

Social responsibility is one of the core values of Technip. This Charter defines the Group's Objectives in this area and the corresponding guidelines.

Our Objectives

- To have employment relationships guided by the Group's values.
- To implement this Charter to all entities of the Technip Group which will adapt this Charter to local legislations, cultural differences and local specificities of the countries in which they operate.

Our Guidelines

In order to reach the above mentioned objectives in terms of social responsibility, Technip :

- Will not, as a principle, practice any discrimination among its employees or applicants on the basis of sex, age, race, religion, political or trade union affiliations, nationality or disability.
- Is committed to providing the necessary training for the Group's skill base and its advancement, as well as for the professional development of its employees.
- Promotes and facilitates mobility within the Group.
- Will not employ children under the minimum working age for completing compulsory schooling in the countries where we do business, and in any event, not under the age of 15 years old.
- Is committed to not using forced or compulsory labor.
- Will continue to maintain a positive work environment in which employees and management work together to strengthen our business.
- Respects the freedom of association, which includes the right of each employee to join or refuse to join a trade union in accordance with the applicable legislation in the relevant country.
- Endeavors to develop an open dialogue with its employees and their representatives, if any, concerning significant decisions that will directly affect them.
- Encourages its suppliers and sub-contractors to implement the values set forth in the present Charter in their own business policies.
- Endeavors to distribute this Charter to all employees within the Technip Group through our local entities.