

## INTERNATIONAL FRAMEWORK AGREEMENT

between

**the European Aeronautic Defence and Space Company, “EADS NV”**, represented by its Executive Vice President, Human Resources, **Jussi ITÄVUORI**,

on the one hand,

and

**the European Works Council of EADS NV**, represented by its Chairman, **Peter ZIMMERMANN**, and its Co-Chairman, **Gérard PATOT**,

on the other hand.

## **PREAMBLE**

EADS develops and bases its strategy of growth and competitiveness on the excellence of its business activities, the quality and reliability of its products and services, customer satisfaction and the involvement of its employees and its business partners.

EADS intends to preserve this tradition of excellence in the context of the globalisation of its business activities. To this end, wherever the Group operates, it wishes to grow its economic success in consideration of common principles and standards consistent with ILO conventions, the OECD Guidelines for Multinational Enterprises and the principles laid down by the UN Global Compact, to which EADS subscribed on October 17, 2003.

EADS and the Group's European Works Council have expressed their attachment to the aforementioned principles which they intend to promote worldwide.

In this context, the Signatories have agreed as follows:

In the strong belief that corporate social responsibility is a key to long-term success, EADS and the European Works Council jointly present the following principles which they recognise as fundamental and for the compliance of which they will work together.

The European Metalworkers' Federation (EMF) and the International Metalworkers' Federation (IMF) associate themselves with these principles and are accordingly co-signatories to the present agreement.

The principles hereafter are in compliance with the EADS Code of Ethics.

## **FUNDAMENTAL RIGHTS**

The Signatories approve and support respect of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and ILO Conventions.

## **EQUAL OPPORTUNITIES**

In compliance with ILO Convention Nos. 100, 111 and 135, EADS undertakes to uphold equal opportunities in respect of employment and refrain from any form of discrimination unless selection according to specific criteria is expressly provided for by national legislation. Discrimination of employees on grounds of race, gender, colour, religion, political opinion, nationality, sexual orientation, social origin or trade union affiliation is unacceptable.

EADS also supports the integration of people living with disabilities into the world of work.

## **FREE CHOICE OF EMPLOYMENT**

EADS condemns and commits itself to refrain from any form of forced or compulsory labour (ILO Conventions Nos. 29 and 105).

## **NO CHILD LABOUR**

In compliance with ILO Convention No. 182, EADS condemns and refrains from recourse to child labour. Regarding the minimum age of employment, EADS entities shall as a minimum respect ILO convention No. 138 or the provisions of national legislation or valid collective agreements, insofar as they are more favourable to children.

Children must not be inhibited in their development. Their health and safety must not be adversely affected. Their dignity must be respected.

## **INDUSTRIAL DIALOGUE**

EADS reaffirms the importance it attaches to the permanence and quality of industrial dialogue within the Group.

In accordance with ILO Conventions Nos. 87 and 98, EADS recognises the principles of freedom of association, protection of the right to organise and collective bargaining. It respects freedom of thought and the right of all workers to form and join trade unions.

EADS also respects the right of all workers to elect their representatives wherever this right is stipulated by the law or local regulations.

Moreover EADS is consequently committed to the principle of freedom of association and the protection of trade union rights.

EADS continuously strives to improve the representation of its employees throughout all its businesses and strives to ensure that it is conducted in a constructive atmosphere, maintaining a correct balance between the interests of the employees and the economic interests of the company and the Group.

EADS and the European Works Council agree on the principle of adapting, whenever relevant, the rules of the industrial dialogue within the Group to account for globalisation and the development of its activities.

## **REMUNERATION**

In the context of national legislation and collective agreements, EADS recognises the principle of fair reward for labour and respects the principle of equal remuneration for men and women workers for work of equal value, based on objective appraisal of jobs and the work to be performed (ILO Convention No. 100).

## **WORKING TIME AND LEAVE**

Wherever EADS operates, it respects national legislation, conventions and business practices governing working time and leave in the respective countries.

EADS adapts collective working time to the company's needs, taking employees' expectations into consideration as far as possible.

## **EMPLOYMENT**

EADS is committed to promoting the employment of its entire workforce and in the case of company reorientation or restructuring, will do all it can to protect employment by means of all possible measures, including training and mobility, whenever appropriate.

## **TRAINING**

With a view to maintaining the standards of excellence of its business skills and the know-how of its employees and in order to facilitate the latter's career advancement, EADS promotes and encourages lifelong continuing training among its employees.

## **HEALTH AND SAFETY AND WORKING CONDITIONS**

The protection and improvement of health and safety in the workplace as well as employees' working conditions is also a key element for the EADS group.

EADS strives to develop a proactive occupational health and safety and risk prevention policy based on appropriate standards and the best knowledge in these fields.

EADS prohibits any type or threat of physical and/or psychological abuse in the workplace.

## **HEALTH CARE**

In the countries in which the Group operates, EADS strives to contribute to the ongoing improvement of the workers' social welfare, medical care and long-term disability coverage.

## **ENVIRONMENTAL PROTECTION**

Aware that its activities interact with the environment, EADS therefore regards environmental protection as a fundamental part of its corporate social responsibility.

Over and above compliance with international, European and national regulations, EADS is committed to continuously improving its environmental impact wherever the Group operates. In this context, EADS is ready to cooperate with the competent public institutions, as appropriate.

## **SUPPLIERS**

Fostering a mutually beneficial relationship with its suppliers, EADS aims to integrate them into its ethical approach to business.

Compliance with EADS standards serves as a criterion for selecting suppliers.

EADS therefore expects all its suppliers to recognise and apply the principles of this framework agreement and encourages them to introduce and implement equivalent principles in their own companies.

## **IMPLEMENTING RULES**

- The head of each business is responsible for ensuring compliance with these principles and will take appropriate measures to ensure their implementation.
- The employees of the company will be informed, either orally or in writing, of all the provisions of this framework agreement, in accordance with the relevant legal form and/or local practice.
- EADS asks its suppliers and subcontractors to cooperate as best as they can in the application of the principles of this agreement and to remedy the situation in the case of possible infringement.
- The provisions of this framework agreement define EADS standards to be applied wherever the Group operates, insofar as more favourable conditions do not exist already.
- In the countries in which EADS operates, trade union or works council representatives may inform central management orally or in writing of any breach of one or more terms of the aforementioned provisions. EADS central management shall take appropriate measures to eliminate any breach of the aforesaid principles, reporting on any measures taken to a plenary session of the European Works Council. The European Works Council may submit proposals for corrective measures to ensure compliance with this agreement to the management of EADS or the relevant Business Unit.
- In a situation of conflict, the arbitration process will be mutually agreed by the EADS head of Human Resources and the European Works Council.

This framework agreement enters into force on the day it is signed.

Done at Amsterdam

Date: .....

Parties to the agreement:

On behalf of  
EADS N.V.

On behalf of the  
European Works Council

.....  
J. Itävuori

.....  
P. Zimmermann                      G. Patot

Associated parties to the agreement:

On behalf of the  
European Metalworkers' Federation

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On behalf of the  
International Metalworkers' Federation

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