

OCCUPATIONAL HEALTH AND SAFETY POLICY



Societe Generale is committed to ensuring that every collaborator experiences a safe working environment within the Group.

This includes both the premises and work practices, which must ensure safety as well as physical and psychological health.

The Group ensures that it complies with legal obligations in terms of occupational health and safety in all its entities and all geographical locations, and undertakes to take action to preserve health, safety and the quality of working conditions.

This policy is implemented locally, taking into account specific legislations and local contexts but without distorting its spirit.

Occupational health and safety is overseen at the highest level of its organisation by its sponsor, the Group Human Resources Director.

Otherwise, the risks management on security of person and property within Societe Generale buildings is insured by the Group Security Direction, within the Group's General Secretary.



To implement this policy, Societe Generale has acquired appropriate expertise and resources by:

- respecting the layout plans of the premises and the ergonomics of the workstations;
- providing employees, suppliers and other stakeholders with the opportunity to exercise their right of alert (see policy on fight against inappropriate behaviors in professional environment);
- implementing awareness-raising and prevention initiatives around physical and mental health in the workplace;
- recommending that each employee should be able to benefit from regular medical follow-up in accordance with local regulatory constraints;
- incorporating a set of commitments on health, safety and working conditions as part of a global agreement on fundamental rights signed with UNI Global Union.

Moreover, in France, the safety and security master plan, provided by the Group Security Direction, complements these principles. This master plan is circulated to our international establishments and subsidiaries as “good practice” in addition to the security rules required and imposed locally.

Societe Generale evaluates the effectiveness of its system and maintains a continuous improvement process for health and safety in the workplace by:

- consulting with the social partners, in accordance with national legal provisions;
- mapping its occupational health and safety risks (the Single Risk Assessment Document);
- investigating accident cases in order to understand the causes and be able to implement the means to prevent them.

Each collaborator is invited to contribute by:

- being vigilant for their own safety and health, and that of the people with whom they interact;
- respecting occupational health and safety procedures;
- exercising his right to alert if he witnesses an event that does not comply with the Group's policies or code of conduct.