

SNCF GROUP POLICY ON HUMAN RIGHTS

1. Our commitments

At SNCF Group, respecting human rights and fundamental freedoms is a core value. This Human Rights Policy is our pledge that, in our operations and in every country where we do business, we will respect the fundamental principles of the International Bill of Human Rights (which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Fundamental ILO Conventions, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and the OECD Guidelines for Multinational Enterprises.

Since 2003, SNCF Group has been committed to respecting and fully assimilating the UN Global Compact's ten principles on human rights, international labour standards and the fight against corruption. The efforts we've made in this area have also helped us reach the UN Sustainable Development Goals (SDGs). These commitments are backed by multiple charters and agreements focusing on the Group's customers, employees and suppliers.

We work constantly to identify, assess and prevent the risk of human rights violations by applying the principle of due diligence in all our operating procedures. We report on all of these matters and the steps we've taken to remedy the adverse impacts of these risks in our Vigilance Plan, as required under France's Duty of Vigilance Act (Law No. 2017-399 of 27 March 2017).

In France and around the world, the managers and employees in Group companies are frontline ambassadors for this Human Rights Policy. They pledge to follow it--and to ensure that others follow it--in their relationships with others in the Group, and with the Group's customers, partners, suppliers and subcontractors.

The principles in this policy apply equally to all of our employees, customers, suppliers and partner businesses, and are reflected in commitments to all and for one and all.

• EMPLOYEES

At SNCF Group, we do everything we can to create a safe, healthy workplace for all SNCF employees.

SNCF Group companies ensure that their contracts with employees provide for decent working conditions and fair, equitable pay, based on conditions in the region or locality where they do business.

In addition, we respect every employee's right to freedom of association and collective bargaining, and their right to join, or not to join, a labour union. Group employees receive regular information on our business and our performance.

The Group is committed to promoting equal opportunity in recruitment and to cultivating diversity and inclusion through charters, collective agreements and certifications. We do not tolerate any form of discrimination. As a responsible, committed corporate citizen, SNCF is keen to care for all employees and to ensure that their dignity is respected.

In line with ILO recommendations, we offer training and career counselling in all Group companies, to ensure that employees are employable and have career development potential.

We also offer access to mediation, psychological support, advice on ethics, and a whistleblower programme to assist employees faced with deteriorating interpersonal relations in the workplace.

Finally, we are committed to protecting our employees' confidential information and personal data, as with all our stakeholders.

• CUSTOMERS

By fulfilling our public service mission, we support the growth of safe, sustainable passenger and freight mobility. We strive for exemplary conduct in all situations, so work hard to offer equal access to our services and equal treatment to every customer, every day. We do not tolerate any form of discrimination, harassment or violence against customers, especially the most vulnerable.

We are also committed to protecting our customers' confidential information and personal data. We provide customers with the information they need and offer mediation and complaint services to any who believe that we have failed in these commitments to them.

• LOCAL COMMUNITIES

Through open and inclusive dialogue, SNCF Group recognizes and respects the fundamental rights of local communities in the countries where we do business. More broadly, we contribute to local economic, environmental and social development in all our business units, cultivating partnerships with local employment entities to increase inclusion of outlying areas.

- **SUPPLIERS & SUBCONTRACTORS**

SNCF Group is categorically opposed to using child labour, forced labour or any other form of illegal work or modern slavery in our own operations or in our supply chains. We also apply this requirement to all of our partners so that we never indirectly encourage or benefit from these illegal practices. By promoting the Group Ethics Charter with all stakeholders, we encourage them to commit to following these principles themselves and ensuring that others follow them.

At Group level, we're developing a responsible procurement strategy grounded in a strong commitment to respect for human rights. We assess all purchased products and services that could compromise anyone's integrity, health or safety. We help our suppliers and subcontractors comply with our Human Rights Policy and use our influence to ensure that they take steps to remediate risks.

In the same way, all SNCF Group companies require their suppliers and subcontractors to comply fully with any applicable charters and codes of conduct within their scope.

2. Human rights governance at SNCF Group

SNCF Group relies on the due diligence principle to ensure the effectiveness of our human rights policy and the action we take to enforce it.

At Group level, the Compliance and Ethics Committees are responsible for ensuring that we follow applicable rules and meet our commitments, especially as regards the duty of care. The work of both committees is regularly supervised and approved by the SNCF Board of Directors.

At Group companies, guidelines for constructive, transparent stakeholder dialogue are an integral part of governance. This dialogue focuses in particular on human rights impact assessments, within a broader process of co-creation and continuous improvement.

We ensure that all SNCF Group employees and third parties have access to a whistleblower system, allowing them to report any irregular or illicit practices to those with the power to end them. No one who uses the whistleblower system in good faith may be prosecuted, sanctioned or fired for doing so.

Because our human rights commitments are part of a broader continuous improvement effort, this policy may be regularly updated.

We, the Chairman and CEO of Société nationale SNCF and the chief executives of SNCF Group's seven companies, resolutely commit ourselves to advocating for the content of this policy and putting it into practice in each of our companies and subsidiaries. We will work with every level of management to ensure that human rights are respected by everyone, in every part of our Group.

Jean-Pierre Farandou
Chairman and CEO, SNCF

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Chief Executive
Officer
Rail Logistics Europe

Christophe Fanichet
Chief Executive
Officer,
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