	Company name	Date	Title	Included in the EC database
1	ABB	2009	European Appendix to ABB Social Policy	Yes
2	Ability	2008	Code of conduct UNI - Ability Tecnologias e Servicos S/A	Yes
3	Acciona	2014	Global agreement	Coming soon
4	Accor	1995	Agreement between the IUF and the Accor Group on Trade Union Rights	Yes
5	Adecco*	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes
6	AEON	2014	Global agreement	Yes
7	Air France	2008, 2013	Social Rights and Ethics Charter	Yes
8	Air France	2010	Framework agreement on airport agencies in Europe (ATO)	Yes
9	Air France / KLM	2011	Framework agreement regarding the Outstations in Europe	Yes
10	Air France / KLM	2013	Framework agreement regarding the Outstations in Europe	Yes
11	Air France KLM	2013	Framework agreement regarding the Air France KLM and Martinair Cargo organisation in Europe	Yes
12	Aker	2008	Agreement between Fellesforbundet, IMF and Aker ASA on an International Framework Agreement for the development of good working relations in companies that are part of Aker	Yes
13	Allianz	2006	Agreement concerning the participation of employees in Allianz SE	Yes
14	Allianz	2011	Agreement on guidelines concerning work related stress	yes
15	Allianz	2012	Agreement on guidelines concerning Lifelong Learning	Yes

16	Alstom	2010	European Agreement on Social Commitments in the framework of the take-over of Areva T&D	Yes
17	Alstom	2011	Agreement on the anticipation of change or developments in Alstom	Yes
18	Alstom	2012	European agreement on social commitments during the transition period of the Joint-venture between Alstom and Shanghai Electric	Yes
19	Anglogold	2002	Global agreement between Anglogold LTD. (AngloGold) and International Federation of Chemical, Energy, Mine and General	Yes
20	Antara	2010	Labour - Management Agreement on Code of Conduct between Antara, Antara Employees' Union and UNI Global Union	Yes
21	Arcelor04	2005	Worldwide Agreement on the Priciples of Arcelor's Corporate Social responsibility	Yes
22	ArcelorMittal 01	2009	Managing & Anticipating change	Yes
23	ArcelorMittal02	2008	Agreement on minimum requirements for Plant level Joint H&S Committees	Yes
24	ArcelorMittal03	2008	Terms of reference for a joint global OSH committee	Yes
25	Areva	2006	Group Memorandum of Agreement on Equal Opportunities within the Areva Group in Europe	Yes
26	Areva	2010	Open dialogue through equal opportunities (ODEO) – 2010 Amendment of the Agreement on Equal opportunities within the Areva Group in Europe	Yes
27	Areva	2011	Group Memorandum of Agreement on Professions and Competences Forecast and Management within the Areva Group in Furone	Yes
28	Axa	2009	Document relating to the dialogue between labour and management at the AXA Group in Europe.	Yes
29	AXA Assistance	2011	European agreement on anticipating changes within Axa Assistance	Yes
30	AXA Group	2011	European agreement on anticipating changes within Axa Assistance	Yes
31	Ballast Nedam	2002	Framework agreement between Ballast Nedam and IFBWW	Yes
32	BANCO DO BRASIL	2011	GLOBAL FRAMEWORK AGREEMENT FOR THE AMERICAS UNION NETWORK INTERNATIONAL (UNI) AND BANCO DO BRASIL	Yes
33	Barclays	2014	Charte for responsible banking	No
34	Bayer	2014	Joint declaration by Bayer AG's Board of Management and the Bayer European Forum	Yes

35	BMW	2005	Joint Declaration on Human Rights and on Working Conditions in the BMW Group	Yes
36	BNP Paribas	2012	European social charter employment management	Yes
37	BNP Paribas	2014	European Social Charter on Workplace Equality	Yes
38	Bosch	2004	Basic Principles of Social Responsibility at Bosch	Yes
39	Bouygues	2001	European social Charter	Yes
40	ВР	2008	Agreement on "Business Service Centre (BSC)" Consultation	Yes
41	British Airways	2008	Declaration of principles about consultation and information over national reorganization measures	No
42	Brunel	2007	Global Framework Agreement on Social Resonsibility - "A commitment to social responsibility without borders"	Yes
43	вт	2003	Outsourcing and remote sourcing of Work	No
44	Carrefour	2000	Carrefour - UNI Union Network International	Yes
45	Chiquita	2001	Agreement on Freedom of Association, Minimum labour Standards and Employment in Latin American Banana Operations	Yes
46	Club Med01	2004/ 2009	Agreement on the respect of fundamental rights at work and transnational mobility	Yes
47	Club Med02	2001	Joint declaration on sub-contracting	Yes
48	Coca Cola	2005	Joint Coca-Cola and IUF Statement	Yes
49	CSA Airlines	2004	Code of conduct on CSR	No
50	DaimlerChrysler	2002	Social Responsibility Principles of DaimlerChrysler	Yes
51	DaimlerChrysler	2006	Framework agreement for Information and Consultation with Employees and Employee Representative in the local European	Yes
52	DaimlerChrysler	2006	Occupational Health and Safety Principles of DaimlerChrysler	Yes
53	DaimlerChrysler	2007	Framework Regulation with the European Works Council (EWC) on the Realignment of the Sales Organization in the European Union	Yes

54	Danone	1988	Common view point IUF/BSN	Yes
55	Danone	1989/ 2005	Convention on economic and social data in Groupe Danone companies	Yes
56	Danone	1989/ 2005	Convention for the promotion of equality of men and women in the workplace	Yes
57	Danone	1992/ 2005	Convention on skills training	Yes
58	Danone	1994/ 2005	Convention on Trade Union Rights	Yes
59	Danone	2005	Fundamental Social Principles	Yes
60	Danone	2007	Groupe Danone / IUF Convention on Diversity	Yes
61	Danone	2001	Social standards applicable in restructuring of biscuits division in Europe	Yes
62	Danone	2011	Danone / IUF Agreement on health, safety, working conditions and stress	Yes
63	Danone	1997/ 2005	Convention applicable in the event of changes in business activities affecting employment or working conditions	Yes
64	Danone	2005	Convention on the setting up of Social Indicators at the Group Level	Yes
65	Danske Bank	2008	Global Framework Agreement on fundamental labour rights within Danske Bank Group	Yes
66	DBApparel	2010	Anticipation task force	Yes
67	Deutsche Bank	2004	Charter of the principles of social management at the Dexia group	Yes
68	Dexia	2002	Charter of the principles of social management at the Dexia group	Yes
69	Dexia	2007	Evolution of the Charter of the principles of social management at the Dexia group	Yes
70	Diageo	2002	Appendix to the EWC on best practice guidelines on redeployment, redundancy and outplacement	Yes
71	Dragados	2014	Global agreement	Yes
72	EADS	2005	International Framework Agreement	Yes
73	EADS	2011	Group Agreement for the Implementation of a Success-Sharing Plan within the EADS-NV Group	Yes

	T	T	Agreement on the European Works Council of EADS N.V: and its	
74	EADS		derived committees concluded between European Aeronautic Defence and Space Company EADS N.V. and its employee	Yes
75	EADS	2010	Agreement relating to the procedure for labor negotiations at European level	Yes
76	EADS	2011	Group agreement on the harmonisation of the variable remuneration of Senior Managers within the EADS Group	Yes
77	Econocom	2009	European Framework agreement	Yes
78	EDF	2005/ 2009	Agreement on EDF Group Corporate Social Respnsibility	Yes
79	Elanders	2009	Global Framework Agreement on the respect and promotion of international labour standards and trade union rights	Yes
80	Electrolux	2010	Agreement between AB Electrolux and employee representatives of IF Metall, Unionen, IMF and the KFD of the AB Electrolux Board of Directors	Yes
81	Electrolux	2010	Internatinal Framework Agreement between AB Electrolux and employee representatives of IF Metall, Unionen, IMF and the KFD of the AB Electrolux Board of Directors	Yes
82	Endesa	2002	Text of the ICEM Global Agreement with Endesa	Yes
83	ENEL	2013	Global framework agreement on social dialogue guidelines	Yes
84	Enel	2009	CSR protocol	Yes
85	Eni	1996/ 2004	Establishement of a European observatory H&S	Yes
86	Eni	2002	EWC protocol on vocational training	Yes
87	Eni	2002/ 2004/ 2009	Agreement on transnational industrial relations and corporate social responsibility	Yes
88	Etex	2002	European Social charter	Yes

89	Etex	2010	Health, Safety and Environment on the workplace Charter	Yes
90	Euradius	2006	Global Agreement	Yes
91	Europcar	2008	Joint Declaration on Respect of Social Rights	Yes
92	Eurosport	2012	Global agreement on fundamental social rights	Yes
93	Faber Castell	2008	Agreement between A.W. Faber-Castell Unternehmensverwaltung GmbH & Co, 90546 Stein and Industriegewerkschaft Metall/Bau- und Holzarbeiter Internationale, BHI	Yes
94	Falck	2005	Falck Agreement of 21 March 2005 between Falck A/S of Copenhagen. Denmark and UNI (Union Network International) establishing a Social Dialogue through a Worldwide Works Council	Yes
95	FCC Construcción	2012	Global framework agreement on employees rights	Yes
96	Ferrovial	2012	Framework agreement between ferrovial, the building and wood workers' international, FECOMA and MCA	Yes
97	Fonterra	2002	Agreement between Fonterra, the IUF and the New Zealand Dairy Workers Union	Yes
98	Ford	2000	Agreement governing the separation of the Ford Visteon organisation	Yes
99	Ford	2003	Ford of Europe and the Ford European Works Council (FEWC) Agreed upon Social Rights and Social Responsibility Principles	Yes
100	Ford	2012	Global framework agreement	Yes
101	Ford	2000	Joint venture CFT : maintenance of Ford contracts, investiments	No
102	Ford	2004	IOS restructuring : maintenance of jobs, investments,	No
103	France Telecom	2006	Worldwide Agreement on fundamental labour rights within the France Telecom Group	Yes
104	France Telecom	2010	Worldwide works council	Yes
105	Freudenberg	2000	Cooperation, Responsibility and Social Dialogue in the Freudenberg Group	Yes

106	G4S	2008	A global Agreement: Ethical Employment Partnership	Yes
107	Gamesa	2015	Global agreement on Corporate Social Responsibility	Yes
108	GDF	2008	CSR agreement	Yes
109	GDF Suez	2010	European group agreement relating to the employment and expertise plan	Yes
110	GDF Suez	2010	Group agreement on fundamental principles regarding health and safety	Yes
111	GDF Suez	2010	Global Agreement on Fundamental Rights, Social Dialogue and Sustainable Development	Yes
112	GDF Suez	2012	European agreement on professional equality between men and women	Yes
113	GDF Suez	2014	Global agreement on Health & Safety of the GDF SUEZ Group	Yes
114	GDF Suez	2014	European agreement on improving quality of life at work	Yes
115	GEA	2003	Codes of Conduct of GEA AG	Yes
116	General Electric (GEPE)	2003	Amendment to the GEPE EBR Agreement on the introduction of regulations (including methodology and practice) during negotiations between the GEPE Central Management ("CM") and the GEPE EWC ("EWC")	Yes
117	General Electric (GEPE)	2002	GEPE agreement on use of electronic communication systems	Yes
118	General Electric (GEPE)	2004	Agreement on Pre-employment Screening ("Background Checks")	Yes
119	Generali	2006	European social charter	Yes
120	GeoPost	2005	Framework agreement on the principles of GeoPost international management & Development Holding GmB regarding social policy and employment in its sector	Yes
121	GM	2002	General Motors Europe and the European Employee Forum agree on Principes of Social Responsibility	Yes
122	GM	2000	Framework Within the alliance agreed between General Motors and FIAT, the European Employee Forum of General Motors sets forward a framework for the implementation at national levels	Yes

123	GM	2001	European framework, dated 5 March 2001 at 20.30 ("The following framework agreement is in relation to GM's current restructuring initiatives.")	Yes
124	GM	2001	Framework "regarding "Project Olympia" initiatives"	Yes
125	GM	2004	Restructuring Framework	Yes
126	GM	2007	Restructuring at Antwerpen	No
127	GM		Allocation of next Astra	No
128	GM	2009	Working time reduction	No
129	Groupama	2013	Joint declaration relative to quality of life at work	Yes
130	н&м	2004	Agreement between H & M hennes & Mauritz AB (H &M) and Union Network International (UNI) on Cooperation in order to secure and promote fundamental worker's rights at H&M's workplaces worldwide	Yes
131	Hartmann Group	1999	Charter between the management of Paul Hartmann AG and the European Forum of the Hartmann Group	Yes
132	Hochtief	2000	Framework agreement between Hochtief and IFBWW	Yes
133	ICOMON	2008	Code of conduct UNI - ICONOM	Yes
134	IF insurance	2006	Nordic negotiation on working conditions	No
135	IKEA	2001	Framework agreement between IKEA and the IFBWW	yes
136	Impregilo	2004	Framework Agreement	yes
137	Inditex	2009	Global agreement for implementation of fundamental labour rights and decent work	yes
138	Inditex	2007, renewed in 2014	International Framework Agreement on the Implementation of International Labour Standards throughout the Inditex Supply Chain	yes
139	Inditex	2012	Global agreement on the involvement of unions to monitor the respect of worker's conditions at supplier	Yes
140	ISS	2008	Uni - ISS Global Agreement	yes

141	Italcementi	2008	International Framework Agreement to promote and protect workers' rights	yes
142	ITAÚ-UNIBANCO S.A		Framework Agreement between BANCO ITAÚ-UNIBANCO S.A. and UNION NETWORK INTERNATIONAL FOR THE AMERICAS	yes
143	Kelly Services*	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	yes
144	Kimberly-Clark	2010	Joint statement between Kimberly-Clark and UNI-K-C Union Network	yes
145	Kraft Food	2007	European Framework Agreement regarding Project One Europe to be Concluded Between Kraft Foods Europe Management and the Employee Representatives	yes
146	Kraft Foods	2001	Framework understanding concerning the protection and processing of employment related personal data of employees of Kraft Foods International in EU/EEA Countries	Yes
147	Kraft Jakobs	1998	Code of conduct smoking at the workplace	No
148	Kraft Jakobs	1999	principles on the introduction of euro	No
149	Kraft Jakobs	2001	Agreement on the use of data recorded by sales forces	No
150	Kraft Jakobs	2002	Processing key HR data (part of EWC agreement)	No
151	Kraft Jakobs	2005	Guidelines on information and consultation employment	No
152	Lafarge	2005	Agreement on Corporate Social Responsibility and International Industrial Relations betwen Lafarge, IFBWW, ICEM and WFBW	Yes
153	Lafarge	2003	Joint declaration concerning health and safety	Yes

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154	Lafarge	2011	Joint declaration concerning Health, Safety and Hygiene	Yes
155	Lafarge	2013	Declaration « well-being at work ». Appendix to the Health, Safety & Security declaration of June 1 $^{\rm st}$ 2011	Yes
156	Leoni	2002	Declaration of Social Rights and Industrial Relationshsips at Leoni	Yes
157	Lhoist	2002	Charter on sub-contracting	Yes
158	Loomis AB	203	Global agreement between Loomis AB (publ) and UNI Global Union and Swedish Transport worker's union	Yes
159	Lukoil	2004	Agreement between International Federation of Chemical, Energy, Mine and General Workers' Unions, Russian Oil and Gas Workers Union And Open Joint Stock Company "Oil Company	Yes
160	MAN SE	2012	Global framework agreement on Human Rights and Working Conditions	Yes
161	Manpower	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes
162	Marazzi	2001	Declaration of intent - Joint Initiatives on Health and Safety	Yes
163	Media Prima	2010	Memorandum of Understanding between TV3 and UNI Global Union	Yes
164	Melia	2013	Global Agreement IUF-UITA / Melia Hotels International S.A.	Yes
165	Merloni (Indesit)	2001	Statement of agreement	Yes
166	Metro	2007	Metro Group Principles on Social Partnership	Yes
167	Metro	2013	Joint Statement of Metro Group & UNI Global Union	Yes
168	Michelin	2014	European framework agreement on social responsibility and sustainable development	Yes

169	MIZUNO	2011	Global Framework Agreement	Yes
170	NAG	2006	Global Agreement - The National Australia Group and Global Union Engagement Strategy	Yes
171	Nampak	2006	Global Agreement on the Respect and Promotion of International Labour Standards between Nampak LTD. And Union Network International	Yes
172	Nordea	2001	Agreement on group council for collaboration between labour union representatives and management in Nordea	Yes
173	Nordea	2001	Business area consultative committee für country representatives	Yes
174	Nordea	2003	Negotiation Committee Agreement	Yes
175	Norske Hydro	2011	Fundamental social rights	Yes
176	Norske Skog	2002	Agreement between Fellesforbundet/ICEM and Norske Skogindustrier ASA on the Development of Good Working Relations in Norske Skogindustrier's Worldwide Operations	Yes
177	Norske Skog	2013	Agreement between Fellesforbundet/IndustriAll Global Union and Norske Skogindustrier ASA on the development of good working relations in Norske Skogindustrier's worldwide operations	Yes
178	OHL	2012	Framework agreement between Obrascon Huarte Lain S.A., Building and Wood Workers' International, FECOMA and MCA	Yes
179	Olympia Flex group	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes
180	OPEL	2010	Agreement on European restructuring	No
181	Orange	2014	Global Health and Safety Agreement	Yes
182	ОТЕ	2001	Global agreement	Yes

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183	Pernod Ricard	2014	Pernod Ricard European agreement on CSR	Yes
184	Petrobas	2011	Terms of Understanding of Good Labor Relations	Yes
185	Pfleiderer	2010	International Framework Agreement between Pfleiderer AG (hereinafter "Pfleiderer"), and IG Metall Germany, Building and Wood Workers International (BWI) and the European Works Council of Pfleiderer AG	Yes
186	Pinault Printemps Reoude (PPR)	2008	Commitment for the Employment of Disabled Persons in Europe	Yes
187	Pinault Printemps Reoude (PPR)	2008	Charter on Senior Employment	Yes
188	Pinault Printemps Reoude (PPR)	2010	Framework of Commitments on Quality of life at Work and Prevention of Work-related Stress for Employees within the PPR	Yes
189	Porr	2003	Agreement on data protection in the Porr group at European level	Yes
190	Portugal Telecom	2006	Social Responsibility Code of Conduct	Yes
191	Prym	2004	Declaration of the Social rights and Industrial relations within the Prym Group	Yes
192	PSA Peugeot Citroën	2008	Agreement on the extension of the strategic equal committee	Yes
193	PSA Peugeot Citroën	2006/ 2010	International Framework Agreement on PSA Peugeot Citroën's Social Responsibility	Yes
194	Quebecor	2007	Joint Statement on the respect and promotion of international labour standards	Yes
195	RAG	2003	Agreement between RAG and IG BCE/ICEM on Cooperative Labor Relationships and the Protection of Good Working Conditions within the Worldwide Business Activity of the RAG Group	Yes
196	Randstad	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes
197	Recticel	2010	Code of conduct use of temporary workers	Yes
198	Renault	2004	Renault Group Employees' Fundamental Rights Declaration	Yes
199	Renault	2012	accord cadre mondial « S'engager ensemble pour une croissance et un développement durables ».	Yes
200	Renault	2008	Information and consultation procedure in restructurings	No

201	Rheinmetall	2003	Social Responsibility Guidelines Code of Conduct of Rheinmetall	Yes
202	Rheinmetall	2012	AG Framework agreement on the management of health Rheinmetall Group	Yes
203	Rhodia	2005/20 08/2010	Global Corporate Social Responsibility Agreement between Rhodia and ICEM	Yes
204	Röchling	2004	Principles of Social Responsibility Codes of Conduct Gebr. Röchling KG	Yes
205	Royal BAM	2006	Framework agreement signed between Royal BAM Group nv and Building and Woodworkers International (BWI) to promote and protect worker's rights	Yes
206	RWE	2010	Agreement on the application of minimum standards for restructuring in the RWE Group between the European works council and RWE AG while acting on behalf of the companies represented in the European Works council	Yes
207	Saab	2012	International Framework Agreement between SAAB AB and employee representatives Organisations in Saab AB and IF Metall and Industri All Global Union	Yes
208	Salini Impregilo	2014	Global agreement	Yes
209	Sacyr	2014	Global agreement	Yes
210	Safran	2013	European framework agreement for professional integration of young people	Yes
211	Safran	2015	European framework agreement for developping skills and career paths	Yes
212	Santander	2008	Joint declaration with EWC	Yes
213	Santander	2009	Declaration on Social Rights and Labour Relations in Santander Group	Yes
214	Santander	2011	Joint declaration of the European Works Council (EWC) and the Central Management of Santander Group regarding the labour relations freamwork for the provision of financial services	Yes
215	Sara Lee	2001	Agreement on cooperation and CSR	No
216	SCA	2004 <i>,</i> 2012	Framework Agreement - Agreement between SCA and ICEM /Pappers / SCA EWC	Yes
217	Schneider Electric	2007	European Agreement on the Anticipation of Change	Yes
218	Schneider Electric	2010	European Agreement on Social Commitments in the framework of the take-over of Areva T&D	Yes
219	Schwan Stabilo	2005	International Framework Agreement between Schwanhäußer Industrie Holding GmbH & Co KG, 90562 Heroldsberg, Germany and IG Metall, Germany / International Federation of Building and	Yes
220	SCOR SE	2015	European Charter on professional equality between women and men	Yes

Agreement between Securitas AB (publ) and Union Network International and Swedish Transport Workers' Union on the Development of Good Working Relations in the Securitas Group  222 Shoprite Checkers 2010 Global Framework agreement Yes  223 Siemens 2007 Joint Statement between group management and Siemens Europe Committee concerning Compliance Yes	
Joint Statement between group management and Siemens  Yes	
1223   Siemens   12007   Yes	
224 SIEMENS 2012 Central Works Council of Siemens AG, the IG Metall and the Yes	
225 Skanska 2001 Agreement between Skanska and IFBWW Yes	
226 SKF 2003 SKF Code of Conduct Yes	
227 Sodexo 2011 International Framework Agreement Yes	
228 Solvay 2013 Global Corporate Social Responsibility Agreement Yes	
229 Solvay 2003 Guidelines on social policy in Joint Ventures Yes	
230 Solvay 2002 European Charter - Health and safety for the Staff Yes	
231 Solvay 1999 Group's practices for subcontracting Yes	
232 Solvay 2008 Charter on Sustainable Development and Corporate Social Responsibility Yes	
International Framework Agreement between STAEDTLER, IG  233 Staedler 2006 Metall Germany and Building and Woodworkers' International (BWI)  Yes	
234 Starwood Lodging Group 2007 Agreement regarding the transnational transfer of Starwood Employees Yes	
235 Statoil 2010 The exchange of information and the development of good working practice within Statoil worldwide operations. Yes	
236 Suez 2002 Charter Health and Safety at work Yes	
237 Suez 2007 Group agreement on Employees Ownership Scheme Yes	
238 Suez 2007 Agreement on Commitment to promoting equality and diversity within the Group Yes	
239 Suez 2008 Agreement on social guarantees for Suez Group employees Yes	

240	Cuez	2007	Crown agreement Employment and Expertise Plan (CREC)	Voc
240	Suez	2007	Group agreement Employment and Expertise Plan (GPEC)	Yes
241	Suez- Lyonnaise Des Eaux-Dumez (Suez Group)	1998	Charter Health and Safety at work	Yes
242	Suez Environnement	2014	European agreement on fundamental principles for health and safety at work (French version)	Yes
243	Suez Environnement	2015	Group agreement on gender equality in the workplace	Yes
244	Takashimaya	2008	Global Framework Agreement Labour-Management Agreement on Code of Conduct between Takashimaya Company Limited, Takashimaya Labour Union, JSD and UNI Global Union	Yes
245	Tel Telcomunicaçoes	2009	UNI-TEL Telcomunicações LTDA Code of Conduct	Yes
246	Telefonica	2001	Uni-Telefonica Code of Conduct	Yes
247	Telefonica	2014	Global agreement	Yes
248	Telenor	2013	Global Agreement between Telenor ASA and UNI Global Union	Yes
249	Telkom Indonesia	2010	Global Framework Protocol	Yes
250	Thales	2009	European agreement on 'Improving professional Development through Effective Anticipation' (IDEA)	Yes
251	Thales	2010	A Transparent annual Activity Discussion for mutual Listening (TALK)	Yes
252	Thyssenkrupp AG	2012	Global agreement of an ideamanagement Health & Safety at ThyssenKrupp Elevator Operating Units	Yes
253	ThyssenKrupp	2007	Principles of Social Responsibility in Labor Relations in the ThyssenKrupp Group	Yes
254	ThyssenKrupp	2015	International framework agreement	Yes
255	Total	2005	European agreement on equal opportunity	Yes
256	Total	2004	European agreement – social platform	Yes
257	Total	2007	European agreement on assistance in creation, purchase or development of small and medium sized businesses	Yes
258	Total	2012	Assistance in creation, purchase or development of small and medium-sized businesses. Amendment to the European agreement of 28 march 2007	No
259	Total	2015	Corporate social responsibility Total global agreement	Yes
260	Triumph	2001	Minimum standards on human/workers' rights	Yes
261	Umicore	2007	Sustainable Development Agreement	Yes
262	Unicredit	2008	Establishement of the Joint Commissions	Yes
263	Unicredit	2008	Joint Declaration on Training,Learning and Professional Development	Yes
264	Unicredit	2009	Joint declaration on Equal opportunities	Yes
265	Unilever	2001	Responsible restructuring	Yes
266	Unilever	2004	Agreed joint statement UEWC and Unilever on protection of personal data	Yes
267	UPU	2005	Memorandum of Understanding	Yes

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268	USG People	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes
269	Valeo	2012	Agreement on social responsibility	Yes
270	Vallourec	2008	Agreement on the principles of responsibilities	Yes
271	Veidekke	2005	Global Framework Agreement between Fellesforbundet, Norsk Arbeidsmandsforbund/IFBWW and Veidekke ASA on the development of good working relations in Veidekke ASA operations worldwide	Yes
272	Veolia	2010	EWC agreement	Yes
273	Veolia		Letter of commitment from the General Human Resources	yes
274	Vivendi	1996	Charter of fundamental social rights	Yes
275	Vivendi	1999	Charter on H&S	Yes
276	Volker Wessels	2007	VolkerWessels: Signed between Royal Volker Wessels Stevin NV (VolkerWessels) and the Building and Wood Workers International (BWI) to promote and protect worker's rights	Yes
277	Volkswagen	2012	Charter on Temporary Work	Yes
278	Volkswagen	2002	Declaration on Social Rights and Industrial Relationships at Volkswagen	Yes
279	Volkswagen	2009	Charter on Labour Relations within the Volkswagen Group	Yes
280	WAZ	2004	Framework Agreement between Westdeutsche Allgemeine Zeitung Mediengruppe (WAZ) and International Federation of Journalists/European Federation of Journalists (IFJ/EFJ on the defence and the promotion of press freedom, quality journalism and sound industri	Yes
281	Wilkhan	2009	International Framework Agreement on Social Responsibility and promotion of Employees Rights	Yes
282	ZF Friedrichshafen	2011	Global framework agreement on rights at work	Yes