



# Corporate Social Responsibility Charter Groupe ADP

## INTRODUCTION

Groupe ADP aims to be one of the global leaders in designing and operating airports. It is a major European operator for passenger traffic, cargo and mail, and one of the world's leading airport groups.

Given its strong market position, Aéroports de Paris SA and its subsidiary companies are well aware of their corporate social responsibility (CSR).

Groupe ADP knows full well that a company that is firmly focused on the future must have an exemplary CSR policy if it is to be durable, competitive and innovative, and so it has made 6 major commitments.

### *1. Ensuring that it is governed in an exemplary way*

Transparent governance that is fully compliant with the regulations in the countries in which the group operates is a key factor behind the company's success, credibility and long life.

Groupe ADP undertakes to adopt and apply the best governance practices in relation to transparency, independence, the setting up of monitoring bodies, an ethical approach to doing business and risk management at all its locations.

### *2. Putting people at the core of our strategy*

The women and men who make up Groupe ADP are its main asset. The group undertakes to help its employees with their professional development throughout their

careers and to enhance their skills and make sure they evolve, and to integrate disabled employees.

It also undertakes to provide the conditions needed for a constructive social dialogue, to promote well-being in the workplace and to put in place risk prevention measures for the working conditions it provides, focussing on health and safety. The group undertakes to adhere to the principles of equal opportunities and diversity by rejecting all forms of discrimination in compliance with national regulations and their points of convergence with the Universal Declaration of Human Rights, the Charter of Fundamental Rights of the European Union, the agreements drawn up by the International Labour Organization, the Declaration on Fundamental Principles and Rights at Work adopted by the European Union and the Council of Europe, and the United Nations Global Compact (of which the group is a signatory).

<sup>1</sup> For the purposes of this charter, Groupe ADP is made up of Aéroports de Paris SA, ADP International, ADP Ingénierie and Hub One. In this charter, the "group" should be taken as meaning "Groupe ADP", as defined above.

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## Groupe ADP

### 3. Satisfying all our customers

For Groupe ADP, achieving good results and satisfying all of its customers are among its most important strategic aims, and it strives to provide service of the highest possible quality. It promotes constructive dialogue and works closely alongside its partners and customers in order to provide an integrated range of products and services that are diversified and innovative, and of the highest possible quality.

### 4. Controlling and minimising our impact on the environment

In order to ensure that it grows and remains competitive in the long term, the group has adopted a proactive approach to environmental management and tackling climate change. It takes this aim into account in its investment decisions and in all its processes and business, involving its partners and working alongside its customers in order to deploy infrastructures that are appropriate and eco-efficient.


### 5. Adopting an ethical and responsible procurement policy

Strong economic performance is closely linked to ethical

considerations when it comes to procurement. Groupe ADP undertakes to adopt responsible practices in relation to its suppliers and to build a sustainable and balanced relationship with them based on reciprocal trust. Accordingly, the group seeks to open up its markets to small and medium-sized enterprises (SMEs), to enable young, innovative companies to access them and to adopt sustainable, responsible and supportive procurement practices for its French airports.

### 6. Fostering our societal commitment

Promoting local development and helping to improve the environment and quality of life for nearby communities are key components of social responsibility. Groupe ADP seeks to uphold its commitments to public authorities and local and regional players, so that the regions in which it operates, and the people living in them, are able to benefit from the economic vitality of its airports. The group undertakes to continue to contribute to the appeal and competitiveness of national and regional economies.



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Through this CSR charter, Groupe ADP ensures that its growth and its CSR practices fall within the framework of its deliberate form of governance and ethical code. In adhering to it, the group undertakes to pursue its development within a climate of honesty and trust. Earning the trust of all our stakeholders is at the heart of our drive to build responsible airports and a source of wealth for all of us. It is also an essential and fundamental value for the group's strategy in the long term.