



Aéroports de Paris Group Corporate Social Responsibility (CSR) Charter

INTRODUCTION

Aéroports de Paris Group¹ aims to be a global leader in designing, building and operating airports. It is a major European operator for passenger traffic, freight and mail, and one of the world's leading airport groups. Given its strong market position, Aéroports de Paris SA and its subsidiary companies are well aware of their corporate social responsibility (CSR). Aéroports de Paris Group knows full well that a company that is firmly focused on the future must have an exemplary CSR policy if it is to be durable, competitive and innovative, and so it has made 6 major commitments.

1. Ensuring that it is governed in an exemplary way

A transparent governance that is fully compliant with the local regulations in the countries in which the Group operates is a key factor behind the company's success, credibility and long life.

Aéroports de Paris Group undertakes to adopt and apply the best governance practices in relation to transparency, independence, the setting up of monitoring bodies, an ethical approach to doing business and risk management at all its locations.

2. Putting people at the core of our strategy

The men and women who make up Aéroports de Paris Group are its main asset. The Group undertakes to support its employees with their professional development throughout their careers, enhancing their skills and ma-

king sure they evolve, as well as to integrate disabled people. It also undertakes to provide the conditions needed for constructive social dialogue, to promote well-being in the workplace and to put in place risk prevention measures for the working conditions it provides, focusing on health and safety. The Group undertakes to adhere to the principles of equal opportunity and diversity by rejecting all forms of discrimination in compliance with national regulations and their points of convergence with the Declaration of the Rights of Man and of the Citizen, the Charter of Fundamental Rights of the European Union, the agreements drawn up by the International Labour Organisation, the Declaration on Fundamental Principles and Rights adopted by the European Union and the Council of Europe, and the United Nations Global Compact (to which the Group is a signatory).

¹ For the purposes of this charter, Aéroports de Paris Group is made up of Aéroports de Paris SA, Aéroports de Paris Management, ADP Ingénierie, Hub One and HUB SAFE. In this charter, the "Group" should be taken as meaning "the Aéroports de Paris Group", as defined above.

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3. Satisfying all our customers

Aéroports de Paris Group places performance and the satisfaction of all of its customers at the forefront of its strategic objectives and strives for excellence in the provision of services. It promotes constructive dialogue and works closely alongside its partners and customers in order to provide an integrated range of products and services that are diversified and innovative, and of the highest possible quality.

4. Controlling and minimising our impact on the environment

In order to ensure that it grows and remains competitive in the long term, the Group has adopted a proactive approach to environmental management and tackling climate change. It takes this aim into account in its investment decisions and in all its processes and business, involving its partners and working alongside its customers in order to deploy infrastructure that is appropriate and eco-efficient.

5. Adopting an ethical and responsible procurement policy

Economic excellence is closely linked to ethical considerations when it comes to procurement. Aéroports de Paris Group undertakes to adopt responsible practices

in relation to its suppliers and to build a sustainable and balanced relationship with them based on reciprocal trust. Accordingly, the Group seeks to open up its markets to small- and medium-sized enterprises (SMEs), to enable young, innovative companies to access them and to adopt sustainable, responsible and supportive procurement practices for its French airports.

6. Fostering our societal commitment

Promoting local development and helping to improve the environment and quality of life for neighbouring communities are key components of societal responsibility.

Aéroports de Paris Group seeks to uphold its commitments to public authorities and local and regional players, so that the regions in which it operates, and the people living in them, are able to benefit from the economic vitality of its airports. The Group undertakes to continue to contribute to the attractiveness and competitiveness of national and regional economies.



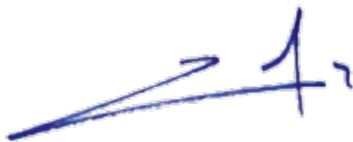
Augustin de ROMANET
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Aéroports de Paris



Patrick JEANTET
Chief Operating Officer
Aéroports de Paris



Patrice BELIE
Chief Executive Officer
Groupe Hub One



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Frédéric DUPEYRON
Chief Executive Officer
Aéroports de Paris Management



Olivier BERGER
Chief Operating Officer
ADP Ingénierie

Through this CSR charter, Aéroports de Paris Group ensures that its growth and its CSR practices fall within the framework of a deliberate form of governance and ethical code. In adhering to it, the Group undertakes to pursue its development with integrity and trust. Earning the trust of all our stakeholders is at the heart of our drive to build responsible airports and a source of wealth for all of us. It is also an underlying core value for the Group's long-term strategy.