

# Presentation of the human rights referential

**The human rights referential brings together all of ENGIE's commitments in the area of human rights and fundamental freedoms.**

This referential specifies one of the 4 fundamental ethics principles on which ENGIE has based its ethics and compliance policy: "respect others".

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ENGIE is committed to respecting internationally recognized human rights wherever the Group operates around the world.

The Group human rights policy aligns with the United Nations Guiding Principles on Business and Human Rights (UN, 2011).

ENGIE has also made voluntary commitments by joining the United Nations Global Compact and, in this context, carries out an annual report on its commitments and actions in this area, published on the Global Compact website.

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To date, the human rights referential gathers the following policies and procedures, presented on [ENGIE website](#):

- Human rights policy
- Health and safety policy
- Corporate Social Responsibility policy
- Procurement policy
- European and global HR agreements

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In addition to the regular Ethics & Compliance actors (see Ethics compliance referential), **the Environmental and Societal Responsibility, the Human Resources, Health and Safety and Purchasing Departments**, relying on their respective networks, are main actors in the implementation of the Group's human rights commitments.

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Other elements contributing to the human rights compliance are presented in the [Ethics compliance referential](#), on the following themes: mandatory analysis of infringement on human rights risks, whistleblowing system / protection of whistleblowers, reporting (INFORM'ethics) and treatment of human rights incidents, training on human rights, control system.