

Corporate Principles of Social Responsibility

Dassault Systèmes' (DS) vision is to enable people to create innovative products and experience the entire product lifecycle, as well as to contribute to improve our environment.

Through Eco Design, DS seeks to help manufacturers to anticipate and manage the social and environmental impacts of their products– from product design to end-of-life treatment. This is done by providing real-life visualization and simulation of the entire product lifecycle, thus optimizing use of raw materials, compliance to environmental norms and improving energy efficiency.

DS also seeks to use its solutions as a means to reduce inequalities in access, by less privileged populations, to today's information and communication technologies. DS supports educational programs that encourage people of all ages and backgrounds to learn, create and explore using DS 3D solutions. This is done through the donation of software and by providing training and pedagogical content. DS also provides educational partners with opportunities to learn about tomorrow's professions, jobs and tools and supports initiatives in which DS employees share their time, skills and creativity with local communities.

Sound business practices at DS are integrated into its corporate governance procedures, in particular through its Code of Business Conduct expressing DS' corporate commitment to ensuring that business is conducted in accordance with the highest ethical standards.

DS commitment is based on the acknowledgement of and respect for applicable national laws, as well international statements of human rights and environment protection principles, such as the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the United Nations Convention on the Rights of the Child.

To ensure sustainability of its business operations worldwide, DS seeks to operate in a working environment that shares a set of values based on universally accepted principles. To this end, DS expects its suppliers and partners to adhere to the following Corporate Principles of Social Responsibility.

1) Social Responsibility

Child Labor

DS is committed to the following:

- neither permit, nor practice any form of employment of people younger than the mandatory school-leaving age in the relevant country or, in any event, below the age of fifteen in accordance with applicable laws.

Forced Labor

DS is committed to the following:

- neither permit, nor practice any form of forced or bonded labor, that is to say any labor or service that is involuntary under applicable laws and regulations.

Health and Safety

DS is committed to the following:

- to create a safe and healthy work environment for all of its employees in accordance with applicable laws and regulations.

Freedom of Association and Right to Collective Bargaining

DS is committed to the following:

- to respect the right of the employees to associate freely, form and join workers organizations of their own choosing, seek representation, and bargain collectively, as permitted by and in accordance with applicable laws and regulations;
- not to engage in discrimination against employees as a result of union membership or against their legitimate representatives, as prohibited by applicable laws and regulations.

Discrimination

DS is committed to the following:

- neither permit, nor practice discrimination in employment on the basis of race, color, nationality, religion, disability, gender, or union membership as prohibited by applicable laws and regulations.

Working conditions

DS is committed to the following:

- to ensure all of its employees enjoy working conditions, in particular working hours, that protect their health and personal security, in accordance with applicable laws and regulations.

Compensation

DS is committed to the following:

- to pay to all of its employees at levels of compensation conforming to or exceeding those set by applicable laws and regulations, to provide all legally required benefits, and to pay employees in a timely manner in accordance with applicable laws and regulations.

Corruption

DS is committed to the following:

- not to offer, promise, give or solicit unlawful payments to obtain or retain business opportunities or unlawfully solicit favors with political parties or public officials.

Environment

DS is committed to the following:

- to respect the applicable legislation on the protection of the environment, including required measures against environmental risks, and
- to reduce, where possible, the environmental footprint of its business operations.