

Growing Together

For EADS, corporate responsibility is key to long term success. As a signatory to the United Nations Global Compact, EADS is committed to promoting its core values in respect of human rights, labour, environmental and anti-corruption practices, both within its organisation and the areas the organisation impacts.

EADS is determined to ensure the highest standards of responsibility throughout its supply base. Therefore, EADS requests that suppliers commit to our Code of Conduct and cascade these principles through their own supply chain.

This Code of Conduct represents EADS values, its principles are in line with the EADS Code of Ethics ([link](#)) and with internationally recognized standards and conventions. Whenever the provision of national or international laws, industry standards and this Code address the same subject, the stricter regulation applies.

ORGANISATIONAL GOVERNANCE

EADS suppliers ensure and maintain effective governance based on incorporating principles and practices of accountability, transparency, ethical behaviour, respect for stakeholder interests and respect for the rule of law into decision making and the implementation of those decisions.

FAIR OPERATING PRACTICES

EADS Suppliers conduct business responsibly and comply with all applicable laws and regulations in every country in which they do business.

Fair competition

EADS suppliers adhere to existing laws that regulate competition, in particular to anti-trust laws.

EADS employees must neither propose nor enter into:

- any form of agreement constituting a non-competition agreement with a competitor
- an agreement with a competitor regarding any aspect of the competition for sales or supply
- an agreement with Suppliers restricting the price or terms at which the customer or EADS may resell or lease any product or service to a third party.

Export control

EADS suppliers ensure compliance with applicable import and export regulations that may limit business with certain countries, corporations or persons. EADS suppliers provide truthful and accurate information and obtain export licenses where necessary.

Security

EADS suppliers exercise care and diligence to ensure that all legal and regulatory requirements are met and that key assets, whether tangible or intangible, are protected. In particular, information is managed and hosted with the appropriate level of security.

Respect for property rights

EADS Suppliers promote the respect of both physical and intellectual property rights. They do not infringe the intellectual property rights of third parties, such as patents, trade secrets, trademarks, copyrights and other proprietary information.

Anti-corruption

Giving or soliciting inducements, such as money, goods or services, with the intention of influencing a person, a corporation or a public official, is strictly forbidden.

EADS suppliers do not tolerate any form of bribery, extortion or corruption. They prevent corruption in line with the OECD Convention on combating the bribery of foreign public officials in international business transactions.

LABOUR PRACTICES AND HUMAN RIGHTS

EADS Suppliers respect universal and inalienable human rights and fundamental employment rights.

Labour standards

EADS suppliers respect all labour legislation applicable in their countries of operation, along with the standards of the International Labour Organisation (ILO) Convention.

Employee's rights

EADS Suppliers respect personal dignity and privacy, and the rights of the individual. EADS Suppliers do not tolerate any form of child labour or forced labour and ensure that all agreements on working hours are respected, with employees receiving an appropriate salary and benefit for their work.

Equal opportunities

EADS Suppliers offer equal opportunities for all employees and condemn any form of discrimination against such things as race, gender, colour, religion, political opinion, nationality, age, disability, sexual orientation, social origin, trade union affiliation and marital or family status.

Health and safety

EADS Suppliers provide a safe and healthy working environment for all their employees, maintaining the highest standards of physical, mental and social well-being for their workers through relevant prevention, training and communication, and fostering improvements through worker health and safety committees. EADS Suppliers respect applicable health and safety laws and must develop an occupational health, safety and risks prevention policy in the workplace.

Personal development and training in the workplace

EADS Suppliers aim to develop the skills and know-how of their employees, both for their individual benefit and for collective success.

Dialogue with employees

EADS Suppliers develop a continuous, open and transparent social dialogue with employees and employees' representatives, in particular through appropriate collective bargaining structures.

PROMOTING A CULTURE OF RESPECT

Respecting customers, the environment and the community including suppliers and other stakeholders is key to securing sustainability.

Product and service quality and customer satisfaction

EADS suppliers deliver products and services, in a competitive market, that meet customer requirements for high quality, cost effectiveness and innovative technology with a continuous improvement mindset.

Respecting the environment

In addition to complying with environmental laws and regulations, EADS suppliers manage environmental risks and minimise the environmental impact of their activities, products and services. This includes the prevention of pollution and the efficient use of resources. To continuously improve environmental protection, EADS suppliers consider international standards and the associated relevant methodologies.

Community involvement and development

EADS suppliers promote local initiatives for fair community development, to benefit the areas in physical proximity to their sites or to their areas of impact. EADS suppliers also, where possible, contribute to the economic, social and educational well being of local communities.

Mutually beneficial relationship with suppliers

EADS suppliers secure relationships with their own respective suppliers to achieve goals of mutual benefit. EADS suppliers promote the exchange of best practices and share synergies where relevant.

Stakeholder engagement

EADS suppliers maintain an open dialogue with their stakeholders, and will, in the spirit of transparency, exchange information on their activities and respective objectives.

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