



## ARMOR

**Sector: Chemicals**

**Employees: 1,787**

### **Criteria 3: The COP describes robust commitments, strategies or policies in the area of human rights.**

#### **Description and implementation process:**

Joining the UN Global Compact has led to the implementation of a number of actions such as: The definition and ownership of Armor Group values by employees, including Humanism. Within each unit, working groups spend their daily practices in exploring the four issue areas in order to identify areas for improvement. They are as follows:

- Following the completion of a self-assessment questionnaire on CSR by subsidiaries in 2011, much of which relates to questions on human rights and labor standards, subsidiaries were led to reflect on possible actions to be implemented to meet the group's international commitments,
- The expression of the employees, especially on matters relating to conditions of life and at work is taken into account through the deployment of the OHSAS 18001 certification for production sites,
- The affirmation of the respect for Human Rights through an ethical charter applicable to the group, approved in the works council and whose subsidiaries managers are guarantors
- Relying on the skills of legal and purchasing departments and local teams, the general conditions of purchase of host countries in which Armor is located (India, China in particular) have evolved to take into account respect for Human Rights.

#### **Challenges encountered and response(s) provided:**

Armor, despite the diversity of its activities and its operating regions, wished to retain the principle of participatory collaboration on these topics for better adhesion by all subsidiaries and collaborators within them. In general, strategy and guidelines are driven by head office, implemented on the French sites before being extended to subsidiaries which sometimes includes a prior test phase at the pilot site.

# BUSINESS CASE

This work methodology requires above all time, especially on issues such as human rights. It involves:

- Availability of local correspondents whose duties within relatively small companies (20 to 300) are multiple;
- Knowledge of local regulations, differing from one country to another and sometimes in contradiction with international conventions and commitments of the group.

## **Impact and results:**

The advantage of this organization is to create links between the central management of the group and its subsidiaries through regular communication both on strategic and operational issues. Despite the difficulties, the approach achieves concrete results and is adapted to the local situation for example aligning the remuneration of maternity leave on international conventions in the US, the improvement of housing conditions in China... It also strengthens the sense of belonging to Armor Group and its values and brings coherence to the company's commitments on human rights.

## **Links to reference documents / Links for more information:**

Link to Armor Group ethical charter: [Click here](#).

Link to CSR reports 2012, 2013, 2014 and 2015: [Click here](#).



**Sector: Electricity**

**Employees: 8,843**

## **Criteria 3: The COP describes robust commitments, strategies or policies in the area of human rights.**

### **Description and implementation process:**

Encouraging integration, continued employment and career development for disabled employees.

Since 2006, RTE has negotiated a 3-year agreement for the integration, continued employment and career development of disabled employees. The objective is to gradually reach a 6% proportion of disabled people in the workforce.

Recruitment is governed by the principle of non-discrimination, with the candidate's skills remaining the most important selection factor. After the hiring phase, the company provides support to help workers stay in employment, and guarantees them fair promotion prospects throughout their time with the company.


RTE also includes examination of the disability policy in the criteria for assessing its main suppliers and service providers, and is developing its policy for purchases from the protected sector (ESAT/EA establishments in France).

The ambition and commitments reflected in this disability agreement are promoted by the highest echelons of the company, and by all members of its General Management.

A communication plan concerning the group's commitments is drawn up for each new agreement, emphasizing the meaning of its policy. One of the objectives is to increase awareness of the theme of disability among all employees, as well as outside the company.

### **Challenges encountered and response(s) provided:**

With respect to recruitment and student internships, the results are not as expected. There are few disabled applicants, and their non-standard profiles (they are on the whole older and higher education is less accessible to them, resulting in a qualification gap and more vocational backgrounds; disabilities are less frequently declared in more highly-qualified groups, etc.) because of the problem of a structural mismatch between the candidates' profiles and the skills sought by RTE.



In view of this situation, RTE is reaffirming its commitment to develop employment for disabled workers by intensifying its partnerships, particularly with actors from the world of education (ARPEJEH associations supporting study projects for disabled students, schools, etc.), actors from the medical and social sectors (CRP retraining agreements, AFPA national training body, etc.) and ESAT/EA protected sector establishments.

## **Impact and results:**

The proportion of the workforce with a disability increased from 2.7% in 2006 to 4.4% in 2013. RTE's policy has thus achieved a steady rise in the proportion of disabled employees, who have been hired with varying levels of qualification for both technical and service jobs. Disabled employees occupy a very wide range of positions at RTE, holding different levels of responsibility across a broad spectrum of professional fields (managers, engineers, research officers, accountants, project managers, draughtsman, etc.).

## **Links to reference documents / Links for more information:**

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



**Sector: *Pharmaceuticals & Biotechnology*      Employees: 100,000**

### **Criteria 3: The COP describes robust commitments, strategies or policies in the area of human rights.**

#### **Description and implementation process:**

Sanofi's commitment to respecting the highest international guidelines and regulations governing clinical trials and to protecting the safety and well-being of trial participants – namely children and teenagers.

Dengue threatens more than 2.5 billion people in more than 100 different countries. Sanofi began its research 20 years ago to develop a vaccine. Our most recent Phase III efficacy studies involved more than 30,000 participants across 10 endemic countries in Asia (12 investigational sites for over 10,000 children enrolled) and in Latin America (22 sites for over 20,000 teenagers enrolled). Vaccines are given to healthy subjects, but as the hemorrhagic fever can be fatal, parents were eager for their children to take part in the study nevertheless. We required families to commit to monitoring their children for acute fever and report weekly to the trial organizers.

A major challenge was locating communities where the population would remain stable during two years of the trial. We chose study centers near a hospital, where we could invest in capacity building, attract qualified investigators and teams and empower them in their relations with the community. It was also essential to provide training on regulatory issues and on Good Clinical Practices. To ensure the readiness of investigator sites, we ran practice trials and conducted preparatory studies, investing a million euros over a year. During the trials, we provided continual guidance and support while working on better understanding local cultural aspects. In addition local authorities had to set up independent ethic committees to validate the study protocol.



## **Impact and results:**

The success of the clinical trial program may be measured in the very low dropout rate: 1.5% in Asia and 5% in Latin America, signaling that nearly all the participants completed the trial from start to finish. One of the key benefits for children and teenagers enrolled in the study, as well as their families, was access to state-of-the-art medical facilities and holistic healthcare. Some centers also offered family counseling and organized soccer tournaments with the aim of keeping young people from becoming involved in gangs and drug-related violence. Local investigators benefitted from a legacy of expertise, including building their capacity around GCP and logistics (cold chain, proper disposal of unused products, etc.) and gaining long-term health capabilities.