investing in the development of lower-emission technology products.

To lead by example, Safran is certified according to the Science-Based Targets (SBTi) initiative, which enables companies to align themselves with scientific recommendations for reducing greenhouse gas emissions.

In this context, the following climate commitments have been made by the Group:

- > Scopes 1 and 2<sup>4</sup> : 50% reduction in direct emissions from Safran sites (e.g. from gas-fired heating systems, but also from the combustion of paraffin in test benches) and indirect energy-related emissions (mainly the supply and use of electricity and heat at the facilities) by 2030 compared with 2018.
- > Scope 3 "Product Use"<sup>5</sup>: 42.5% reduction in emissions related to the use of the Group's products, per passenger and per kilometre, by 2035 compared to 2018.

This commitment is accompanied by the implementation of an ambitious low-carbon roadmap aimed at reducing our greenhouse gas emissions, based in particular on four major commitments:

- > Stimulate innovation to decarbonise aviation (and ensure sustainable growth),

4. Scopes 1 & 2: emissions related to production within Safran or to energy consumed by the Group's sites

5. Scope 3: indirect emissions generated upstream of our activity: suppliers, logistics, travel, waste





- > Set an example by reducing the CO<sub>2</sub> emissions of our operations,
- > Bring our supply chain in line with the objectives of the Paris Agreement,
- > Support employees' sustainability initiatives.

Furthermore, in order to be transparent about its climate commitments, the Group refers to the criteria of the Task Force on Climate-related Financial Disclosures (TCFD), and complies with its recommendations.

In addition, across all its sites, Safran develops its employees' awareness of and competence in environmental matters.

The Group will open up dialogue to find solutions for its employees to adopt more responsible behaviour, favouring for example initiatives to streamline business travel and promote environmentally friendly actions (teleworking, public transport, carpooling, low-carbon business travel, management of heating and electrical energy, environmentally responsible IT, etc.).

In accordance with its commitment to transparent dialogue, Safran shall communicate all its actions, good practices and results relating to the environment and the fight against climate change.

## 6 | SOCIALLY RESPONSIBLE CONTRIBUTION

The Group integrates itself as effectively as possible in the territories and communities where it is present.

Safran intends to promote the employment and training of local workers, thus contributing to economic and social development wherever the Group is established.

Thus, in each country where it operates and wherever possible, Safran uses local human resources to fill available jobs and develops local integration.

In the event that its activity changes, Safran undertakes to inform the local and national authorities beforehand and to cooperate with them in order to take better account of local interests.

Safran wishes to encourage the development of economic and social activities linked to the Group's sites. Within the framework of partnerships, the Group may participate in programmes to support projects that meet the priority needs of local populations. These projects focus on education and professional integration, and are intended in particular for young people and people excluded from the labour market.

The Group wishes to promote open innovation. Open to start-ups and innovative companies, it creates the conditions for win-win partnerships with its ecosystem.

Lastly, the Group is committed to promoting general interest actions carried out by employees, such as skills sponsorship or employee solidarity commitments.

As part of its CSR approach and to meet growing demand from employees to be involved in their company's socially responsible actions, Safran wishes to support the commitment of its employees who wish to have a positive impact on projects that are important to them.

In particular, the Group wishes to encourage socially responsible actions, using material, human or financial aid initiated by Safran directly or through charities, with the aim of having a positive effect on the Group's ecosystem and supporting people who are alienated from the workplace or struggling to integrate into society. Local agreements could be signed to this end.

## 7. GOVERNANCE

### 7.1 COMMUNICATION, IMPLEMENTATION AND MONITORING OF THE AGREEMENT

The Parties to the Agreement shall jointly monitor enforcement of this Agreement.

#### 7.1.1 Communication

The signatories agree to bring this Agreement to the attention of Group employees via their own communication channels.

Upon entry into force of this Agreement, the joint signature by IndustriALL Global Union and Safran shall be promoted via the appropriate means of communication. It shall be communicated to all the employees, elected staff representatives and/or trade union organisations of the different companies, and to suppliers and subcontractors falling under the scope of the Agreement.

Within three months of signature of the Agreement, particular attention will be paid to the promotion and implementation of this Agreement. This shall involve:

- > translation into the language of all countries where Safran is present and has at least 50 employees,
- > mapping of the sites, including at least the following information: location, type of site, number of employees and, if applicable, staff representation structure(s),

- > production and distribution of a memo regarding the Agreement for Managers and Human Resources,
- > production and distribution via the intranet of materials for managers and employees, highlighting the main points of the Agreement,
- > provision of the Agreement to employees, as part of the Group's social policy, by any means appropriate to the local context,
- > integration into the Responsible Purchasing Charter of the commitments of this Agreement that concern suppliers and subcontractors so that they are aware of them,
- > appending to this Agreement the Safran Ethics Charter and Code of Conduct.

Within twelve months of signature of the Agreement, training will be prepared with the monitoring committee and delivered to employees with local, national or European mandates, staff representatives and/or trade union representatives. This training will cover the Agreement and the processes supported by this Agreement.

The Agreement shall also be published on the signatories' websites. Furthermore, the management of both Safran and IndustriALL Global Union must identify the local contacts in each country responsible for its implementation.

#### 7.1.2 Monitoring arrangements and implementation review

This Agreement reinforces and extends the Group's social practices. It is not intended to substitute or interfere in local, national or European dialogue or negotiation processes.

This Agreement shall be monitored by a global monitoring committee organised by representatives of the Group management team and comprising Safran employee representatives of the unions affiliated with IndustriALL Global Union and representing their continent or country, appointed as follows:

- > 1 from IndustriALL Global Union
- > 4 from France
- > 1 from the rest of Europe
- > 2 from America
- > 1 from Africa
- > 1 from Asia

The number of participants indicated above is a minimum amount. It may be increased if Safran grows significantly in one of these regions.

IndustriALL Global Union has the option of suggesting to Safran Management one or two external guests from among the members of affiliated unions, this request being motivated by the light that these guests could shed on a specific subject at the agenda.

The role of these guests is to provide information to the Monitoring Committee; they do not take part in the Committee's decision-making process and are bound by confidentiality regarding the subjects discussed at meetings.

Similarly, the Group shall take all necessary measures so that participants may be absent from their workplace for this reason. Furthermore, local correspondents for this committee should be identified by each representative in order to ensure correct representation and proper application of the Agreement at regional level. In all cases, time, material resources and access facilities shall be provided. The annual time credit for each Safran member of the Global CSR Framework Agreement Monitoring Committee is 25 hours.

The objective of monitoring is to:

- > promote and ensure the conditions for implementation of the Agreement,
- > analyse enforcement and assess results,
- > draw up action plans where deviations are observed,
- > identify good practices and proactively propose measures to promote them in the short, medium and long term,
- > identify possible variations and make recommendations.

Information regarding results and the strategic directions of the Group, presented within the Group Committee and the European Works Council, shall be communicated in advance of the annual meeting of this global monitoring committee. Such information may be discussed during the meeting, and the indicators to be reviewed by the Global Framework Agreement Monitoring Committee are listed in a dedicated document to ensure monitoring and successful application of this Agreement.

The list of objectives will be reviewed annually and the indicators are subject to change.

Said global monitoring committee will meet twice a year with a one-day meeting, excluding travel, to review application of the Agreement in all its components, if possible, during first half of the year. An additional annual meeting (minimum one day, excluding travel) will be organised in a zone or country where the Group is established in order to look at all these monitoring points from a local perspective. This meeting will include a socio-economic introduction to the country by an expert, a factory visit and an activity aimed at promoting this Agreement to the local workforce, their representatives, the local management team and other relevant stakeholders. In this case, the local correspondent(s) for the area where the meeting is to be held may take part.

For these two annual meetings, preparatory sessions shall be arranged, respectively:

- > one day for the annual report,
- > one day for the annual zone/country meeting. In this case, the local correspondent(s) of the zone in which the meeting take place may participate.

The global monitoring committee established according to this Agreement is intended to add to, rather than replace, other forums for exchange and dialogue, such as the European Works Council. Where such organisations exist, every effort will be made to ensure communication and collaboration.

Safran shall provide the global monitoring committee with all the information needed to implement the Agreement within its subsidiaries.

On a practical level, all costs associated with transport and accommodation for Safran employees, as well as other associated costs (food, interpreting, equipment, etc.), shall be covered by the Group's companies in accordance with the conditions generally applied therein.

Each year, the review of this Agreement shall be presented in one of the meetings of the European Works Council, currently the largest such organisation.

### **7.1.3 Indicators**

The application of this Agreement will be measured using ad hoc indicators which may be reviewed, and are appended to this Agreement, as part of a continuous improvement process. The signatories agree that other indicators may be identified at the annual meeting and as part of the Group's CSR approach.

### **7.1.4 Dispute resolution**

Safran is committed to guaranteeing the protection of whistleblowers. The whistleblowing system set up by Safran is available to the Group's employees and stakeholders. Any information submitted by an employee regarding difficulties in interpreting this Agreement or doubts as to its proper application shall in no way be detrimental to the Group.

Insofar as is possible, the fast resolution of local issues at local level is a basic principle of this Agreement.

In the event of a dispute as to the interpretation or application of, or non-compliance with, the agreement, the signatories undertake to inform each other as soon as possible in order to cooperate in seeking an effective and constructive solution in the interests of all parties through dialogue within a reasonable period of time. These discussions must take place prior to any external communication by either party concerning the dispute.

In the event that an employee or other person involved claims that this Agreement is not being respected, the following procedure shall apply:

- > For local problems, every effort shall be made to resolve the issue locally. If they so wish, an employee may be assisted by a representative of a local trade union organisation.
- > If a problem arising from the implementation or interpretation of this Agreement cannot be resolved locally, it will then be referred to the attention of the national level of the trade union organisation and the General Management of the Group.
- > If the issue persists, the dispute may be referred to the global monitoring committee. However, a period of at least four (4) weeks following referral to national level must be respected.

- > In the event of a dispute that cannot be resolved by bringing the matter before the representatives of Safran Management and IndustriAll Global Union management, the parties agree to the possibility of submitting the trade union dispute to the ILO's "Company-Union Dialogue service" at the request of either party.
- > If no agreement is reached between the parties, legal competence may be exercised.
- > From the time a dispute arises, there is a three-month time limit for settlement.
- > Legal action may only be considered if the implementation of the above steps has not resolved the dispute concerning the application of the Agreement.

### **7.1.5 Final provisions**

Entry into force and term of the Agreement

The first Agreement was signed on 18 October 2017 for a period of 5 years.

The parties signed this new agreement on December 4th 2023

This Agreement shall apply in every country concerned, in consultation with local representatives in order to take economic, social, cultural and regulatory differences into account. It shall not substitute national legislation and/or collective and/or company agreements if these are more favourable.

### **Renewal of the Agreement**

In the year preceding the expiry date of the Agreement, and no later than 6 months before this date, the signatories agree to meet to examine the possibility of renewing the provisions of this Agreement. In the absence of an agreement to renew, this Agreement shall cease to have any effect at the end of its 5-year term.

### **Termination of the Agreement**

Any request for termination of the Agreement by either of the signatories shall be subject to a minimum notice period of six (6) months. In such a case, the signatories agree to meet during the notice period in order to attempt to replace this Agreement with an amended version.

### **Translation of the Agreement**

This agreement shall be translated into each of the languages of the countries in which the Group's companies are located. Only the French version will be binding on the signatory parties.

### **Notices, filing and publicity of the Agreement**

This Global Framework Agreement will be officially communicated to the governmental and administrative bodies in each country.

**Signatures :**




For Safran,  
**Olivier Andriès,**  
Chief Executive Officer



For IndustriALL Global Union  
**Atle Høie,**  
General Secretary

With ratification of French Trade Unions  
affiliated to IndustriAll Global Union

For CFE –CGC  
Métallurgie

Arnaud  
CANBEFORT  


For FGMM CFTD

S. DESDOUES  
Secrétaire Général  


For FTM CGT

For FO Metaux

Daniel BARBEROT  


# APPENDICES

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# MONITORING INDICATORS GLOBAL FRAMEWORK AGREEMENT ON CSR SAFRAN

Existing indicator (CSR KPI or other source)

Proposed indicator for monitoring the GFA

FRAMEWORK AGREEMENT CHAPTER	SUGGESTED INDICATORS	FREQUENCY OF THE INDICATOR
<b>3. ETHICS AND HUMAN RIGHTS</b>		
3.1 Prohibition of forced or compulsory labour and child labour	Elements from the Vigilance Plan	Yearly
3.2 Respect for social dialogue	% of employees with access to employee representation bodies at their site or subsidiary	Yearly
3.3 Relations with suppliers, subcontractors and service providers	% of purchases made from suppliers who have signed the Safran responsible purchasing charter	Yearly
3.4 Anti-corruption and conflict of interest prevention	% of senior managers and exposed or affected persons trained in anti-corruption	Yearly
3.5 Remuneration and working time	France only: Results of the Professional Equality Index	Yearly
<b>4. SOCIAL</b>		
4.2.1 Combatting all forms of discrimination	Results of the inclusion barometer	Every 2/3 years (depending on how often the barometer is conducted)
4.2.2 Gender equality	% of women among senior managers	Yearly
	% of feminisation by category or major job families (blue-collar workers, managers, etc.)	Yearly
	% of women in employee representative bodies (versus company gender reality)	2025 (once in 5 years)
4.3.2 Promote the professional development and employability of all employees throughout their career	Maintain the number of training hours per employee compared to 2019	Yearly
	% completion of annual interviews (NB: digitised EPDP only)	Yearly
4.3.3 Digital Transformation	Digital Academy: number of employees who have received training in one of the 4.0 streams	Yearly
4.4 Security	Overall lost time injury frequency rate (LTIFR)	
	Lost Time Injury Frequency Rate (LTIFR) by country but limited to countries with more than 1500 employees (USA, Mexico, UK, France, Morocco, Tunisia, Germany...)	Yearly
4.5 Social protection	% of employees eligible for a minimum level of health protection	Every 2 years
<b>5. ENVIRONMENTAL PROTECTION AND COMBATTING CLIMATE CHANGE</b>		
5.1 Environmental protection	% of establishments with a "Gold" HSE label	Yearly
	% of recovered waste	Yearly
	% of institutions achieve the 5 zero targets roadmap	Yearly
5.2 Combatting climate change	% scope 1 emissions + scope 2 emissions	Yearly
	% of Scope 3 emissions "Product use per passenger-kilometre"	Yearly
	% of Scope 3 "Business and home-to-work travel" emissions	Yearly
	Maintain the R&T effort devoted to environmental efficiency (scope 3 on product use)	Yearly
	Commit the top 400 suppliers to the Paris Agreement (emissions trajectory compatible with a warming of less than 2°C, or even 1.5°C). C12 Mobilise our suppliers to increase their maturity in decarbonisation, aiming for the TOP400 to have at least completed their carbon assessment on Scopes 1&2 (maturity level D- or higher), and for the TOP50 to have defined objectives and an action plan (level C- or higher) > 90% of the TOP400 at level D- or higher (minimum commitment at 80%), and > 80% of TOP50 at level C- or above (minimum commitment at 70%)	Yearly
<b>6. CITIZEN CONTRIBUTION</b>		
	Increase the number of new PhD students compared to 2019	Yearly
	100% of establishments with more than 50 employees carry out a civic action	Yearly