

The belief of the CIS Group is that the success and sustainability of any organisation can only be achieved through an ambitious, yet realistic, sustainable development policy.

Based on “Universal Declaration of Human Rights”, “International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work”, “Rio de Janeiro Declaration on Environment and Development”, and “United Nations Convention Against Corruption”, and articulated around its Integrated Excellence Management System (IEMS), the CIS Group's Sustainable Development Policy is based on the following fundamental principles:

1. The CIS Group *shall* support and respect the protection of human rights.
2. The CIS Group *shall* ensure that they are not complicit in human rights abuses.
3. The CIS Group *shall* respect the freedom of association and effective recognition of the right to collective bargaining.
4. The CIS Group does not accept any form of forced and compulsory labour.
5. The CIS Group does not accept child labour.
6. The CIS Group does not tolerate discrimination.
7. The CIS Group *shall* apply the precautionary approach to environmental challenges.
8. The CIS Group *shall* take all necessary initiatives to promote greater environmental responsibility.
9. The CIS Group *shall* encourage the development and diffusion of environmentally friendly technologies.
10. The CIS Group *shall* act against all forms of corruption, including extortion and bribery.

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