

People & Social Responsibility

PSR/HSE/MS Division

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Objet / Subject : Deployment of company rule CR-GR-HSE-412	

Dear all,

The company rule CR-GR-HSE-412 *Stakeholder and Local Impact Management* was published on REFLEX on the 26/11/2018 and will be effective on the 26/02/2019. This company rule replaces CR-MS-DD-001.

The company rule CR-GR-HSE-412 was transmitted in November 2018. A summary listing the main requirements is available on the first page of the company rule. To help you deploy this rule on the field, we offer in addition:

- A synthetic gap analysis (additions, modifications and deletions) between the old and the new rule, specific for M&S;
- A support file intended to list the requirements of this rule and enabling their compliance follow-up.

It is crucial to know your stakeholders, to rank them and to undertake a structured and sustained dialog process. In this context, the company rule CR-GR-HSE-412 describes the Group requirements for a unified approach for managing the societal risks and impacts of our operations, based on a relationship of respect, listening and cooperation with our local stakeholders.

This company rule covers in particular the following aspects:

- The risk assessment and the evaluation of the local societal context in terms of exposure for the entity and the impacts of its activities on neighboring communities;
- The formal definition of a local societal strategy;
- The societal action plan, centered on three pillars: constructive dialog with stakeholders and their involvement in the process, the management of societal impacts and the contribution to local socio-economic development;
- The stakeholder grievance management process accessible to everyone.

☞ **I remind you that each affiliate must:**

- **Identify the gaps between its referential and the new requirements,**
- **Implement the associated action plans to correct the differences,**
- **Comply with the rule on the target date.**

Hans-Christian Gützkow