

STEERING AND MONITORING SYSTEM

The Office of the Chief Ethics Officer supports and works with Group entities to implement the ethics program and assess their performance.

ETHICS AUTO-EVALUATION TOOL

The Office of the Chief Ethics Officer has developed a practical tool enabling Management Committees to analyze and evaluate their possible ethical risks and formulate a corrective action plan if necessary.

COUNTRY REPORTING SYSTEM

Country Reporting Ethics, an annual reporting system on ethical issues including communication of the Code of Business Ethics, prohibition of child and forced labor, discrimination, sexual and moral harassment, integrity and loyalty, has been helping assess the group's performance since 2005. To improve quality and local use of data, the Ethics Correspondents have received special training and validate their country's data.

COUNTRY FEEDBACK AND BENCHMARKING REPORTS

Each country is provided with an analysis and benchmark of performance based on the data provided by the countries in the annual reporting system. This, in conjunction with the Ethics Auto-Evaluation Tool, helps countries in building their ethics action plan.

SOCIAL AUDIT PROGRAM

Audits by external auditors are carried out at our suppliers' sites and within our own plants and distribution centers to ensure that the Fundamental Conventions of the International Labor Organization and Human Rights are being respected.

ETHICS INCLUDED IN INTERNAL AUDIT

Some ethics-related subjects are now systematically covered during the internal audit mission.

EMPLOYEE OPINION SURVEY

Employee opinion surveys include questions on the implementation of the group's ethics program.