

## Dassault Systèmes

### Modern Slavery Transparency Statement

for financial year ending 31 December 2017

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015. It sets out the steps that Dassault Systèmes S.E. and its subsidiaries (**Dassault Systèmes, the Company, we, us, our**) have undertaken, and are continuing to take, to try to prevent modern slavery or human trafficking from taking place within their business or supplier relationship.

As stated in our Code of Business Conduct, we are committed to acting ethically and with integrity in all our business relationships, and this includes taking steps to work towards the removal of slavery and human trafficking from our business and our supplier relationship. We are a *Societas Europae* (European Company) making business mainly within three geographic regions, EMEAR, Americas and Asia, with locally based companies. In the United Kingdom, our main subsidiary is Dassault Systemes UK Limited. We are aware that modern slavery exists even in the UK and accept that we cannot be complacent when it comes to the prevention of modern slavery.

The Group is also committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its procurement, consistent with its disclosure obligations under the UK Modern Slavery Act 2015.

#### **Our business**

Dassault Systèmes, the 3DEXPERIENCE Company, provides businesses and people with virtual universes to imagine sustainable innovations harmonizing product, nature and life. This purpose has given birth to a unique portfolio of products and Industry Solution Experiences whose key strengths are in their scientific content and deep understanding of industrial processes. The Company's software portfolio spans a wide spectrum of domains from modelling and scientific simulation to production and logistics optimization, and is applicable from Natural Resources to Cities, Transportation, Buildings, Smart Products, Consumer Goods, all the way to biological systems and chemistry.

Achievement of this aim -"harmonizing product, nature and life"- is built on integrity, collaboration and mutual respect. For Dassault Systèmes, pursuing ethical and sustainable growth is a fundamental value and one of the pillars of our Corporate Principles of Social Responsibility. A deep-rooted culture of ethics and compliance informs all aspects of company management and the decisions made by our workforce each and every day.

#### **Our Policies & Procedures**

We operate a number of internal and external policies and procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Code of Business Conduct** (available under the following web link: <https://www.3ds.com/fileadmin/COMPANY/Ethics-and-compliance/Code-of-Business-Conduct-English.pdf>): this code applies to all 3DS employees and:

- includes our ethics and compliance principles and expresses our corporate commitment to ensuring that business is conducted in accordance with high ethical standards;
  - confirms that our business practices operate in accordance with the local and national employment laws in which we do business;
  - requires 3DS employees to comply with international standards, such as the Universal Declaration of Human Rights of the United Nations and the various basic conventions of the International Labor Organization, which prohibit forced or compulsory labour, servitude, slavery and human trafficking;
  - forms the basis of the online ethics and compliance training course provided to all new employees.
2. **Whistleblowing procedure:** this procedure allows our employees to raise concerns pertaining to serious infringement of Human Rights (thus including Modern Slavery) without fear of reprisals. It is already implemented in France and in the USA and is being deployed within the other Dassault Systèmes' various legal entities.
  3. **Corporate Principles of Social Responsibility** (available under the following web link <https://www.3ds.com/fileadmin/COMPANY/Ethics-and-compliance/Corporate-Principles-of-Social-Responsibility.pdf>): this document sets out the minimum international standards in terms of Human Rights and environment protection principles we expect all our partners and suppliers to adhere (the "CSR Principles"). More details on these CSR Principles are below under "Our Suppliers".

The CSR Principles along with the Code of Business conduct are intended to serve as the reference for all Dassault Systèmes employees to guide them in their day-to-day work and to serve as inspiration for our partners and suppliers. They are both available on our 3ds.com website here: <https://www.3ds.com/about-3ds/ethics-and-compliance/>.

4. **Compliance Department:** we have established an Ethics Committee and a Compliance Department responsible for oversight of ethics and compliance within the Group (please see <https://www.3ds.com/about-3ds/ethics-and-compliance/>). The scope of their work spans all relevant ethics and compliance issues, including Human Rights and therefore, modern slavery. The Ethics Committee meets at least once a month and is tasked with ensuring all employees adhere to the Code and investigate any cases of non-compliance that may come to its attention with the aim of providing recommendations.

### Training

Trainings in ethics and compliance matters for all employees are in place since 2013.

### Our Suppliers

As a software company, 3DS purchases indirect goods and services. The main Procurement categories are:

- Facilities and Real Estate,
- Human resources related services,
- Marketing, Communication and Events,
- Professional Services,
- Software, Hardware, Network, Telecommunication and Video,

- Contractors,
- Travel.

Dassault Systèmes has implemented purchasing policies and manage preferred suppliers. We are currently contemplating the adoption of a new vendor portal on a worldwide scope. The targets are to homogenize our processes and to have a single place for each supplier to self-register when working with 3DS. In this framework, each supplier has as prerequisite to fill a detailed questionnaire which includes questions pertaining to its Corporate Social & Environmental Responsibility. As of now, the current vendor portal is implemented in France and in the USA.

We aim to support our suppliers' engagement in ethical issues, including modern slavery through our CSR Principles, which are referred to in most of our General Terms and Conditions for the Purchase of Products and/or Services and standard contracts with our suppliers throughout the world. These General Terms and Conditions and standard contracts state that suppliers are required to adhere to the CSR Principles and to encourage their own suppliers and sub-contractors to adhere to them as well. We may terminate any purchase order or contract if Suppliers are in default of their obligations hereunder. We are currently reviewing our General Terms and Conditions and standard contracts throughout the world to have them harmonized in this regard.

#### **Our Vigilance Plan - Next Steps**

In 2017 we set up a Vigilance Plan pursuant to the French Law dated March 27, 2017 pertaining to the Duty of Vigilance of Parent Companies and orders issuing Companies in three areas: Human Rights and Fundamental Freedoms, Environment and Health & Safety of persons. Modern Slavery concerns are handled through the provision of the Vigilance Plan pertaining to Human Rights.

During the initial roll-out of the Plan, the first risk assessment produced revealed the very limited nature of the risks regarding Modern Slavery. Nevertheless, we defined adapted and adjusted vigilance measures to be implemented on the short and medium terms in order to mitigate risks in the three areas covered by the Law.

Please, refer to our Vigilance plan published in the 2017 Annual Report (*Document de référence*, available on our 3ds.com website <https://www.3ds.com/investors/>, see paragraph "2.3 Vigilance Plan").

#### **Approval for this statement**

This statement was approved by the Board of Directors on March 15 2018.

Bernard Charlès (Vice Chairman of the Board and CEO)

Signature: 

Date: 15 March 2018