

## **Air France social charter and code of ethics**

### **Preamble**

The Groupe Air France and the Air France European Works Council (CGEAF) have agreed upon the fundamental rights and values that form the foundation for the identity of Air France and orient its human resources policies and social ethics. These values and rights, the pledge of cohesion in labour relations and in economic and cultural affairs, are deemed indispensable for the participation of all in the growth of the company.

The object of this charter is to favour an improved atmosphere of confidence and mutual respect in a working environment where all forms of discrimination and harassment are prohibited. The development of a good working environment, which will encourage the company's commercial and economic efficiency, is beneficial to everyone and is conducive to social progress. It requires continuous effort and the co-operation of all.

### **1. Fundamental rights**

Air France declares its adherence to the fundamental rights and principles defined in the United Nations' Declaration of Human Rights and the European Union's Charter of Fundamental Rights. These values are as much indivisible as universal, pertaining to human dignity, liberty, equality and solidarity.

### **2. Respect of social rights**

Air France undertakes to promote and respect the Conventions of the International Labour Organisation\* and its Declaration on the Principles and Fundamental Rights of Work as well as the social charters adopted by the European Community and the Council of Europe. Air France considers these rights necessary for the unimpeded improvement of individual and collective working conditions.

In consequence of which:

- Air France is dedicated to combating child labour and the exploitation of children and to facilitating access to the workplace for disabled persons.
- Air France pledges to respect, at the very minimum, national and European Community labour legislation as well as the collective bargaining agreements of every country in which it operates.
- Air France pledges to respect the active exercise of union rights of each country concerned.

### **3. Health, safety and dignity in the workplace**

Every Air France employee has the right to working conditions compliant with his or her health, personal safety and dignity.

All precautionary measures in favour of health and safety in the workplace and the improvement of such are given the highest priority by Air France. They will be enforced and honoured within the framework of existing institutions.

### **4. Job security, wages and working hours**

Air France undertakes to ensure security and stability of employment.

Salary and benefits will meet, at the very least, the legal and collective bargaining standards of the country concerned.

The duration of the workweek will comply with national legislation and pertinent collective and individual agreements of each country concerned.

In order to insure a good understanding of mutual responsibilities between employer and employee, the contract of employment shall be drafted in the languages of the country concerned.

### **5. Responsible social dialogue**

Air France advocates the development of a meaningful social dialogue and working relations based on trustworthiness at all levels of its organisation. The objective is to confirm and improve upon the contractual processes at the most appropriate levels, while respecting in full the institutions of staff representation in each country.

Air France will therefore supply information and the means for consultation to staff or their representatives in sufficient time for treatment of the matter at hand.

#### **6. Profit sharing**

A lasting and equitable development of the company is indispensable in order to maintain quality and safety in transportation of passengers and freight. All staff contribute at great length to this development and deserve a just return. Air France satisfies this obligation through various forms of financial participation and benefits for workers.

#### **7. Mobility**

Free movement of staff is a political imperative, both in the interest of the employee and of the company. Air France resolves to actively create solutions to any obstacle to mobility in order to ensure more efficient treatment and permit more employees to benefit in full respect of their contract.

#### **8. Training**

Professional training of staff is an important investment and has high priority at Air France. It is deemed indispensable that sufficient resources for training and its continuous adaptation be put in place in order to reinforce the occupational versatility of employees.

#### **9. Equality**

Equality of prospects shall be promoted. In this respect, Air France will not practice discrimination in any form, whether sexual or racial; based on skin colour, social or ethnic origin; by religion, creed, political or union opinion; or through birth, disability, age or sexual orientation.

Equality between men and women in matters of employment, occupation and wages must be ensured.

#### **10. Subcontracting**

Air France will vigilantly endeavour to ensure that the fundamental principals of labour and workers' rights be respected by the companies retained by it to perform duties as a handling agent or subcontractor.

#### **11. Implementation**

General management for the Groupe Air France and the European Works Council (CGEAF) of Air France will safeguard the implementation of this social charter. The practical supervision of it will be delegated to the board of the CGEAF in concert with and not superseding the institutions of staff representation in all countries having Air France employees. In this context, the board will have the authority to alert concerned staff and management representatives when necessary to guarantee the implementation of this charter. A progress report on the implementation of the charter will be placed on the agenda of the CGEAF's annual meeting.

#### **12. Distribution**

The present social charter will be distributed to all employees of the Groupe Air France.

*Ratified by Jean-Cyril Spinetta, the Air France president, Brenda O'Brien, the general secretary of the European Transport Workers' Federation (ETF) and François Cabrera, secretary of the CGEAF, on 25 June 2001.*

*\* In particular:*

- *Freedom of association and protection of the right to organise; right to collective bargaining (Conventions 87 and 98)*
- *Abolition of discrimination in employment and occupation; equal remuneration (Conventions 100 and 111)*

- *Elimination of child labour (Conventions 138 and 182)*
- *Abolition of forced labour (Conventions 29 and 105)*