



THALES

Sector: Aerospace & Defense

Employees: 61,000

Criteria 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption.

Description and implementation process:

Within Thales, the “zero tolerance” policy concerning all acts of corruption has the full support of the Group’s General management and Board of directors.

Thales’ strong commitment is coupled with an active involvement with professional, intergovernmental and non-governmental organizations and is a key aspect of its corruption prevention policy and dissemination of good practices.

Through this approach, Thales has contributed to establishing directives and standards common to all the sectors of activity such as the OECD’s “Good Practice Guidance on Internal Controls, Ethics and Compliance” or, more specifically for the Aerospace and Defense industry, the Common Industry Standards at European level and the Global Principles of Business Ethics published by the International Forum on Business Ethical Conduct (IFBEC), the common structure of the Aerospace and Defense Industries Association of Europe (ASD) and the Aerospace Industries Association of America (AIA).

Challenges encountered and response(s) provided:

Aligning stances, both companies and countries.

Answer given: active and proactive development of this approach.

Impact and results:

The Common Industry Standards were signed by 400 companies (SMEs and major companies) in Europe.

The Global Principles of Business Ethics were signed by all IFBEC members and were presented as a remarkable initiative from an industry during B20 summits.



Sector: *Travel & Leisure*

Employees: 70,156

Criteria 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption.

Description and implementation process:

Air France-KLM fight against corruption in all its forms. In line with the evolving international legislative and regulatory context, an “Air France and KLM Anti-Bribery Manual” was made available at the end of 2013. The manual is signed by both CEOs of Air France-KLM and Air France: "The Air France-KLM group emphasizes its policy to do business with loyalty, fairness, transparency, honesty and integrity and to fully comply with all anti-bribery laws in any location in which its two companies and subsidiaries conduct their business. This Manual establishes guidelines for handling bribery concerns." This manual is accessible to all employees and will be supported by an e-learning module in 2014.

Impact and results:

An “Air France and KLM Anti-Bribery Manual” was made available at the end of 2013, accessible to all employees. 14,000 employees have been invited to complete the accompanying e-learning module on anti-bribery and corruption.

Links to reference documents / Links for more information:

Link to CSR report 2014: [Click here](#).