

	<p style="text-align: center;">Global Human Rights Policy</p>	<p style="text-align: center;">Edition: 2.0</p>
<p style="text-align: center;">Global Compliance Policy</p>		<p style="text-align: center;">Effective Date: 12 February 2008</p>
	<p style="text-align: center;">Approved By: Pierre Barnabé EVP Human Resources and Transformation</p>	<p style="text-align: center;">Functional Owner: Human Resources</p>

1. Overview

Our values guide the attitudes, behaviors and decisions of all Alcatel-Lucent employees and agents around the world as we interact with our customers, our partners, our suppliers, the communities in which we work and live, and - most of all - each other. The Global Human Rights Policy is an important and critical part of that commitment, as its focus is to ensure that our employees around the world are treated with dignity, fairness and respect. Alcatel-Lucent expects suppliers and subcontractors to adhere to the same high standards of social responsibility. Alcatel-Lucent will make the respect of human rights a decisive criterion in the management of its suppliers and subcontractors. Alcatel-Lucent reserves the right to monitor compliance with these principles and commits itself to cooperate with its suppliers to respect these high standards.

Where country, state, provincial or local laws or collective bargaining agreements contain mandatory requirements that differ from the provisions of this policy, those legal requirements or collectively bargained for agreements will prevail.

2. Population/Scope

All employees and non-employee workers, subcontractors, suppliers and agents providing services to Alcatel-Lucent are expected to comply fully with all aspects of this policy and to conduct themselves in accordance with the principles described therein.

3. Policy

It is the policy of Alcatel-Lucent to protect and enhance the human dignity of everyone who works for the Company and anyone who has dealings with it. We conduct business in many countries and believe that our products, services and jobs improve the quality of life in each of these countries. Alcatel-Lucent supports and respects, within its sphere of influence, the principles of human rights defined in the United Nations Universal Declaration of Human Rights, the International Labor Organization's fundamental conventions and the Global Compact.

Specifically:

- We comply with all country and local laws in the areas in which we operate.
- We adhere to a set of principles, defined by the Alcatel-Lucent Statement of Business Principles, that guide our corporate integrity and business practices.

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- We prohibit discrimination against any employee or job applicant on the basis of age; disability; race; sex; color; religion; creed; national origin; citizenship; sexual orientation; gender identity, characteristics or expression; marital status; covered veteran status; or any other protected class and will treat everyone with dignity and with full respect for their private lives.
- We ensure that employment with Alcatel-Lucent is by freedom of choice.
- We uphold freedom of association and the right of any individual to be fairly represented.
- We offer employees remuneration packages that meet or exceed the legally required minimum.
- We comply with maximum hours of daily labor set by local laws and comply with overtime pay requirements.
- We support the effective elimination of all forms of compulsory labor and child labor and will make this a criterion in the selection and management of our suppliers and contractors.
- We prohibit actions that create an intimidating, hostile work environment including corporal punishment, harassment, verbal, written, physical or psychological abuse, threats or intimidation as these are inconsistent with a respect for human dignity.
- We prohibit actions that threaten or insinuate that an employee's or applicant's submission to or rejection of sexual advances will influence any personnel decision regarding that employee's or applicant's employment, wages, advancement, job assignment, or any other condition of employment or career development.
- We prohibit retaliation against or other adverse actions against those who report, in good faith, suspected violation of the law or policy. Any employee who believes that they have been subject to retaliation should report the issue immediately.

Violations of this policy should be reported using the appropriate [Compliance Issue Reporting Mechanism](#) as described on the Office of Business Conduct web site.

This policy is subject to change at any time in the future. It will be communicated to all employees and made available to all stakeholders. This policy is not intended to create any contractual rights on behalf of employees or any third party.