

Dassault Systèmes Corporate Principles of Social Responsibility



3DEXPERIENCE®

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Dassault Systèmes

Corporate Principles of Social Responsibility



Dassault Systèmes, the **3DEXPERIENCE** Company (“**3DS**”), has the mission to provide business and people with 3DEXPERIENCE universes to imagine sustainable innovations capable of harmonizing product, nature and life.

Its world-leading solutions transform the way products are designed, produced, and supported. 3DS’ collaborative solutions foster social innovation, expanding possibilities for the virtual world to improve the real world.

3DS also uses its solutions as a mean to reduce inequalities in access, by less privileged populations, to today’s information and communication technologies. 3DS supports educational programs that encourage people of all ages and backgrounds to explore a 3D world and in particular, tomorrow’s professions, jobs and tools, and supports initiatives in which 3DS employees share their time, skills and creativity with local communities.

3DS’ commitment to professional ethics and corporate citizenship is formalized through policies and procedures regarding corporate governance, in particular through its “Code of Business Conduct” and these Corporate Principles of Social Responsibility. The Code of Business Conduct serves as a reference to guide 3DS employees’ behavior and interactions within the scope of 3DS activities.

3DS’ commitment is based on the acknowledgement of and compliance with applicable local laws and regulations, as well international statements of human rights and environment protection principles, such as the International Bill 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, 3DS seeks to operate in a working environment that shares a set of values based on the same universally accepted principles. To this end, 3DS expects its suppliers and partners to adhere to these 3DS Corporate Principles of Social Responsibility.

3DS takes the following commitments in the areas listed below:

Child Labor	Prohibit 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 and regulations
Forced or Compulsory Labor, Slavery or Servitude	Prohibit any form of human trafficking, modern slavery or servitude or forced or compulsory labor, that is to say any labor or service that is involuntary
Health and Safety	Provide a safe and healthy work environment for all employees in accordance with applicable laws and regulations
Freedom of Association and Right to Collective Bargaining	Respect the right of 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 Do not discriminate against employees as a result of union membership or against their legitimate representatives
Discrimination	Neither permit, nor practice discrimination for any reason whatsoever in employment relations, in particular at the time of hiring and during employment, based on, including and not limited to, gender or age, family or pregnancy status, family name, ethnic, racial, social, cultural or national origin, religion, disability, health, sexual orientation, trade union membership or opinion or political commitment and any other form of discrimination in accordance to applicable local laws Recruit and promote employees according to their individual qualities and treat them with dignity and respect for their private lives, without favoritism
Working conditions	Ensure all employees have working conditions, in particular working hours, that protect their health and safety
Compensation	Pay all employees at levels of compensation complying with or exceeding those set by applicable laws and regulations, provide all legally required benefits, and pay employees in a timely manner in accordance with applicable laws and regulations
Corruption	Promote a "zero tolerance" culture toward all forms of corruption, including the peddling of influence
Environment	Support a precautionary approach to environmental challenges Comply with applicable laws and regulations on protection of the environment, including required measures against environmental risks Reduce, where possible, the environmental footprint of business operations
Personal Data	Comply with applicable laws and regulations regarding the protection of personal data