
ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

**MAKING
THE PLANET
SUSTAINABLE
IS THE BEST JOB
ON EARTH**





The SUEZ ENVIRONNEMENT Group Ethics Charter sets the general framework for professional conduct for each of its employees.

The objective of “Ethics in Practice” is to detail the terms and conditions for the application of the general framework.

Due to its condensed format, these guidelines make no claim to cover all the situations which may be encountered.

TABLE OF CONTENTS

ETHICS IN SUPPLIER RELATIONS

- ① A demanding ethical commitment **_ p. 4**
- ② How to deal with an ethical problem? **_ p. 9**
- ③ Key day-to-day ethical reference points **_ p. 13**

**MAKING
THE PLANET
SUSTAINABLE
IS THE BEST JOB
ON EARTH**



①

A DEMANDING ETHICAL COMMITMENT

ETHICS
IN SUPPLIER
RELATIONS



It is up to all employees in their day-to-day behaviour, in the way they do their jobs and in their business dealings with others to apply the Group's values and ethics principles, which are:

- Acting in accordance with laws and regulations.
- Establishing a culture of integrity.
- Behaving fairly and honestly.
- Respecting others.

Each person should seek to use good sense and judgment in his/her actions, which is why it is normal and natural to discuss the ethical questions and dilemmas inherent in any professional activity with colleagues and line managers. Identifying ethical conduct and avoiding mistakes are processes that contribute to the pursuit of excellence. Ethical behaviour requires both personal and team commitment.

TO WHOM ARE THESE PRACTICAL GUIDELINES AIMED?

They are aimed at (permanent or temporary) all the employees of the SUEZ ENVIRONNEMENT Group companies, regardless of their job title, and at any person seconded from an outside company to a Group entity. They are also aimed at any person acting on behalf of the Group.

Because of the specific responsibilities they exercise, managers must convey SUEZ ENVIRONNEMENT's ethical principles to the employees under their authority. They are also responsible for deploying and implementing the "Ethics" policy in the organization of the operational and functional sectors of the Group's entities. Managers are therefore obliged, not only to give their employees practical information on the rules that they must follow, but also to ensure that these rules are understood.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

APPLYING THE PRINCIPLE OF SUBSIDIARITY



The Group's ethical documents set down rules and general principles. Group entities are expected to apply and adapt them under the principle of subsidiarity, in keeping with local rules and the policies set by the management of the entity.

For example, the Group accepts the principle of gifts, provided that they are reasonable; there should never be any doubt as to the honesty, independence and objectivity of the giver and of the recipient. Obviously, a converse policy applies to the giving of gifts in countries where the law prohibits such practices. The Group policy can also be adjusted to incorporate thresholds on the value of gifts, within the discretion of an entity's management.

Locally, managers must give their employees clear instructions regarding the thresholds on the value of gifts.

They must also provide guidance and encourage their employees to discuss their ethical concerns and their questions regarding the application of the rules. They should not hesitate to inform their line manager or the entity's ethics officer of any difficulties encountered in applying this policy. Finally, it is up to managers to verify that their employees correctly follow the rules they are required to apply.

However, it is primarily through the example of their own behaviour that managers communicate the message of ethical practice and the meaning of compliance to their employees.

Everyone, regardless of their position, is responsible for their own behaviour and has to accept the consequences of their decisions. If an employee commits an unethical act, depending on the circumstances, he or she is liable to disciplinary, and administrative action, and perhaps, even legal civil or criminal penalties. The enforcement of these penalties forms part of the regulations applicable within their entity. In the case of an unethical instruction, both the person carrying it out and the person giving it are at fault.

Anyone pressurized to act against the principles of the Group should feel free to speak about it to someone who can give them guidance.



SUEZ ENVIRONNEMENT ADHERES TO THE HIGHEST ETHICAL STANDARDS

The Group's principles of action are rooted in international reference models, in particular:

- The Universal Declaration of Human Rights and Additional Protocols.
- The standards of the International Labour Organization (ILO).
- The Guidelines for Multinational Enterprises laid down by the Organization for Economic Co-Operation and Development (OECD).
- The United Nations Convention against Corruption.

COMPLY OR EXPLAIN



Each person is required to obey laws and regulations. For Group-specific rules, however, entities may choose to adapt the way they are implemented, for example in order to fit in with laws or certain aspects of local culture in which customs differ from the Group's standard practices. In this case, the Group's standard such adjustments need to be agreed by the parent entity before a specific policy is applied.

The rule governing such exemptions is called the "comply or explain" principle. If an exemption is made, the reason for it must be explained and formally accepted in advance by the parent entity's ethics officer. Under no circumstances may this exemption entail violating the law. Any policy of exemption discovered after it has been implemented without the agreement of the parent entity will be deemed to be in violation of the present rule.

The explanation must be clear and properly reasoned, be set out in writing and be consistent with the law and the Group's ethical principles.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

THE PRINCIPLES OF ETHICS STATED ABOVE APPLY AT THREE LEVELS, WHICH ARE:



THE RELATIONS WITHIN THE GROUP CONSISTING OF ITS EMPLOYEES, ITS OPERATIONAL ENTITIES, AND ITS SHAREHOLDERS;



THE RELATIONS WITH THE MAIN PLAYERS ON OUR MARKETS: OUR CUSTOMERS, OUR **SUPPLIERS** AND OUR COMPETITORS;



THE RELATIONS OF THE GROUP WITH THE ENVIRONMENT IN WHICH IT OPERATES: CIVIL SOCIETY, AND, IN GENERAL, ALL ITS STAKEHOLDERS.

2

HOW TO DEAL WITH AN ETHICAL PROBLEM?

ETHICS
IN SUPPLIER
RELATIONS



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS



DID YOU KNOW?

All the documents relevant to the charter and to these Guidelines are accessible to all Group employees on the Group's intranet site.

LEARNING ABOUT ETHICS



Training courses for functional and operational managers are available in live or online format. The topics covered in those courses mainly concern:

Induction into the ethical principles of the company.

Business ethics.

Competition rules in the European Union.

Anticorruption measures in international development.

Ethics in relation to public contracts.

Management responsibility, ethical risk, internal control, audits.

For any additional information, consult the Ethics and Compliance Division, or the compliance and ethics officer for your entity or business line.

Within the Group, the answer or solution to an ethical problem can materialize through different channels:

- Providing reference documentation.
- Discussions through the chain of command.
- Through the Ethics Officer.
- Through the ethics e-mail.

Employees have access to a number of documents that explain the objectives and content of the Group's ethics and compliance policy and that give concrete examples. However, the variety and diversity of circumstances makes it impossible to foresee all possible cases. To find a solution that meets our ethical standards, it is sometimes necessary to seek advice. Depending on the nature of your questions, you can approach a work colleague, the management line – starting with your manager or another manager with skills relevant to your question (human resources, safety, legal, etc.), a personnel representative, if legally permitted, and, of course, an ethics officer.



Asking a question of an ethical nature is often tricky. So it takes courage, even boldness, to tackle these subjects and describe the dilemma. However, it is the only way to put an end to unacceptable practices and to begin the process of improvement.

Anyone who in good faith expresses concerns relating to ethical matters or compliance will not be exposed to any sanction as a consequence of their initiative.

Any employee who is a victim of or witness to practices may refer them to their entity's ethics officer or the Group's ethics officer, who then has a duty to work with management to find the means to protect or re-establish the legitimate rights of the people concerned.

In all circumstances, ethics officers are obliged to strictly maintain the confidentiality of information communicated to them.

THE ETHICS OFFICER

The Ethics Officer has three roles:

- Participate in the design of the Group's ethics policy.
- Communicate and explain the different viewpoints in the policy. To lead initiatives for training and communication by answering employee questions and conducting information sessions.
- Track ethical risks and cases of breaches in ethics in conjunction with line managers and potentially the human resources and legal divisions.

Within SUEZ ENVIRONNEMENT, there is a network of Ethics Officers assigned to the Group's main entities. This network is led by the Group's Ethics Officer.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

THE ETHICS E-MAIL, A TARGETED DEVICE

The Group provides its employees with an e-mail address on which they can contact the Group Ethics Officer if they are not sure what to do or have observed violations of the ethics and compliance rules.



WHO SHOULD YOU CONTACT FIRST?

- You are not sure what to do or what procedure to follow.
- You want advice.
- You think that the company's rules are in the process or on the verge of being violated.
- You think that you are or are going to be involved in an action that goes against your company's rules.

In all these circumstances, consult someone you can trust: fellow employees, manager, legal department, personnel representative, the ethics officer, human resources department and so on.

This procedure is not an alternative to other existing reporting channels (line management, personnel representatives, public body, etc.), but an additional channel. It should be used in accordance with local regulatory requirements, since certain regulatory regimes impose compulsory procedures.

The primary target of the procedure is any violations relating to accounting, financial audit and the fight against corruption, as well as other serious infringements that may threaten the vital interests of the Company or the physical or moral integrity of its employees. Other violations are likely to be dealt with under local regulations. Alerts may be addressed to entity ethics officers and/or the Group Ethics Officer by any means, in particular by e-mail to the following address:

ethics@suez-env.com

Any abusive use of the procedure may result in prosecution and, conversely, no proceedings may be taken against a user acting in good faith.

The identity of the user and that of any accused person is kept confidential, and penalties may be applied if confidentiality is not maintained.

3

KEY DAY-TO-DAY ETHICAL REFERENCE POINTS

ETHICS
IN SUPPLIER
RELATIONS



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

COMPLY WITH LAWS, REGULATIONS, EXTERNAL STANDARDS, GROUP VALUES AND INTERNAL PROCEDURES

- In accordance with its endorsement of the United Nations Global Compact, SUEZ ENVIRONNEMENT asks suppliers to comply with the Group's principles. Employees and suppliers must respect laws and regulations of the country in which they work, and ensure that they abide by SUEZ ENVIRONNEMENT's "Ethics Charter".

- **Respect for fundamental human rights.** Employees and suppliers must contribute to the Group's commitments with regards to the protection of human rights. They must prohibit child labour as well as forced and illegal labour. They are expected to respect these rights throughout the lifespan of contracts. Purchasers are required thereby to promote the standards of the International Labour Organization.



A FRIEND IS RESPONSIBLE FOR EXPORTS IN HIS COMPANY, AND IN CERTAIN COUNTRIES THE ONLY WAY TO ACCELERATE THE PROCESS OF SHIPPING HIS PRODUCTS IS TO OFFER FINANCIAL BENEFITS TO LOCAL OFFICERS. WHAT IS THE POSITION OF THE GROUP?



This practice is seen as a facilitation payment and is highly prohibited. He should follow correct procedures to go about this problem and use business intermediaries to accelerate the process accordingly, if necessary. Regardless of the local custom, the Group's policy states that employees should refuse to pay or accept bribes, and refuse facilitation payments to a public official or private individual that could influence decision-making.



TREAT SUPPLIERS WITH EQUITY, TRANSPARENCY AND IMPARTIALITY

- Transparency of information.

Information disclosed to suppliers must be verified and reliable, and must be provided to all interested suppliers to eliminate any favouritism. It must be provided on a regular basis to current suppliers to enable them to plan and balance their activity portfolio. Risks and opportunities of a given contract must be highlighted with all parties involved.

- Sincerity of accounting data, information and indicators.

Accounting and financial data, where available, must contain reliable and sincere information, indicators and data. In particular, income and expense records must reflect the Group's activities, to not falsely influence potential clients or suppliers.

- Suppliers not selected must be informed in accordance with the relevant procedures and deadlines.

- **Reciprocal commitments are prohibited.** Reciprocal commitments suggest duties and obligations owed by one party to the other due to current or past collaborations. These actions are prohibited, as there should be impartiality and equity in dealing with supplier relations.



SOMEONE OF YOUR TEAM ASKS YOU IF IT IS ETHICAL TO FAVOUR A SUPPLIER BECAUSE HE IS A GOOD CUSTOMER. WHAT IS THE GROUP POSITION?



Favouring a supplier because he is a customer suggests a reciprocal commitment, which could lead to pressure and conflict on their part. SUEZ ENVIRONNEMENT must select suppliers on an impartial basis.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

ENSURE THAT MUTUAL COMMITMENTS ARE KEPT

- Both parties must fulfill their obligations in good faith and in a constructive spirit mindful of the expectations of their contract partner.

- All payment deadlines must be ensured by accountants, purchasers, specifiers and procurement partners.

- Where commitments undertaken are not fulfilled appropriate remedies must be applied.

- In the event of a dispute, steps must be taken to resolve the matter quickly. Resolution through dialogue is the best policy.



WHAT IS THE GROUP POSITION ABOUT LATE PAYMENTS TO SUPPLIERS?



It is essential that both parties fulfill and respect their obligations in good faith. Therefore, all payment deadlines must be ensured by accountants, purchasers and procurement partners. Where commitments are not fulfilled, appropriate remedies must be applied.



KEEP THE CONFIDENTIALITY OF ALL INFORMATION EXCHANGED

- Non-disclosure of supplier information

Employees must keep confidential all the offers provided by suppliers. They should not share outside the Group the market intelligence and sensitive information they have on manufacturers. If involved in a specific project such as product development or innovation, the employees should propose to the supplier the signature of a Non-Disclosure Agreement (NDA) to protect the interest of the parties.

- Non-disclosure of intellectual property belonging to both parties

Maintaining efficient relationships with our suppliers requires access to trade secrets and knowledge of their skills and expertise. Information disclosed between SUEZ ENVIRONNEMENT and suppliers must remain confidential. Any failure to maintain confidentiality may jeopardize the interests of either an individual supplier or the Group as a whole and may result in loss of competitive advantage.



WHEN CHOOSING NEW SUPPLIERS FOR UPCOMING PROJECTS, AN EMPLOYEE ASKS IF HE CAN OCCASIONALLY DISCLOSE THE CONTENT OF OFFERS SUBMITTED BY OTHER SUPPLIERS TO ENCOURAGE MORE COMPETITIVE PRICES. WHAT IS THE GROUP POSITION?



Suppliers must be treated with equity and impartiality, and must have access to the same information to make informed decisions about whether or not they want to work with the company. Information revealed by suppliers must remain confidential and must not be distributed amongst other parties in order to create competition and manipulation. Ethical principles should be applied at all times, and employees should refer to the Group's "Ethics Charter" in case of uncertainty.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

ENSURE THAT THE GROUP'S COMMITMENTS WITH REGARDS TO ETHICAL STANDARDS, SUSTAINABLE DEVELOPMENT AND CORPORATE RESPONSIBILITY ARE KNOWN AND MAINTAINED

- Suppliers commitment to Group's standards

Relations with suppliers must not give rise to situations likely to undermine the Group's commitments. To maintain ethical practices, suppliers must ensure that they are familiar with SUEZ ENVIRONNEMENT'S "Ethics Charter", and that they respect international regulations concerning human rights and ethics as to not be involved in child labour, illegal or forced labour, corruption or discrimination that could result in the dissolution of any contract.

The Group must take its precautions in terms of its supplier choice by taking into consideration suppliers' track record in the context of action to promote sustainable development and corporate social responsibility.

Suppliers must behave in a professional manner in accordance with the "Ethics Charter". Sanctions may be applied if commitments are not respected.

Suppliers must contribute to the improvement of the services and products provided, by offering the most performing solution, regularly monitoring their performance tools, as well as communicating proposed changes to SUEZ ENVIRONNEMENT.

- The Group's commitment to Suppliers

SUEZ ENVIRONNEMENT must behave in a professional manner in accordance with the "Ethics Charter". The Group must guarantee suppliers' fair treatment as well as establish sustainable relations.

SUEZ ENVIRONNEMENT may put in place a performance steering process to help assess suppliers' performance and support their initiatives in favour of sustainable development, diversity and promotion of health and safety.



- Respect for the environment

Employees contributing to the Group's environmental policies are expected to comply with the Group's guidelines on preserving natural resources and managing waste, and are asked to ensure that partners and suppliers comply with similar requirements. Both parties must play an essential role in applying sustainable purchasing approaches. This will enable them to build balanced relations that will promote innovation and performance, as well as selecting environmentally friendly products and services that will promote responsible behaviour and processes.



I HEARD RUMOURS CLAIMING THAT ONE OF OUR SUPPLIERS IS USING FORCED LABOUR AND CHILD LABOUR IN ONE OF HIS PLANTS.

WHAT SHOULD I DO?



Ensuring the protection of human rights is an absolute priority for the Group. Even if the labour legislation varies from one country to another it is an absolute requirement that our suppliers comply with the international standards regarding respect for workers and work by minors. It is important that in any situation the dignity of individuals is respected. It is important to verify the legitimacy of these rumours and inform your line manager of the actions you have taken.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

AVOID ANY CONFLICT OF INTEREST WHICH MAY UNDERMINE OBJECTIVE AND INDEPENDENT DECISION-MAKING

- Employees are expected to avoid any conflict of interest.

A conflict of interest is a situation where there is a misalignment between the person's self interest and professional interest, limiting his ability to be impartial. Employees gaining benefits from customers or suppliers may be influenced during their decision-making and choice of objectives, as well as during supplier selection processes. Bonds of personal friendship may emerge in the course of contracts with suppliers. Such friendly relationships are incompatible with our professional relationship as they may result in favouritism.



A POTENTIAL SUPPLIER IS AN ACQUAINTANCE, FRIEND OR FAMILY MEMBER.
IS THERE A CONFLICT OF INTEREST?



If you are able to demonstrate the highest level of professionalism and vigilance you may be able to remain impartial and objective. Nonetheless, such personal bonds may be incompatible with professional relationships due to the possibility of favouritism or bias. In order to avoid ambiguity, refer yourself to the Group's "Ethics Charter", line manager or the BU Ethics officer well in advance in the process, and abstain from deciding alone on the choice of such a supplier.



- Corruption.

SUEZ ENVIRONNEMENT forbids corruption in all its forms, whatever the time, the place or the circumstances. Corruption constitutes an attack on the democratic principles which are valued by the Group and adversely affects the dignity and integrity of those who suffer the consequences. It is also an impediment to the proper functioning of the company due to the costs and risks (financial, criminal, commercial and reputation) that they create and the violation of rules governing markets that the company supports.

In general they are two main categories of corruption:

- Active corruption consists in offering someone an advantage in order to influence a decision-making mechanism (license, right, supply, contract, etc);

- Passive corruption consists in accepting an advantage in return for using one's influence to affect a decision. Passive corruption can happen without active solicitation. It can include practices as serious as extortion.

To demonstrate its commitment to the fight against corruption, the Group is an active member of the French section of the Transparency International NGO.

- Limits on gifts, hospitalities and trips (GHT).

It is vital that employees comply with the principles of integrity in their relations with clients and suppliers.

Employees must not ask for gifts, hospitalities or trips (GHT) directly or indirectly, and must refuse all GHT exceeding an accepted value set by SUEZ ENVIRONNEMENT. By accepting GHT, employees are compromising their independence, as well as creating doubt in terms of their integrity and objectivity in their relations with suppliers.

All GHT within a reasonable value may be accepted. A reasonable value should be understood as no more than 50 euros (or equivalent in local currencies) in Europe. A quantity exceeding 2 gifts per year is prohibited. Non-European countries should determine the appropriate equivalent value proportional to the countries cost of living. The GHT value may be lower under different BUS' restrictions.

Business meals as the guest of a supplier may be accepted if offered voluntarily but within a reasonable amount. Employees have a responsibility to inform their managers on a regular basis about the frequency, nature of meals and entertainment paid for by suppliers.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

Travel and overnight accommodation paid for by suppliers are not allowed. If a supplier pays for hospitality or provides “in house” accommodation, employees should determine the fair market value, make the appropriate payment to the supplier and arrange for reimbursement in their expenses report. Trips are often ‘fact-finding’ visits connected to potential goods and services. Fact-finding visits will generally be at the company’s expense and should only be undertaken when necessary and advantageous to the company’s business strategy.

For the purpose of transparency and accountability, a GHT with a value exceeding 50 euros must be reported and declined and a GHT with a value equal or below 50 euros can be accepted and must be reported. The value of a GHT to any individual on a single occasion must not be disaggregated to arrive at a figure less than this threshold, for instance by dividing up a recipient’s meal and accommodation into individual items to reach less than 50 euros each.

All GHT should be recorded on the Register Entry Form, whether accepted or declined, or whether exceeding or below 50 euros. The person receiving the GHT must complete the details of the Register Entry Form. He or she should e-mail or hand in the completed form to the BU Ethics Officer, and/or provide a copy to the line manager within 5 working days of receiving the GHT.

The Ethics Officer will have the responsibility to review all Register Entry Forms quarterly, and advise management and/or take disciplinary action if necessary, in cases where employees have exceeded the two gift limit and/or where GHT appear to be excessive.

Register Entry Forms are available via Intranet, your manager or the BU’s Ethics Officer.



AN EMPLOYEE IS OFFERED
A GIFT BY A SUPPLIER.
SHOULD HE ACCEPT IT?



As a general rule, the Group seeks to minimize the number and value of any gifts and invitations offered to employees. Employees must not compromise their independence, integrity or objectivity, and therefore must not accept any gift or invitation that could potentially have that effect. GHT frequency and amount must be reasonable (no more than 50 euros per GHT) and must be declared by filling in the Register Entry Form. In case of uncertainty about the procedures to take, employees should refer themselves to the Group's Ethics Charter.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

REPORT ANY SITUATIONS WHICH ARE IN BREACH OF THESE RULES

Purchasing as a process requires rigorous monitoring in the interests of safeguarding both individuals and the image of SUEZ ENVIRONNEMENT. Therefore reporting signs of breach to the Group's common practices is essential.

- Be sure to talk to your manager if you have any questions about how ethical principles should be applied in supplier relations.

- Be sure to contact a manager or Ethics Officer if you witness any behaviour, attitudes or actions that violate these principles.

- Where there is doubt as to what line to follow and procedures to take, inform your line manager or Ethics Officer.

- If a supplier suspects unethical behaviour, he should contact the Group through its ethics email-address (**ethics@suez-env.com**).



IF AN EMPLOYEE SUSPECTS UNETHICAL BEHAVIOUR FROM ONE OF HIS COLLEAGUES WHAT SHOULD HE DO?



An employee who experiences or is a witness to unethical behaviour should refer to a manager, the Group's ethics officer or BU's Ethics Officer. It may be delicate if the person acting unethically is a colleague, nonetheless there are confidential ways to report it by using the ethics e-mail address (ethics@suez-env.com).



SELECT AND AWARD CONTRACTS BASED ON OBJECTIVE CRITERIA

Selection process

Suppliers must be chosen fairly and rigorously, on the basis of their professionalism and competitiveness, with a view of building a relationship based on mutual trust. All parties must be aware of the selection procedures, as well as the objectives set by each party, to ensure that the criteria governing selection of suppliers and award of contracts is objective.



WHAT IS THE GROUP POSITION ON
SUPPLIER SELECTION PROCESS?



When conducting a supplier selection process employees must remain objective and impartial to ensure that the best decision is made. Employees should refer to the Group's "Ethics Charter" and the Procurement Governance in case of uncertainty.



ETHICS GUIDELINES

ETHICS IN SUPPLIER RELATIONS

RESPECT THE FREE ACTIVITIES OF COMPETITION

The Group attaches the greatest importance to respecting the rules of competition and rejects any type of anticompetitive business practice, including cartel arrangements, abuse of dominant position and abuse of economic dependence. Any employee enjoying a degree of influence over purchasing decisions must ensure they remain impartial at all times.

Whenever possible, employees should give the opportunity to small and medium enterprises to quote for business. **SUEZ ENVIRONNEMENT is actively supporting small and medium enterprises through the signature of the SME Good Practices Charter.** Employees must use legal and Ethical methods to find out information about the market. They must not slander or denigrate any supplier, and refrain from taking advantage of inaccurate, falsified or distorted information.



A FRIEND OF MINE WHO WORKS FOR A COMPETITOR IS OFFERING TO GIVE ME INFORMATION ABOUT THEIR CURRENT SUPPLIER CONTRACTS AND OFFERS. WHAT IS THE GROUP POSITION?



The Group's principles are to respect the rules of competition and reject any exchange of information which could be compromising. Employees should adhere to ethical principles above all else. It is therefore better to turn down the offer and respect the free activities of competition.



ETHICS IS AN EVOLVING FIELD.

DOCUMENTS RELATING
TO ETHICAL PRACTICES
ARE SUBJECT TO CONSTANT
REVISION AND UPDATE TO
INCORPORATE BEST PRACTICES
UNDER THE IMPERATIVES
OF CONTINUOUS IMPROVEMENT.

ALL ETHICS-RELATED
SUEZ ENVIRONNEMENT
DOCUMENTS ARE ACCESSIBLE
ON THE GROUP'S INTRANET
SITE AND AT
WWW.SUEZ-ENVIRONNEMENT.COM

TO RECEIVE INFORMATION
OR GUIDANCE
ON ETHICAL PRACTICES
AND COMPLIANCE:
ETHICS@SUEZ-ENV.COM



ETHICS GUIDELINES
ETHICS IN SUPPLIER RELATIONS

NOTES



ETHICS GUIDELINES
ETHICS IN SUPPLIER RELATIONS



ETHICS GUIDELINES
ETHICS IN SUPPLIER RELATIONS



DESIGN, LAYOUT AND PUBLICATION

LES ÉDITIONS STRATÉGIQUES

November 2012 – Printed on coated paper certified by the Forest Stewardship Council (FSC™). It was produced in ISO 9001 and ISO 14001 (environment) certified plants. This paper is made up of 60% recycled fibers and 40% FSC™ virgin fibers. This document was printed with mineral solvent-free inks, by a printer certified by Impri'm Vert.



WWW.SUEZ-ENVIRONNEMENT.COM

SUEZ ENVIRONNEMENT

COMMUNICATION DEPARTMENT

TOUR CB21 - 16, PLACE DE L'IRIS - 92040 PARIS LA DEFENSE CEDEX - FRANCE
TEL +33 (0)1 58 81 20 00 - FAX +33 (0)1 58 81 25 00