

Societe Generale's commitment towards human rights.

Societe Generale is committed to the respect and promotion of human rights, one of the foundations of its corporate social responsibility.

Human rights are indivisible. They are internationally recognized and defined by the Universal Declaration of Human Rights of December 10, 1948¹ and the International Covenant on Civil and Political Rights (ICCPR) of December 16, 1966². They are protected in Europe by the European Convention on Human Rights of November 4, 1950³ and find their translation for labor issues in the Fundamental Conventions of the International Labor Organization.⁴

Societe Generale supports international initiatives aiming to clarify the role of companies especially from the banking sector, in the respect and promotion of human rights. The Group thus supports the United Nations Global Compact and the Principles for Responsible Investment⁵, and is committed to implementing the OECD Guiding Principles for Multinational Corporations and the UN Guiding Principles on Business and Human Rights of June 16, 2011⁶.

The Group recognizes the fundamental role of states and governments in defining legal frameworks for the protection and full exercise of human rights. The Group thus complies with the legal and regulatory provisions of the territories in which it operates. Societe Generale is also aware of its role in preventing serious human rights breaches, both in its activities and for the risks directly associated to its purchases or its products and services. Where local laws and regulations are considered insufficient, the Group refers to the previously mentioned international standards of respect and protection of human rights.

Societe Generale has enshrined the respect and protection of human rights in its Code of Conduct and in its Environmental and Social General Guidelines. The Group develops environmental and social (E&S) policies, processes and operational procedures to implement these commitments towards human rights. This risk management framework is implemented in three main areas:

- **Respect of the human rights of the Group's employees and social partners.** This aims to guarantee to all the respect of human rights in the working context. For example, the Group is committed to fighting all forms of discrimination and harassment at work.
- **Respect of the human rights of the Group's suppliers and in its supply chain.** This aims first to guarantee suppliers that their human rights will be respected in the business relationship, and second to commit to manage the Group's purchases and procurement so as to limit the risk of serious human rights breaches.
- **Respect of the human rights as part of its products and services.** This aims to guarantee the respect of its individual and institutional clients' human rights, especially those relating to privacy. It is also about preventing serious human rights breaches directly associated with the Group's products and services. For example, within the scope of dedicated transactions and services⁷, the Group carries out human rights assessments that include respect of workers' rights, local communities' consultation and the rights of indigenous people.

On each of these areas, the risk management framework is structured around the identification, evaluation and risk prevention / mitigation steps. In order to ensure its implementation and effectiveness, the Group assesses the level of implementation of related procedures. The human rights risk management framework is reviewed on a regular basis so as to be strengthened.

¹ General Assembly resolution 217 (III). International Bill of Human Rights – <http://www.un.org/fr/universal-declaration-human-rights/>

² <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx>

³ <https://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/005>

⁴ Forced Labour Convention, 1930 (No. 29), Freedom of Association and the Right to Organize Convention, 1948 (No. 87), Right to Organize and Collective Bargaining Convention, 1949 (No. 98), Equal Remuneration Convention, 1951 (No. 100), Abolition of Forced Labour Convention, 1957 (No. 105), Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Minimum Age Convention, 1973 (No. 138), Worst Forms of Child Labour Convention, 1999 (No. 182). <https://libguides.ilo.org/c.php?g=657806&p=4649148>

⁵ Through Lyxor, a Group's subsidiary

⁶ https://www.ohchr.org/documents/publications/GuidingprinciplesBusinesshr_eN.pdf

⁷ Transactions and services which purpose is known. The scope of application is defined in the operational procedures. Dedicated transactions and services include the perimeter of the Equator Principles.

While being committed to ensuring the respect and protection of human rights, the Group acknowledges the difficulty of preventing all risks of potential breach through its risk management processes. Societe Generale therefore encourages transparency and dialogue with its stakeholders. The Group pays close attention to public questions raised by its stakeholders concerning objective situations or risks of serious human rights breaches related to its activities. The Group has also set up a whistleblowing mechanism, accessible via www.societegenerale.com.

The Group also listens to public and private stakeholders who challenge the content of its E&S policies. Societe Generale participates in forums and sector initiatives to promote the respect of human rights and to deepen the understanding of the issues that arise for the financial sector.

As part of the obligations of the Section 54 of the Modern Slavery Act 2015, Societe Generale publishes on its website an annual Statement on Modern slavery and human trafficking, highlighting the main actions implemented to prevent their occurrence. On the other hand, in response to the French Law No. 2017-399 of March 27, 2017 on the “Duty of Care of Parent Companies and Ordering Companies”⁸, Societe Generale implements a Duty of Care Plan aiming to identify and prevent serious breach of human rights as well as fundamental freedoms and the environment. The Group presents the key elements of this plan and its effective implementation in its annual Registration document.

⁸ <https://www.legifrance.gouv.fr/eli/loi/2017/3/27/2017-399/jo/texte>