



► **References made to the MNE Declaration in International Framework Agreements - June 2022**

The MNE Declaration – as an instrument that stimulates dialogue among all parties – is referenced in International Framework Agreements (IFAs) negotiated and signed between MNEs and global union federations (GUFs). The majority of IFAs make reference to ILO Conventions, and an increasing number are also referring to the MNE Declaration (see below). Among the current IFAs available online, 31 directly refer to the ILO MNE Declaration.

Company Name and Headquarters	Agreement Full Title	Signatory Union(s)	Year Signed	Sector/ Industry
1. Acciona Madrid, Spain	Framework Agreement between Acciona and International Federation of building and Wood Workers (BWI)	<ul style="list-style-type: none"> • BWI- Building And Wood Workers' International • CCOO Construction And Service (affil) • MCA-UGT (affil) 	10/2015	Construction/ energy
<p>“This agreement is based on the joint commitment signed by the parties to respect and promote the principles defined in the Universal Declaration of Human Rights, the Tripartite Declaration of the ILO, OECD Guidelines for Multinational Enterprises and the United Nations Global Compact.</p> <p>Acciona allocates resources to oversee compliance with the provisions of the International Labour Organisation (ILO), particularly with regard to minors, and it undertakes to carry out its business and professional activities in accordance with current legislation in each of the places where it operates and to promote and encourage that same compliance and respect among contractors, subcontractors and suppliers.”</p>				
2. ASOS London, United Kingdom	Global Framework Agreement between ASOS.com limited IndustriALL Global Union	<ul style="list-style-type: none"> • IndustriALL 	10/2017	Clothing retail/ e-commerce
<p>“Both ASOS and IndustriALL Global Union shall recognize and undertake to collaborate to ensure the application of ILO standards... and other internationally recognized standards and convention a laid out in Annex 1.” (The MNE Declaration is listed under Annex 1).</p>				
3. BNP Paribas	BNP PARIBAS agreement on Fundamental Rights and Global Social Framework	<ul style="list-style-type: none"> • UNI Global Union 	09/2018	Banking

Paris, France	"The BNP Paribas Group reaffirms its compliance with the OECD Guiding Principles for Multinational Enterprises and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. In accordance with the ILO's commitments, the BNP Paribas Group undertakes to respect the fundamental right to collective bargaining, which constitutes an essential means by which employers and their organisations as well as trade unions can establish fair wages and working conditions."			
4. Crédit Agricole Nanterre, France	Accord Cadre International entre UNI Global Union et Crédit Agricole S.A.	<ul style="list-style-type: none"> UNI Global Union 	07/2019	Banking
	<p>("(...) dans le cadre du présent accord, le groupe Crédit Agricole S.A. confirme qu'il continuera à :</p> <ul style="list-style-type: none"> Respecter les Principes directeurs des Nations Unies relatifs aux entreprises et aux droits de l'Homme ; Mettre en œuvre les mesures raisonnables propres à prévenir, atténuer et, le cas échéant, à s'efforcer de remédier aux effets néfastes éventuels de ses activités et ses métiers sur les droits humains selon les orientations données par les Principes directeurs des Nations Unies relatifs aux entreprises et aux droits de l'Homme ; Respecter les dispositions de la déclaration de l'Organisation Internationale du Travail (OIT) relative aux principes et aux droits fondamentaux au travail adoptée le 18 juin 1998 et les conventions correspondantes et, en particulier, le droit de tous les salariés à s'organiser, à adhérer à un syndicat et à entreprendre des négociations collectives. Adhérer aux principes directeurs de l'OCDE à destination des entreprises multinationales (2011) ainsi que la Déclaration de principe tripartite sur les entreprises multinationales et la politiques sociale (OIT 5^{ème} édition 2017) » 			
5. DRAGADO Madrid, Spain	Framework Agreement between Dragados, S.A., Building and Wood Workers' International, CCOO Construction And Services And MCA-UGT	<ul style="list-style-type: none"> BWI- Building And Wood Workers' International CCOO Construction And Services (affil) MCA-UGT (affil) 	10/2014	Construction
	"This agreement is based on the joint commitment of the signatories to respect and promote the principles defined in the Universal Declaration of Human Rights, the ILO Tripartite Declaration, the OECD Guidelines for Multinational Enterprises and the United Nations Global Compact."			
6. EDF Paris, France	Global Framework Agreement on the edf Group's Corporate Social Responsibility	<ul style="list-style-type: none"> IndustriALL PSI 	07/2018	Energy
	"The EDF Group also refers to the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, as updated in 2011, and the United Nations' Guiding Principles on business and human rights (2011) and the ILO Declaration on Multinational Enterprises revised in 2017. It reaffirms its commitment to complying with the Ten Principles of the United Nations Global Compact of July 2000 (the 10th principle was adopted in June 2004), and undertakes, together with the signatories, to promote them to its suppliers and subcontractors."			

7. ENEL S.p.A. Rome, Italy	Enel Global Framework Agreement	<ul style="list-style-type: none"> • IndustriAll • PSI • Filctem CGIL • Flaei CISL • Uiltec UIL, 	06/2013	Energy/ Electricity
<p>"The Parties agree to take a further step by inserting a series of fundamental principles in line with the UN's Universal Declaration of Human Rights, the UN guiding principles on Business and Human Rights, the basic conventions of the International Labour Organisation (ILO), the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy and the UN Global Compact and the OECD guidelines on multinational companies and country-specific regulations. These instruments incorporate, among others, the rights elaborated in the ILO Declaration on Fundamental Rights at Work (Freedom of Association and Collective Bargaining, conventions 87 and 98; Discrimination, conventions 100 and 111; Forced Labour, conventions 29 and 105; Child Labour, conventions 138 and 182). The parties agree that the principles contained in all of the listed instruments are considered to be part of this agreement."</p>				
8. Eni Rome, Italy	Global Framework Agreement on international relations and corporate social responsibility	<ul style="list-style-type: none"> • IndutriALL • Filctem CGIL • Femca CISL • Uiltec UIL 	06/2019	Oil and gas
<p>"Eni adheres to the principles of the fundamental ILO Conventions, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on business and human rights (2011), the ILO Declaration on Multinational Enterprises revised in 2017 and the principles of the UN Global Compact, that constitute the appropriate tools for responsible, ethical and moral behaviour in business operations."</p>				
9. Esprit Ratingen, Germany	Global Framework Agreement	<ul style="list-style-type: none"> • IndustriAll 	04/2018	Garment/Retail
<p>"Both Esprit and IndustriALL Global Union shall recognize and undertake to collaborate to ensure the application of International Labour Organization Standards, including the 1998 ILO Declaration on Fundamental Principles and Rights at Work, ILO Conventions and Recommendations and other internationally recognized standards as laid out in Annex 1." (The MNE Declaration is listed under Annex 1)</p>				
10. Ferrovial S.A Madrid, Spain	Framework Agreement Between Ferrovial, the Building and Wood Workers' International, Fecoma and MCA	<ul style="list-style-type: none"> • BWI- Building And Wood Workers' International • FECOMA (affil) • MCA (affil) 	05/2012	Services Toll Roads Construction Airport
<p>"This agreement is based on the joint commitment of the signatories to respect and promote the principles defined in the Universal Declaration of Human Rights, the ILO Tripartite Declaration, the OECD Guidelines for Multinational Enterprises and the UN Global Compact."</p>				
11. Fomento de Construcciones y	Framework Agreement Between FCC Construcción, S.A., Building And Wood Workers' International, Fecoma And MCA	<ul style="list-style-type: none"> • BWI- Building And Wood Workers' International • FECOMA-CCOO (affil) • MCA-UGT (affil) 	02/2012	Construction

Contratas, S.A., Barcelona, Spain	<p>"This agreement is based on the joint commitment signed by the parties to respect and promote the principles defined in the Universal Declaration of Human Rights, the Tripartite Declaration of the ILO, OECD Guidelines for Multinational Enterprises and the United Nations Global Compact."</p>			
12. Ford Motor Company Michigan, USA	International Framework Agreement Ford Motor Company and Global IMF / Ford Global Information Sharing Network Agreed upon Social Rights and Social Responsibility Principles	<ul style="list-style-type: none"> • IndustriAll • United Auto Workers 	04/2012	Automotive
<p>"The principles (of this agreement) are based on a thorough review of labour standards espoused by various groups and institutions worldwide, including those outlined by the ILO and stand as a general endorsement of the following human rights frameworks and charters:</p> <ul style="list-style-type: none"> • The Universal Declaration of Human Rights • The ILO Tripartite declaration of principles concerning multinational enterprises and social policy • OECD Guidelines • Global Sullivan Principles of Social Responsibility" 				
13. GDF Suez (Engie) Paris, France	Global Agreement on Fundamental Rights, Social Dialogue and Sustainable Development	<ul style="list-style-type: none"> • IndustriALL • BWI- Building And Wood Workers' International • ICEM • PSI 	11/2010	Energy/ Electricity
<p>"GDF Suez fully supports international standards, including the Universal Declaration on Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy and the UN Global Compact."</p>				
14. Gamesa Corporación Tecnológica Zamudio, Spain	GLOBAL LABOR AGREEMENT on Social Responsibility between the Gamesa Group, the Labor Representatives and IndustriALL Global Union	<ul style="list-style-type: none"> • IndustriAll 	02/2015	Manufacture (wind turbines)
<p>"Gamesa and the companies that are part of the Gamesa Group are fully committed to applying the contents of the UN Global Compact, to which Gamesa formally adhered on December 21, 2004. This commitment extends to the preservation of the natural environment in which the company carries out its activities, and to collaborating in the sustainable development and welfare of the communities in which it operates and with the constant promotion of opportunities equality. It includes respecting minimum international standards for the protection of basic rights and liberties of the people affected by the company's activities, and specifically, the UN standards concerning the responsibility of transnational and other companies in the area of Human Rights, the OECD Guidelines, the Tripartite Declaration of Principles concerning Multinational Enterprises (MNEs) and Social Policy as set forth by the International Labor Organization and the Principles for the Empowerment of the women of the United Nations Development Fund for Women (UNIFEM)."</p>				

15. H&M Stockholm, Sweden	Global Framework Agreement (GFA) between H&M and IndustriALL Global Union and Industrifacket Metall on Compliance and Implementation of International Labour Standards at the Suppliers of H&M	<ul style="list-style-type: none"> • IndustriAll • Industrifacket Metall 	11/2015	Clothing retail
<p>"The Parties agree to work together actively to implement well-functioning industrial relations at H&M's direct suppliers own operations and their subcontractors producing merchandise/ready made goods sold throughout H&M's groups retail operations. The parties agree that well-functioning industrial relations are best achieved by ensuring the application of International Labour Standards including the Universal Declaration of Human Rights, International Labour Organisation's (ILO) Conventions and Decent Work Agenda, the UN Convention on the Rights of the Child, OECD Guidelines for Multinational Enterprises, ILO Tripartite Declaration of Principles Concerning Multinational enterprises, the UN Global Compact Principles and UN Guiding Principles on Business and Human Rights."</p>				
16. Inditex Arteixo, Spain	Global Framework Agreement	<ul style="list-style-type: none"> • IndustriAll 	11/2019	Clothing retail
<p>"The Parties agree to work together in order to ensure a more effective enforcement of International Labour Standards, including Conventions Nos. 29, 87, 100, 105, 111, 135, 138, 155, 159, 182 and 190 of the ILO, as well as the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, OECD Guidelines for Multinational Enterprises, OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the UN Global Compact Principles and the UN Guiding Principles on Business and Human Rights. Inditex undertakes to apply and insist on the enforcement of the above-mentioned international labour standards to all workers throughout its entire supply chain, regardless of whether they are directly employed by Inditex or by its manufacturers and suppliers."</p>				
17. Lafarge Paris, France	Global Framework Agreement on Corporate Social Responsibility and International Industrial Relations	<ul style="list-style-type: none"> • BWI- Building And Wood Workers' International • IndustriALL 	05/2013	Construction
<p>"Lafarge commits itself to comply with the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Tripartite Declaration of Principles concerning multinational Enterprises and Social Policy, the Global Compact and also the OECD Guidelines for Multinational Enterprises."</p>				
18. Lukoil Moscow, Russia	Global Framework Agreement	<ul style="list-style-type: none"> • IndustriALL • ROGWU • IATUO LUKOIL 	06/2018	Energy/ extraction
<p>"By entering into this Agreement, the Parties hereby confirm their adherence and full support to international labour standards, including the UN Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Special Policy, the UN Global Compact, and the United National Guiding Principles on Business and Human Rights."</p>				

19. Mango Palau-solità i Plegamans, Spain	Global Agreement to contribute to the application of international labour standards and monitor its supply chain	<ul style="list-style-type: none"> • CCOO Industria 	07/2018	Clothing retail
<p>"With this signature, the signatory parties guarantee and reinforce the application of all Conventions, Standards International Labour Standards and Regulations of the International Labour Organization (ILO), including the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, with the commitment to apply the principles and guidelines integrated in the Tripartite Declaration of Principles of the ILO, and the follow-up of the activities between companies and unions through this Organization." (translated)</p>				
20. Obrascón Huarte Lain S.A Madrid, Spain	Framework agreement between Obrascón Huarte Lain S.A., Building and Wood Workers' International, FECOMA and MCA	<ul style="list-style-type: none"> • BWI- Building And Wood Workers' International • FECOMA (affil) • MCA (affil) 	09/2012	Construction and Engineering
<p>"This agreement is based on the joint commitment signed by the parties to respect and promote the principles defined in the Universal Declaration of Human Rights, the Tripartite Declaration of the ILO, OECD Guidelines for Multinational Enterprises and the United Nations Global Compact."</p>				
21. Orpea Puteaux, France	Global agreement for a Partnership on Ethical Employment, Social Dialogue, Collective Bargaining and Trade Unions Rights	<ul style="list-style-type: none"> • UNI Global Union 	04/2022	Care for vulnerable people
<p>"ORPEA commits to observe the provisions of the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, including freedom of association and, in particular, the right of all employees to organize, join a trade union and conduct collective bargaining. It reaffirms its support for the OECD Guidelines for Multinational Enterprises and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration-5th Edition 2017)."</p>				
22. Pernod Ricard Paris, France	Pernod Ricard European Agreement on Corporate Social Responsibility	<ul style="list-style-type: none"> • EFFAT- European Federation of Food, Agriculture and Tourism Trade Unions 	01/2014	Beverages, Wine and Spirits
<p>"Pernod Ricard subscribes to and intends to comply with the principles and guidelines sets forth in such internationally recognised documents as: - The OECD guidelines for multinational enterprises; - The Ten Principles of the United Nations Global Compact; - The ISO 26000 standard on CSR and the XP X30 027 standard, - The ILO's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy; - The United Nations Guiding Principles on Business and Human Rights."</p>				
23. Petrobras	Terms of Understanding of Good Labor Relations	<ul style="list-style-type: none"> • IndustriALL • ICEM – International Federation of Chemical, 	12/2011	Energy

Rio de Janeiro, Brazil		Energy, Mine and General Workers' Unions		
<p>"The international standards that Brazil is signatory to have the full support of Petrobras. For the purposes of this clause the following instruments are defined as international standards:</p> <ul style="list-style-type: none"> • Universal Declaration of Human Rights • OECD Guidelines for Multinational Corporations • ILO Tripartite Declaration on Principles for Multinational Corporations and Social Policy • UN Global Compact" 				
24. Sacyr	Framework Agreement among Sacyr, S.A. Building and Wood Workers' International (BWI), CCOO Construction and Services and MCA-UGT	<ul style="list-style-type: none"> • IndustriALL 	10/2014	Construction
Madrid, Spain	<p>"Este acuerdo esta basado en el compromiso conjunto de los firmantes de respetar y promover los principios definidos en la declaracion Universal de Derechos Humanos, la Declaracion Tripartita de la OIT, las Lineas Directrices para Empresas Multinacionales de la OCDE y el Pacto Mundial de Naciones Unidas."</p>			
25. Safran S.A.	Global Framework Agreement on Working Conditions, Social Responsibility and Sustainable Development	<ul style="list-style-type: none"> • IndustriALL • BWI- Building And Wood Workers' International • CFE-CGC • CFDT • CGT • CGT-FO 	10/2017	Aerospace/ engineering
Paris, France	<p>"As a signatory of the UN Global Compact, Safran is committed to promoting the Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, as well as the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy."</p>			
26. SaniIi-Impregilo S.p.A.	International Framework Agreement between SALINI-IMPREGILO S.p.A. and Building and Wood. Worker's International (BWI), FENEAL UIL, FILCA CISL and FILLEA CGIL	<ul style="list-style-type: none"> • BWI- Building And Wood Workers' International 	10/2014	Construction/ civil engineering
Milan, Italy	<p>"The signatories highlight the need to promote and monitor the implementation of the fundamental principles of Human Rights as defined in the 'Universal Declaration of Human Rights' (1948), the 'ILO Declaration on Fundamental Principles and Rights at Work' (1998), the 'ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy' (2000) and the 'OECD Guidelines for Multinational Enterprises' (2011)."</p>			
27. Solvay	Global Framework Agreement on social responsibility and sustainable development between	<ul style="list-style-type: none"> • IndustriALL 	02/2017	Chemicals Pharmaceutical

Brussels, Belgium	Solvay Group and IndustriALL Global Union			
	Global Framework Agreement on social responsibility and sustainable development between Solvay Group and IndustriALL Global Union	<ul style="list-style-type: none"> • IndustriALL 	03/2022	Chemicals Pharmaceutical
<p>“Solvay and IndustriALL Global Union affirm their adherence to texts governing basic labor rights and trade union rights in society and the company. 1.1 ILO Conventions (...) 1.2 UN Global Compact (...) 1.3 Universal Declaration of Human Rights 1.4. OECD Guidelines for Multinational Enterprises (as revised in 2011) 1.5 ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy 1.6 UN Guiding Principles on Business and Human Rights 1.7 UN Sustainable development goals (as revised in 2015)”</p>				
28. Siemens Gamesa Hamburg, Germany	Global Framework Agreement on Social Responsibility between the Siemens Gamesa Renewable Energy, the Labour Representatives and IndustriALL Global Union	<ul style="list-style-type: none"> • IndustriALL 	11/2019	Turbine manufacturing
	<p>“The Group’s commitments extend to countries that have not yet ratified these [ILO] conventions. The signatories will be able to promote them to professional organisations and the competent local authorities, drawing on their experience of applying them within companies belonging to the Siemens Gamesa Group and its supply chains. The Siemens Gamesa Group also refers to the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, as updated in 2011, the United Nations’ Guiding Principles on business and human rights (2011) and the ILO Tripartite Declaration on Multinational Enterprises revised in 2017.”</p>			
29. Tchibo GmbH Hamburg, Germany	Global Framework Agreement between TCHIO GmbH and IndustriALL Global Union	<ul style="list-style-type: none"> • IndustriALL 	09/2016	Coffee and Retail
	<p>“Both Tchibo and IndustriALL Global Union shall recognise and undertake to collaborate to ensure then application of International Labour Standards including the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, UN Guiding Principles on Business and Human Rights, the UN Global Compact, and the UN Sustainable Development Goals to Tchibo’s non-food supply chain.”</p>			
30. Umicore Brussels, Belgium	Global Framework Agreement on Sustainable Development	<ul style="list-style-type: none"> • IndustriALL 	10/2019	Mining and smelting
	<p>“In accordance with its Human Rights Policy, Umicore fully supports the United Nations Universal Declaration of Human Rights and commits to respecting all International Labour Organisation (ILO) core labour standards and, more generally, all human rights standards. Umicore also endorses the</p>			

	OECD Guidelines for Multinational Enterprises, the United Nations' Guiding Principles on business and human rights and the ILO Declaration on Multinational Enterprises."			
31. UniCredit	Global Framework Agreement. Human Rights and Fundamental Labour Rights	<ul style="list-style-type: none"> UNI Global Union 	01/2019	Banking and Financial Services
Milan, Italy	<p>"UniCredit reaffirms its commitment to observe the provisions of the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, including freedom of association and, in particular, the right of all employees to organise, join a trade union and conduct collective bargaining. It reaffirms its support for the OECD Guidelines for Multinational Enterprises and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration-5th Edition 2017)."</p>			