

	Company name	Date	Title	Included in the EC database	Agreement in force	
1	ABB	2009	European Appendix to ABB Social Policy	Yes	Yes	
2	Abadi Indonesia	2011	Cooperation agreement with UNI Apro	No	Yes	
3	Ability	2008	Code of conduct UNI - Ability Tecnologias e Servicos S/A	Yes	Yes	
4	Airbus (previously EADS)	2011	Group Agreement for the Implementation of a Success-Sharing Plan within the EADS-NV Group	Yes	Yes	
5	Airbus (previously EADS)	2005	Agreement on the European Works Council of EADS N.V. and its derived committees concluded between European Aeronautic Defence and Space Company EADS N.V. and its employee representatives	Yes	Yes	
6	Airbus (previously EADS)	2010	Agreement relating to the procedure for labor negotiations at European level	Yes	Yes	
7	Airbus (previously EADS)	2011	Group agreement on the harmonisation of the variable remuneration of Senior Managers within the EADS Group	Yes	Yes	
8	ABN Amro	2015	International framework agreement	Yes	Yes	
9	Acciona	2014	Global agreement	Yes	Yes	
10	Accor	1995	Agreement between the IUF and the Accor Group on Trade Union Rights	Yes	Yes	
11	Adecco	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes	Yes	
12	AEON	2014	Global agreement	Yes	Yes	
13	Air France	2008, 2013	Social Rights and Ethics Charter	Yes	Yes	
14	Air France	2010	Framework agreement on airport agencies in Europe (ATO)	Yes	No	
15	Air France / KLM	2011	Framework agreement regarding the Outstations in Europe	Yes	No	
16	Air France / KLM	2013	Framework agreement regarding the Outstations in Europe	Yes	No	

17	Air France / KLM	2013	Framework agreement regarding the Air France KLM and Martinair Cargo organisation in Europe	Yes	No	
18	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	Yes	
19	Allianz	2006	Agreement concerning the participation of employees in Allianz SE	Yes	Yes	
20	Allianz	2011	Agreement on guidelines concerning work related stress	yes	Yes	
21	Allianz	2012	Agreement on guidelines concerning Lifelong Learning	Yes	Yes	
22	Alstom	2010	European Agreement on Social Commitments in the framework of the take-over of Areva T&D	Yes	No	
23	Alstom	2011	Agreement on the anticipation of change or developments in Alstom	Yes	Yes	
24	Alstom	2012	European agreement on social commitments during the transition period of the Joint-venture between Alstom and Shanghai Electric	Yes	No	
25	Anglogold	2002	Global agreement between Anglogold LTD. (AngloGold) and International Federation of Chemical, Energy, Mine and General	Yes	Yes	
26	Antara	2010	Labour - Management Agreement on Code of Conduct between Antara, Antara Employees' Union and UNI Global Union	Yes	Yes	
27	Arcelor	2005	Worldwide Agreement on the Principles of Arcelor's Corporate Social responsibility	Yes	Yes	
28	ArcelorMittal	2009	Managing & Anticipating change	Yes	Yes	
29	ArcelorMittal	2008	Agreement on minimum requirements for Plant level Joint H&S Committees	Yes	Yes	
30	ArcelorMittal	2008	Terms of reference for a joint global OSH committee	Yes	Yes	
31	Areva	2006	Group Memorandum of Agreement on Equal Opportunities within the Areva Group in Europe	Yes	No	
32	Areva	2010	Open dialogue through equal opportunities (ODEO) – 2010 Amendment of the Agreement on Equal opportunities within the Areva Group in Europe	Yes	No	
33	Areva	2011	Group Memorandum of Agreement on Professions and Competences Forecast and Management within the Areva Group in Europe	Yes	No	

34	Asos	2017	Global Framework Agreement	Yes	Yes	
35	Auchan Retail	2017	Global agreement on corporate social responsibility	Yes	Yes	
36	Axa	2009	Document relating to the dialogue between labour and management at the AXA Group in Europe.	Yes	Yes	
37	AXA Assistance	2011	European agreement on anticipating changes within Axa Assistance	Yes	Yes	
38	AXA Group	2011	European agreement on anticipating changes within Axa Assistance	Yes	Yes	
39	Ballast Nedam	2002	Framework agreement between Ballast Nedam and IFBWW	Yes	No	
40	BANCO DO BRASIL	2011	Global agreement	Yes	Yes	
41	Barclays	2014	Charte for responsible banking	No	Yes	
42	Barilla	2017	European convention on health and safety	yes	Yes	
43	Bayer	2014	Joint declaration by Bayer AG's Board of Management and the Bayer European Forum	Yes	Yes	
44	Besix	2017	International framework agreement	Yes	Yes	
45	BMW	2005	Joint Declaration on Human Rights and on Working Conditions in the BMW Group	Yes	Yes	
46	BNP Paribas	2012	European social charter employment management	Yes	Yes	
47	BNP Paribas	2014	European Social Charter on Workplace Equality	Yes	Yes	
48	BNP Paribas	2016	European agreement on the prevention of work-related stress	Yes	Yes	
	BNP Paribas	2018	Global agreement on fundamental rights and global social framework	No	Yes	
49	Bosch	2004	Basic Principles of Social Responsibility at Bosch	Yes	Yes	
50	Bouygues	2001	European social Charter	Yes	Yes	
51	BP	2008	Agreement on "Business Service Centre (BSC)" Consultation	Yes	Yes	
52	British Airways	2008	Declaration of principles about consultation and information over national reorganization measures	No	No	

53	Brunel	2007	Global Framework Agreement on Social Responsibility - "A commitment to social responsibility without borders"	Yes	Yes	
54	BT	2003	Outsourcing and remote sourcing of Work	No	No	
55	Carrefour	2000/2015/2018	International Agreement for the Promotion of Social Dialogue and Diversity and for the Respect of Fundamental Rights at Work	No	Yes	
56	Chiquita	2001	Agreement on Freedom of Association, Minimum labour Standards and Employment in Latin American Banana Operations	Yes	Yes	
57	Club Med	2004/ 2009	Agreement on the respect of fundamental rights at work and transnational mobility	Yes	No	
58	Club Med	2001	Joint declaration on sub-contracting	Yes	No	
59	Coca Cola	2005	Joint Coca-Cola and IUF Statement	Yes	No	
60	Codere	2013	Global agreement with UNI Global and spanish unions	No	Yes	
61	CSA Airlines	2004	Code of conduct on CSR	No	No	
62	Daimler	2002/2012	Social Responsibility Principles of DaimlerChrysler	Yes	Yes	
63	DaimlerChrysler	2006	Framework agreement for Information and Consultation with Employees and Employee Representative in the local European	Yes	Yes	
64	DaimlerChrysler	2006	Occupational Health and Safety Principles of DaimlerChrysler	Yes	Yes	
65	DaimlerChrysler	2007	Framework Regulation with the European Works Council (EWC) on the Realignment of the Sales Organization in the European Union	Yes	Yes	
66	Danone	1988	Common view point IUF/BSN	Yes	Yes	
67	Danone	1989/ 2005	Convention on economic and social data in Groupe Danone companies	Yes	Yes	
68	Danone	1989/ 2005	Convention for the promotion of equality of men and women in the workplace	Yes	Yes	
69	Danone	1992/ 2005	Convention on skills training	Yes	Yes	
70	Danone	1994/ 2005	Convention on Trade Union Rights	Yes	Yes	
71	Danone	2005	Fundamental Social Principles	Yes	Yes	
72	Danone	2007	Groupe Danone / IUF Convention on Diversity	Yes	Yes	
73	Danone	2001	Social standards applicable in restructuring of biscuits division in Europe	Yes	Yes	

74	Danone	2011	Danone / IUF Agreement on health, safety, working conditions and stress	Yes	Yes	
75	Danone	1997/ 2005	Convention applicable in the event of changes in business activities affecting employment or working conditions	Yes	Yes	
76	Danone	2005	Convention on the setting up of Social Indicators at the Group Level	Yes	Yes	
77	Danone	2016	Danone/IUF Agreement on Sustainable Employment and Access to Rights	Yes	Yes	
78	Danske Bank	2008	Global Framework Agreement on fundamental labour rights within Danske Bank Group	Yes	Yes	
79	DBApparel	2010	Anticipation task force	Yes	No	
80	Deutsche Bank	2004	Charter of the principles of social management at the Dexia group	Yes	Yes	
81	Deutsche Bahn	2016	European Social Plan	No	Yes	
82	Dexia	2002	Charter of the principles of social management at the Dexia group	Yes	No	
83	Dexia	2007	Evolution of the Charter of the principles of social management at the Dexia group	Yes	No	
84	Diageo	2002	Appendix to the EWC on best practice guidelines on redeployment, redundancy and outplacement	Yes	No	
85	Dragados	2014	Global agreement	Yes	Yes	
86	DS Smith	2017	DS Smith Employee Charter	Yes	Yes	
87	Econocom	2009	European Framework agreement	Yes	No	
88	EDF	2005/ 2009/2018	Agreement on EDF Group Corporate Social Responsibility	Yes	Yes	
89	Elanders	2009	Global Framework Agreement on the respect and promotion of international labour standards and trade union rights	Yes	Yes	
90	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	Yes	
91	Endesa	2002	Text of the ICEM Global Agreement with Endesa	Yes	No	
92	Enel	2013	Global framework agreement on social dialogue guidelines	Yes	Yes	

93	Enel	2009	CSR protocol	Yes	Yes	
94	Eni	1996/ 2004	Establishment of a European observatory H&S	Yes	Yes	
95	Eni	2002	EWC protocol on vocational training	Yes	Yes	
96	Eni	2002/ 2004/ 2009/2016	Global Framework Agreement on international industrial relations and corporate social responsibility	Yes	Yes	
97	Engie (previously GDF Suez)	2010	Global Agreement on Fundamental Rights, Social Dialogue and Sustainable Development	Yes	Yes	
98	Engie (previously GDF Suez)	2010	Group agreement on fundamental principles regarding health and safety	Yes	Yes	
99	Engie (previously GDF Suez)	2010	European group agreement relating to the employment and expertise plan	Yes	Yes	
100	Engie (previously GDF Suez)	2014	Global agreement on Health & Safety of the GDF SUEZ Group	Yes	Yes	
101	Engie (previously GDF Suez)	2014	European agreement on improving quality of life at work	Yes	Yes	
102	Engie (previously GDF Suez)	2016	European Labour Relations Agreement	Yes	Yes	
103	Engie (previously GDF Suez)	2012/2017	European agreement on professional equality between men and women	Yes	Yes	
	Esprit	2018	Global framework agreement	No	Yes	
104	Essity (previously SCA)	2004, 2013, 2018	Agreement between Essity and IndustriALL GLOBAL UNION/ UNIONEN / Essity Group EWC	Yes	Yes	
105	Etex	2002	European Social charter	Yes	No	
106	Etex	2010	Health, Safety and Environment on the workplace Charter	Yes	Yes	
107	Euradius	2006	Global Agreement	Yes	No	

108	Europcar	2008	Joint Declaration on Respect of Social Rights	Yes	Yes	
109	Eurosport	2012	Global agreement on fundamental social rights	Yes	Yes	
110	Faber Castell	2008	Agreement between A.W. Faber-Castell Unternehmensverwaltung GmbH & Co, 90546 Stein and Industriegewerkschaft Metall/Bau- und Holzarbeiter Internationale, BHI	Yes	Yes	
111	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	Yes	
112	FCC Construcción	2012	Global framework agreement on employees rights	Yes	Yes	
113	Ferrovial	2012	Framework agreement between ferrovial, the building and wood workers' international, FECOMA and MCA	Yes	Yes	
114	Fonterra	2002	Agreement between Fonterra, the IUF and the New Zealand Dairy Workers Union	Yes	Yes	
115	Ford	2000	Agreement governing the separation of the Ford Visteon organisation	Yes	No	
116	Ford	2003	Ford of Europe and the Ford European Works Council (FEWC) Agreed upon Social Rights and Social Responsibility Principles	Yes	No	
117	Ford	2012	Global framework agreement	Yes	Yes	
118	Ford	2000	Joint venture CFT : maintenance of Ford contracts, investments	No	No	
119	Ford	2004	IOS restructuring : maintenance of jobs, investments, employability	No	No	
120	Freudenberg	2000	Cooperation, Responsibility and Social Dialogue in the Freudenberg Group	Yes	Yes	
121	G4S	2008	A global Agreement: Ethical Employment Partnership	Yes	Yes	
122	Gamesa	2015	Global agreement on Corporate Social Responsibility	Yes	Yes	
123	GDF	2008	CSR agreement	Yes	No	
124	GEA	2003	Codes of Conduct of GEA AG	Yes	Yes	

125	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	No	
126	General Electric (GEPE)	2002	GEPE agreement on use of electronic communication systems	Yes	No	
127	General Electric (GEPE)	2004	Agreement on Pre-employment Screening ("Background Checks")	Yes	No	
128	Generali	2006	European social charter	Yes	Yes	
129	Generali	2017	Joint European declaration promoting teleworking	Yes	Yes	
130	GeoPost	2005/2017	Global Agreement between GeoPost and UNI Global Union	Yes	Yes	
131	General Motors	2002	General Motors Europe and the European Employee Forum agree on Principles of Social Responsibility	Yes	Yes	
132	General Motors	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	No	
133	General Motors	2001	European framework, dated 5 March 2001 at 20.30 ("The following framework agreement is in relation to GM's current restructuring initiatives.")	Yes	No	
134	General Motors	2001	Framework "regarding "Project Olympia" initiatives"	Yes	No	
135	General Motors	2004	Restructuring Framework	Yes	No	
136	General Motors	2007	Restructuring at Antwerpen	No	No	
137	General Motors		Allocation of next Astra	No	No	
138	General Motors	2009	Working time reduction	No	No	
139	Groupama	2013	Joint declaration relative to quality of life at work	Yes	Yes	
140	Helvetia	2016	European agreement on minimum standards agreement	No	Yes	



141	H&M	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	Yes	
142	H&M	2015	Global framework agreement on fundamental rights along its supply chain	Yes	Yes	
143	Hartmann Group	1999	Charter between the management of Paul Hartmann AG and the European Forum of the Hartmann Group	Yes	Yes	
144	Hochtief	2000	Framework agreement between Hochtief and IFBWW	Yes	Yes	
145	ICOMON	2008	Code of conduct UNI - ICONOM	Yes	No	
146	IF insurance	2006	Nordic negotiation on working conditions	No	No	
147	IKEA	2001	Framework agreement between IKEA and the IFBWW	yes	Yes	
148	Impregilo	2004	Framework Agreement	yes	Yes	
149	Inditex	2009	Global agreement for implementation of fundamental labour rights and decent work	yes	Yes	
150	Inditex	2007, renewed in 2014	International Framework Agreement on the Implementation of International Labour Standards throughout the Inditex Supply Chain	yes	Yes	
151	Inditex	2012	Global agreement on the involvement of unions to monitor the respect of worker's conditions at supplier	Yes	Yes	
152	Inditex	2016	Global agreement on the deployment of trade union experts per country or region who will contribute to better enforcement of the existing 2007 Global Framework Agreement	No	Yes	
153	ISS	2008	Uni - ISS Global Agreement	yes	Yes	
154	Italcementi	2008	International Framework Agreement to promote and protect workers' rights	yes	Yes	
155	ITAÚ-UNIBANCO S.A		Framework Agreement between BANCO ITAÚ-UNIBANCO S.A. and UNION NETWORK INTERNATIONAL FOR THE AMERICAS	yes	Yes	
156	Kelly Services	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	yes	Yes	
157	Kering (previously Pinault Printemps Redoute - PPR)	2008	Commitment for the Employment of Disabled Persons in Europe	Yes	Yes	
158	Kering (previously Pinault Printemps Redoute - PPR)	2008	Charter on Senior Employment	Yes	Yes	
159	Kering (previously Pinault Printemps	2010	Framework of Commitments on Quality of life at Work and Prevention of Work-related Stress for Employees within the PPR	Yes	Yes	

160	Kimberly-Clark	2010	Joint statement between Kimberly-Clark and UNI-K-C Union Network	yes	No	
161	Kraft Food	2007	European Framework Agreement regarding Project One Europe to be Concluded Between Kraft Foods Europe Management and the Employee Representatives	yes	No	
162	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	No	
163	Kraft Jakobs	1998	Code of conduct smoking at the workplace	No	No	
164	Kraft Jakobs	1999	principles on the introduction of euro	No	No	
165	Kraft Jakobs	2001	Agreement on the use of data recorded by sales forces	No	No	
166	Kraft Jakobs	2002	Processing key HR data (part of EWC agreement)	No	No	
167	Kraft Jakobs	2005	Guidelines on information and consultation employment	No	No	
168	Lafarge	2005	Agreement on Corporate Social Responsibility and International Industrial Relations between Lafarge, IFBWW, ICEM and WFBW	Yes	No	
169	Lafarge	2003	Joint declaration concerning health and safety	Yes	No	
170	Lafarge	2011	Joint declaration concerning Health, Safety and Hygiene	Yes	No	
171	Lafarge	2013	Declaration « well-being at work ». Appendix to the Health, Safety & Security declaration of June 1 <sup>st</sup> 2011	Yes	No	
172	Leoni	2002	Declaration of Social Rights and Industrial Relationships at Leoni	Yes	Yes	
173	Lhoist	2002	Charter on sub-contracting	Yes	Yes	
174	Loomis AB	2013	Global agreement between Loomis AB (publ) and UNI Global Union and Swedish Transport worker's union	Yes	Yes	

175	Lukoil	2004/2018	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 LUKOIL"	Yes	Yes	
176	MAN SE	2012	Global framework agreement on Human Rights and Working Conditions	Yes	Yes	
177	Man and Scania	2016	Global agreement an agreement safeguarding jobs at global level until 2026	No	Yes	
178	Mango	2018	Agreement signed with the Spanish union CCOO on fundamental rights along the supply chain	No	Yes	
179	Manpower	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes	Yes	
180	Mann+Hummel	2011	Joint declaration on Fundamentals of Social responsibility of the Mann+Hummel Group	Yes	Yes	
181	Marazzi	2001	Declaration of intent - Joint Initiatives on Health and Safety	Yes	Yes	
182	Media Prima	2010	Memorandum of Understanding between TV3 and UNI Global Union	Yes	Yes	
183	Melia	2013	Global Agreement IUF-UITA / Melia Hotels International S.A.	Yes	Yes	
184	Merloni (Indesit)	2001	Statement of agreement	Yes	Yes	
185	Metro	2007	Metro Group Principles on Social Partnership	Yes	Yes	
186	Metro	2013	Joint Statement of Metro Group & UNI Global Union	Yes	Yes	
187	Michelin	2014	European framework agreement on social responsibility and sustainable development	Yes	Yes	
188	MIZUNO	2011	Global Framework Agreement	Yes	Yes	
189	National Australia Group	2006	Global Agreement - The National Australia Group and Global Union Engagement Strategy	Yes	Yes	
190	Nampak	2006	Global Agreement on the Respect and Promotion of International Labour Standards between Nampak LTD. And Union Network International	Yes	Yes	
191	Nordea	2001	Agreement on group council for collaboration between labour union representatives and management in Nordea	Yes	Yes	

192	Nordea	2001	Business area consultative committee für country representatives	Yes	Yes	
193	Nordea	2003	Negotiation Committee Agreement	Yes	Yes	
194	Norske Hydro	2011, 2016	Fundamental social rights	Yes	Yes	
195	Norske Skog	2002, 2013, 2016	Agreement between Fellesforbundet/Industrial Global Union and Norske Skogindustrier ASA on the development of good working relations in Norske Skogindustrier's worldwide operations	Yes	Yes	
196	OHL	2012	Framework agreement between Obrascon Huarte Lain S.A., Building and Wood Workers' International, FECOMA and MCA	Yes	Yes	
197	Olympia Flex group	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes	Yes	
198	OPEL	2010	Agreement on European restructuring	No	No	
199	Orange (previously France Telecom)	2006	Worldwide Agreement on fundamental labour rights within the France Telecom Group	Yes	Yes	
200	Orange (previously France Telecom)	2010	Worldwide works council	Yes	Yes	
201	Orange (previously France Telecom)	2014	Global Health and Safety Agreement	Yes	Yes	
202	OTE	2001	Global agreement	Yes	Yes	
203	PALSCON	2011	Cooperation agreement with UNI Apro	No	Yes	
204	Partouche	2018	Global framework agreement	No	Yes	
205	Pernod Ricard	2014	Pernod Ricard European agreement on CSR	Yes	Yes	
206	Petrobas	2011	Terms of Understanding of Good Labor Relations	Yes	Yes	

207	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	Yes	
208	Porr	2003	Agreement on data protection in the Porr group at European level	Yes	Yes	
209	Portugal Telecom	2006	Social Responsibility Code of Conduct	Yes	No	
210	Prym	2004	Declaration of the Social rights and Industrial relations within the Prym Group	Yes	Yes	
211	PSA	2008	Agreement on the extension of the strategic equal committee	Yes	Yes	
212	PSA	2006/ 2010/2017	PSA Global Framework Agreement on Social Responsibility	Yes	Yes	
213	Quebecor	2007	Joint Statement on the respect and promotion of international labour standards	Yes	No	
214	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	No	
215	Randstad	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes	Yes	
216	Recticel	2010	Code of conduct use of temporary workers	Yes	Yes	
217	Renault	2004	Renault Group Employees' Fundamental Rights Declaration	Yes	No	
218	Renault	2008	Information and consultation procedure in restructurings	No	No	
219	Renault	2012	Global framework agreement on social, societal and environmental responsibility between the Renault Group, the Renault Group Works' Council and IndustriALL Global Union	Yes	Yes	
220	Rheinmetall	2003	Social Responsibility Guidelines Code of Conduct of Rheinmetall AG	Yes	Yes	
221	Rheinmetall	2012	Framework agreement on the management of health Rheinmetall Group	Yes	Yes	
222	Rhodia	2005/2008/2010	Global Corporate Social Responsibility Agreement between Rhodia and ICEM	Yes	No	
223	Röchling	2004	Principles of Social Responsibility Codes of Conduct Gebr. Röchling KG	Yes	Yes	
224	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	Yes	

225	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	Yes	
226	Saab	2012	International Framework Agreement between SAAB AB and employee representatives Organisations in Saab AB and IF Metall and Industri All Global Union	Yes	Yes	
227	Salini Impregilo	2014	Global agreement	Yes	Yes	
228	Sacyr	2014	Global agreement	Yes	Yes	
229	Safran	2013/2017	European framework agreement for professional integration of young people	Yes	Yes	
230	Safran	2015	European framework agreement for developing skills and career paths	Yes	Yes	
231	Safran	2017	Global Framework Agreement on Working Conditions, Corporate Social Responsibility and Sustainable Development	Yes	Yes	
232	Santander	2008	Joint declaration with EWC	Yes	Yes	
233	Santander	2009	Declaration on Social Rights and Labour Relations in Santander Group	Yes	Yes	
234	Santander	2011	Joint declaration of the European Works Council (EWC) and the Central Management of Santander Group regarding the labour relations framework for the provision of financial services	Yes	Yes	
235	Sara Lee	2001	Agreement on cooperation and CSR	No	No	
236	Schneider Electric	2007/2017	European agreement on the anticipation and development of competencies and employment with respect to the Schneider Electric business strategy	Yes	Yes	
237	Schneider Electric	2010	European Agreement on Social Commitments in the framework of the take-over of Areva T&D	Yes	No	
238	Schreiber	2018	Declaration on inclusion, diversity and equality between men and women	Yes	Yes	
239	Schwan Stabilo	2005	International Framework Agreement between Schwanh�u�er Industrie Holding GmbH & Co KG, 90562 Heroldsberg, Germany and IG Metall, Germany / International Federation of Building and	Yes	Yes	
240	SCOR SE	2015	European Charter on professional equality between women and men	Yes	Yes	
241	Securitas	2006	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	Yes	Yes	
242	Shoprite Checkers	2010	Global Framework agreement	Yes	Yes	

243	Siemens	2007	Joint Statement between group management and Siemens Europe Committee concerning Compliance	Yes	Yes	
244	Siemens	2012	International Framework Agreement between Siemens AG, the Central Works Council of Siemens AG, the IG Metall and the IndustriALL Global Union	Yes	Yes	
245	Skandia		Global agreement with UNI	No	Yes	
246	Skanska	2001	Agreement between Skanska and IFBWW	Yes	Yes	
247	SKF	2003	SKF Code of Conduct	Yes	Yes	
248	Société Générale	2015	Global agreement on fundamental rights	Yes	Yes	
249	Sodexo	2011	International Framework Agreement	Yes	Yes	
250	Sodexo	2015	Sodexo's European Works Council agreement on diversity and inclusion for "senior" (older workers)	Yes	Yes	
251	Sodexo	2017	SODEXO IUF joint commitment for the prevention of sexual harassment	Yes	Yes	
252	Solvay	2013/2017	Global Framework Agreement on social responsibility and sustainable development between Solvay Group and IndustriALL	Yes	Yes	
253	Solvay	2003	Guidelines on social policy in Joint Ventures	Yes	Yes	
254	Solvay	2002	European Charter - Health and safety for the Staff	Yes	Yes	
255	Solvay	1999	Group's practices for subcontracting	Yes	Yes	
256	Solvay	2008	Charter on Sustainable Development and Corporate Social Responsibility	Yes	Yes	
257	Solvay	2017	Global agreement on minimum level of protection for Solvay Group employees in terms of welfare and healthcare	Yes	Yes	
258	Solvay	2018	Charter on the recognition of trade union and employee representative experience	Yes	Yes	
259	Solvay	2018	Global Agreement on the Solvay Global Performance Sharing Plan (2018)	Yes	Yes	

260	Staedler	2006	International Framework Agreement between STAEDTLER, IG Metall Germany and Building and Woodworkers' International (BWI)	Yes	Yes	
261	Starwood Lodging Group	2007	Agreement regarding the transnational transfer of Starwood Employees	Yes	No	
262	Statoil	2010	The exchange of information and the development of good working practice within Statoil worldwide operations.	Yes	Yes	
263	Stora Enso	2018	Global Framework Agreement on fundamental rights	Yes	Yes	
264	Suez	2002	Charter Health and Safety at work	Yes	No	
265	Suez	2007	Group agreement on Employees Ownership Scheme	Yes	No	
266	Suez	2007	Agreement on Commitment to promoting equality and diversity within the Group	Yes	No	
267	Suez	2008	Agreement on social guarantees for Suez Group employees	Yes	No	
268	Suez	2007	Group agreement Employment and Expertise Plan (GPEC)	Yes	No	
269	Suez- Lyonnaise Des Eaux-Dumez (today Engie))	1998	Charter Health and Safety at work	Yes	No	
270	Suez (previously Suez Environnement)	2014	European agreement on fundamental principles for health and safety at work (French version)	Yes	Yes	
271	Suez (previously Suez Environnement)	2015	Group agreement on gender equality in the workplace	Yes	Yes	
272	Suez (previously Suez Environnement)	2016	European group agreement on strategic workforce planning (GPEC)	Yes	Yes	
273	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	Yes	
274	Tchibo	2016	Global Framework Agreement on the implementation of international labour standards throughout the Tchibo non food supply chain	Yes	Yes	
275	Tel Telecomunicações	2009	UNI-TEL Telecomunicações LTDA Code of Conduct	Yes	Yes	
276	Telefonica	2001	Uni-Telefonica Code of Conduct	Yes	Yes	
277	Telefonica	2014	Global agreement	Yes	Yes	
278	Telenor	2013	Global Agreement between Telenor ASA and UNI Global Union	Yes	Yes	
279	Telkom Indonesia	2010	Global Framework Protocol	Yes	Yes	
280	Thales	2009	European agreement on 'Improving professional Development through Effective Anticipation' (IDEA)	Yes	Yes	
281	Thales	2010	A Transparent annual Activity Discussion for mutual Listening (TALK)	Yes	Yes	



282	ThyssenKrupp AG	2012	Global agreement of an ideamanagement Health & Safety at ThyssenKrupp Elevator Operating Units	Yes	Yes	
283	ThyssenKrupp	2007	Principles of Social Responsibility in Labor Relations in the ThyssenKrupp Group	Yes	Yes	
284	ThyssenKrupp	2015	International framework agreement	Yes	Yes	
285	Toll	2018	Global framework agreement	No	Yes	
286	Total	2005	European agreement on equal opportunity	Yes	Yes	
287	Total	2004	European agreement – social platform	Yes	Yes	
288	Total	2007	European agreement on assistance in creation, purchase or development of small and medium sized businesses	Yes	Yes	
289	Total	2012	Assistance in creation, purchase or development of small and medium-sized businesses. Amendment to the European agreement of 28 march 2007	No	Yes	
290	Total	2015	Corporate social responsibility Total global agreement	Yes	Yes	
291	Triumph	2001	Minimum standards on human/workers' rights	Yes	No	
292	Umicore	2007/2015	Global Framework Agreement on Sustainable Development	Yes	Yes	
293	Unicredit	2008	Establishment of the Joint Commissions	Yes	Yes	
294	Unicredit	2008	Joint Declaration on Training, Learning and Professional Development	Yes	Yes	
295	Unicredit	2009	Joint declaration on Equal opportunities	Yes	Yes	
296	Unicredit	2015	Joint Statement on Responsible Sales	Yes	Yes	
297	Unicredit	2017	Joint declaration on "work-life balance"	Yes	Yes	
298	Unilever	2001	Responsible restructuring	Yes	Yes	
299	Unilever	2004	Agreed joint statement UEWC and Unilever on protection of personal data	Yes	Yes	
300	Unilever	2016	IUF- IndustriAll-Unilever Joint Commitment to preventing sexual harassment	Yes	Yes	
301	UPU	2005	Memorandum of Understanding	Yes	Yes	
302	USG People	2008	Memorandum of understanding between CIETT corporate members and Uni on temporary agency workers	Yes	Yes	
303	Valeo	2012	Agreement on social responsibility	Yes	Yes	
304	Vallourec	2008	Agreement on the principles of responsibilities	Yes	Yes	
305	Veidekke	2005/2016	Global Framework Agreement between Fellesforbundet, Norsk Arbeidsmandsforbund/IFBWW and Veidekke ASA on Developing Decent Working Conditions in Veidekke ASAs Global Operations	Yes	Yes	
306	Veolia	2010	EWC agreement	Yes	Yes	
307	Veolia	2012	Letter of commitment from the General Human Resources	yes	Yes	
308	Vinci	2017	Joint declaration on the 0 accident objective	yes	Yes	
309	Vinci	2017	Framework agreement between QDVC - Vinci - BWI	yes	Yes	
310	Vivendi	1996	Charter of fundamental social rights	Yes	No	
311	Vivendi	1999	Charter on H&S	Yes	No	

312	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	No	
313	Volkswagen	2012	Charter on Temporary Work	Yes	Yes	
314	Volkswagen	2002	Declaration on Social Rights and Industrial Relationships at Volkswagen	Yes	Yes	
315	Volkswagen	2009	Charter on Labour Relations within the Volkswagen Group	Yes	Yes	
316	WAZ	2004	Framework Agreement between Westdeutsche Allgemeine	Yes	Yes	
317	Wilkhan	2009	International Framework Agreement on Social Responsibility and promotion of Employees Rights	Yes	Yes	
318	ZF Friedrichshafen	2011	Global framework agreement on rights at work	Yes	Yes	