

Globethics Repository

The logo for Globethics, featuring the word "Globethics" in white, sans-serif font centered within a solid blue rectangular background.

Our Code of Ethics

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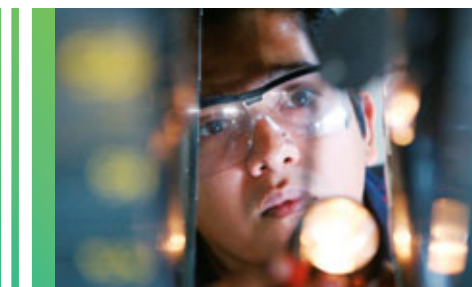
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Our
code of
ethics



We are Shaping the future







“Ethical rules and values guarantee our future”

Our core values - Trust, Team and Action - ensure Alstom’s overall cohesion, inspire trust among our partners, reinforce our image and, quite simply, guarantee our future.

Alstom’s reputation and integrity can only be built by continuously strengthening ethical rules and procedures. Our growth is underpinned and guided by our fundamental principles of integrity and transparency, applied scrupulously and without exception with regard to employees, shareholders, customers in the public and private sectors, suppliers, competitors and partners. Our Code of Ethics is essential and all employees, in their day-to-day work, need to share the same clear values and observe the same rules of personal and collective conduct that define Alstom as an ethical company.

Through the Alstom Integrity Programme, I constantly strive to strengthen this approach and ensure that our values and rules are strictly applied, without exception. Since March 2009, the Group has been engaged in a certification process to assess that its rules and their implementation are in line with the highest international business standards.

All our ethical rules are important. However, three rules, covering competition, corruption and internal control, deserve special attention, as they are central to our individual and collective responsibilities. To ensure nothing is overlooked, any employee who has reason to believe that our Code of Ethics is being violated can immediately report the matter to his or her direct manager or use Alstom’s Alert Procedure, in accordance with the relevant national laws and rules.

I rely on each and everyone of you, individually and collectively, to ensure that all our rules are respected on a daily basis.

Patrick Kron
Chairman & CEO

A handwritten signature in black ink, consisting of a stylized, cursive script that is difficult to decipher but appears to be the name 'Patrick Kron'. The signature is written on a white background.

OUR THREE FUNDAMENTAL RULES

The following three rules are fundamental because any deviation from their application exposes the Group and those concerned to considerable risks.

Agreements and understandings with competitors

Competition laws or antitrust laws are intended to ensure open and fair competition among companies. Open and fair competition is in the best interest of Alstom and benefits customers, consumers and society as a whole. Such laws must be complied with at all times. Severe civil and criminal sanctions can be imposed on the company and on individuals if such laws are broken.

““ Respect the rules of competition ””

Alstom employees must not participate in any agreement with competitors that have the intent or effect of fixing prices, distorting a bidding process, dividing a market, limiting production or boycotting a customer or supplier. Alstom employees must not exchange sensitive information with competitors in infringement of the competition laws.

Because rules are complex and differ from one country to another, employees should consult their Legal department for clarification as necessary.

Prevention of corruption and bribery

Alstom’s policy is to prohibit all unlawful payments and practices. The Group is fully committed to the elimination of corruption and bribery in its business transactions and complies with the requirements of the OECD Anti-Bribery Convention, of the US Foreign Corrupt Practices Act (FCPA), of the UK Bribery Act 2010, and with all applicable laws in the countries where it is present and follows the guidance of the “Resource Guide to the US Foreign Corrupt Practices Act”.

Alstom companies, officers, directors and employees must not offer or provide, directly or indirectly, by requesting assistance from a third party, any pecuniary or other advantage to any person in violation of any legal requirements or Alstom’s ethical principles, with a view to obtaining or retaining business or securing any facility or favour that infringes regulations.

““ Always refuse corruption in business transactions ””

“Person” means a public official, political party, employee or agent of a customer in the public or private sectors or employee or agent of a lending agency or bank. Public officials include, but are not limited to public or government officials, agents, employees, or representatives; any political party or political party officials, agents, employees or representatives, candidates for public or political party office, members of public assemblies, officials and employees of international organisations, judges or officials of international courts, government controlled administrations’ and state owned companies’ employees.

Alstom companies, officers, directors and employees must not offer or provide any advantage or respond to solicitations from any party claiming real or implied influence on an agent in the public or private sector and offering to use that influence to obtain any favourable decision or market share.

Subsequently, Alstom will not take any sanction against employees for being compliant with Alstom rules by refusing any form of corruption and bribery, even if such a decision results in losing business or any other adverse consequences.

Facilitation payments are used to facilitate mandatory administrative procedures and formalities normally carried out through the proper legal channels. Such payments are petty corruption, and although they may be tolerated in some countries, they are illegal in many countries. To avoid any confusion or misunderstanding with regard to acceptable limits, Alstom prohibits any such practices.

Internal control and disclosure of information

Internal control is key as it is designed to provide reasonable assurance to the management at every level in regard to the quality and reliability of financial and business information along with conformity to the applicable laws and regulations, and internal rules in force.

““ Every employee has a role to play in internal control ””

The management of the respective entities (Corporate, Country, Sector, Business or Unit) is responsible for internal control in compliance with the Group’s Internal Control Manual and must confirm that it has achieved its task. The integrity of our financial and business information is essential to run our operations legally, honestly and efficiently. As a consequence, all financial and accounting information must be correctly recorded in the Group’s books and accounts.

OUR ESSENTIAL RULES

Relationships with our business partners

● Customers

Alstom must treat all its customers honestly and fairly, regardless of the size of their business. The Group is committed to providing customers with high-quality products and services that meet their needs.

“Be trustworthy”

Alstom gives detailed information on its

products and services in its advertising, public statements and offers to individual customers. Employees who negotiate contracts must ensure that any statements, communications and presentations made to customers are accurate and truthful.

Customer confidential, sensitive or private information must not be disclosed by an Alstom employee to any person except as required or permitted within a project or contract.

● Suppliers and sub-contractors

Suppliers' and sub-contractors' inputs represent a high proportion of the value of Alstom's products and services and play an important role in customer satisfaction.

Purchasing decisions are based on objective assessment of the

“Fair selection process and observance of the Alstom Charter for Sustainable Development”

supplier's or sub-contractor's reliability and integrity and on the overall value of the offering in view of short and long-term considerations and objectives. For the interest of Alstom, the purchase of goods and services is based on the merits of price, quality, performance, delivery and suitability. The purchaser endeavours to ensure that a situation of dependence is not established with suppliers and sub-contractors, and therefore systematically develops credible alternatives.

Care must be taken to avoid conflicts of interest and any appearance of partiality. Kickbacks are prohibited.

Relations with suppliers and sub-contractors are governed by procedures set out by Sourcing and Supply Chain, which should be applied by everyone and are designed to ensure all suppliers and sub-contractors are treated equally.

Alstom requires its suppliers and sub-contractors to strictly comply with all applicable legal requirements related to their activities

and business environment. The Group requires its suppliers and sub-contractors to sign its Charter for Sustainable Development, underpinned by respect for human rights, employee health and safety, ethical rules, in particular those related to anti-corruption and fair competition, environmental protection and compliance with applicable laws and regulations. Alstom takes steps to ensure that these commitments are met, both during the selection process and during the contract execution.

● Business Advisors

In order to avoid any occurrence of bribery or unlawful practices exposing the Group to liability, relations with business advisors are guided by strict internal procedures.

Business Advisor means any representative, business development consultant, agent, sponsor or lobbyist

“Strictly follow the procedures”

involved directly or indirectly in activities pertaining to sales or project execution. It refers also to third parties acting on behalf of Alstom, including, but not limited to, lawyers, tax advisors, customs agents, engineers, financial advisors, who interact with customers or any public or private authorities.

To prevent public and private corruption, the use of business advisors is subject to approval at Sector and Corporate levels and is supervised by the Ethics & Compliance department as far as the respect of compliance principles is concerned.

● Government and other public procurement contracts

Contracts with government-owned or public entities often require compliance with very high standards. Alstom observes the laws and regulations that govern the acquisition of goods and services by governments in all its markets, including laws prohibiting efforts to influence government officials.

“Apply the rules”

Alstom is committed to competing fairly, to being

truthful and accurate and, when awarded, to perform contracts in accordance with all contractual and legal obligations.

Where government contracts involve the possession, use of, or access to classified or otherwise restricted information, it is essential that the employees involved strictly follow the security procedures applicable to such information.

Although some of Alstom's former public customers have been partially or wholly privatised, they may still be subject to the

same or similar stringent rules. In order to prevent conflicts of interest, special care must be given to the hiring of a former or current government employee. This needs to be carefully reviewed and approved by the Human Resources department.

● **Export controls and trade restrictions**

Local, national or international laws, regulations or similar requirements establishing embargoes, boycotts or other trade restrictions on goods, services, software or technology are enacted from time to time.

All Alstom companies, exporting goods and services or performing services outside their own countries

““ **Abide by international trade laws** ””

(including technical assistance or training), must strictly comply with all applicable Export Control laws of the country in which they are present. Special care needs to be given for dual-use items (products, software and technical data which can have an application both in the civil and military fields). Employees involved in international trade must ensure they comply with the latest applicable regulations and seek guidance from their Legal department.

Failure to observe these laws and regulations could expose both the Company and the employees involved to severe penalties, including prohibition of future exports.

● **Money laundering**

Money laundering is the processing of criminal proceeds in order to disguise their illegal origin.

““ **Work only with reputable business partners** ””

In compliance with all laws related to this matter, Alstom conducts business with reputable

partners. Employees need to be cautious with the way payments are made to detect if irregularities may exist and with partners who demonstrate suspicious behaviours in their operations.

● **Conflicts of interest**

Conflicts of interest distort judgement. Alstom employees must avoid any situation that involves or may involve a conflict between their personal interests (or those of family members or relatives) and those of the Group.

To protect employees and Alstom from actual or apparent conflicts of interest, employees must not make or hold any investments in a supplier, customer, competitor, consulting company or any business partner if the nature of such investments might affect a business decision taken on behalf

of Alstom. Employees must not deal directly with a business partner that can be a customer, a supplier, an agent, a consultant or any other third party, if they or their family members or relatives have an interest in such third parties. If such situations arise, employees must clearly inform their Unit manager of the matter and obtain written approval to proceed.

““ **Raise any potential conflict of interest with your management** ””

Employees must refrain from accepting outside work from a supplier, customer or competitor and should not be involved in any outside work that may adversely affect their performance or judgement on the job. Employees must disclose any outside employment to their manager.

● **Gifts and hospitality**

Alstom aims to ensure that any business decisions taken by its employees, customers or suppliers are made solely through the proper business channels — fundamentally based on competitiveness, performance and the quality of the products and technologies it offers — and are not driven by any form of personal improper advantage or conflict of interest.

In some cultures, good business relations may sometimes involve the exchange of symbolic gifts and hospitality. Employees must not offer, accept or authorise a family member or relative to accept gifts, money, loans, invitations or any other form of special treatment from anyone involved in business dealings with the Group, if the ultimate goal is to influence business decisions.

Employees may accept or offer, on behalf of Alstom, an occasional business meal invitation

““ **Do not allow decisions to be influenced** ””

or an occasional non-pecuniary symbolic gift of low value if it can be reciprocated on another occasion. Any employee required to offer or accept a gift or invitation of value as a result of protocol, courtesy or other reasons must first inform his or her Unit manager and the Legal department.

A socially responsible company

““ **Promote sustainable development** ””

Alstom applies its policies and standards in all countries in which it is present. The Group respects the cultures of local communities with which it interacts and takes into account the interests of its different stakeholders.

● Protecting the environment

Alstom has given itself the ambition and the means to make a significant contribution to environmental protection through the systems, equipment and services it sells. The Group's core activities are focused on providing advanced technology and services to improve the management of natural resources, significantly reduce emissions and greenhouse gas effects and enhance the quality of life, while contributing to economic and social progress. Alstom also communicates to its customers information on the environmental impact of its products.

Furthermore, Alstom designs its equipment and manufacturing processes for minimum

“ Be recognised as a reference in this domain ”

consumption of energy, eliminates hazardous products and favours materials that can be recycled. Alstom includes the environmental impact in the criteria for major decisions. At all manufacturing sites and offices, this impact is managed in line with the rules set out in the Environment, Health and Safety (EHS) policy and covered by quarterly reports. Each Unit is responsible for setting its own targets in line with the policy pursued by the Group and the Sectors. In their day-to-day activities, all employees contribute to this collective effort.

● Community relations

Alstom takes into account the social, economic and environmental interests of local communities. The Group encourages its employees to build relations with local institutions, universities and schools.

“ Be involved in communities ”

Alstom encourages its employees to volunteer and play a role in the local community. Activities undertaken by employees on their own initiative are

done so in their name and in their own time. Conflicts of interest are to be carefully avoided.

● Political contributions and activity

Political contributions are often subject to national laws and vary from country to country.

“ No promotion of particular political interests ”

Even when legally permitted, such contributions can be a source of abuse or otherwise perceived as a questionable practice. Alstom's policy is not to make contributions, financial or in kind, to political parties or organisations, or to individual politicians.

Alstom respects the rights of its employees to participate as individuals in their community and civic affairs. This must be done at a personal level, in their own time and at their own expense,

consistent with applicable laws. Alstom's stationery, funds and other property must not be used for personal political activities. Employees need to carefully separate their own political activities from Alstom activities and avoid any conflict of interest.

● Charitable contributions

“ Enhance Alstom's reputation as a good citizen ”

Charitable contributions made in the Group's name or using its financial resources are permitted as long as they comply with applicable laws and regulations. Contributions should have relevance to the community in which Alstom operates and must effectively serve the purpose of the charitable organisation concerned while enhancing Alstom's reputation as a good citizen. Charitable contributions must not be made without prior written approval and must be properly recorded.

● Sponsorship

Sponsorship is part of the marketing and communication strategy. It is authorised in compliance with applicable laws and regulations and solely within the framework of the Group's communications policy.

“ Reflect Alstom's communications policy ”

Decisions to engage the Group in any sponsorship is subject to prior approval from the Communications departments

(Corporate or Sectors) and must be properly recorded.

Human Resources

“ Encourage individual and collective expression ”

It is Alstom's policy to fully comply with the United Nations Universal Declaration of Human Rights and with the International Labour Organization's Fundamental Conventions.

In line with these principles, Alstom applies a human resources policy based on fair treatment and respect for individuals, their dignity, rights and individual liberties, and promotes their involvement in company life. The Group promotes all forms of dialogue with both individual employees and their representatives.

● Health and safety

Alstom is committed to providing a safe and healthy work environment at all its sites, offering the same high standards wherever it has operations. These standards are set out in the

Environment, Health and Safety (EHS) policy and apply to employees and sub-contractors working at Alstom's sites or under Alstom's supervision at customer sites.

“ Promote a safe work environment ”

These measures are implemented in partnership with the relevant bodies and committees.

Employees are responsible for reporting any hazardous situations they may witness, or any incidents indicating such risks, and for helping to implement preventive measures. Safety guidelines must be strictly adhered to.

● Security of employees

Alstom does its utmost to protect its employees, wherever they are working.

“ Limit risks ”

The Group issues regular instructions to inform people of risks and to set out procedures to be followed, such as in the event of unstable political situations, criminal acts or health matters. All employees should familiarise themselves with these regularly updated instructions, particularly with regard to business travel.

● Social relations

“ Collective interest ”

organisations of their choice and to organise and bargain collectively. The social relations policy recognises that differences are a source of strength for the Group. Alstom respects the role and responsibilities of the social partners and commits to communicating and negotiating openly to address issues of collective interest.

Alstom respects the right of all employees to form and join trade unions and workers' organisations of their choice and to organise and bargain collectively.

● Equal opportunity and diversity

Alstom employees are required to comply with all laws and regulations forbidding any discrimination with respect to age, race, gender, ethnic origin, nationality, religion, health, disability, marital status, sexual preference, political or philosophical opinions, trade-union membership or other characteristics protected by applicable law.

Alstom does not tolerate any form of harassment, sexual,

“ No discrimination ”

physical or psychological, coercion or bullying. If employees observe or experience any form of abuse, they can report it to their HR management. No adverse action can be undertaken against employees making

Measures to offset any risk related to health and safety issues are applied at all sites and throughout projects.

such a good faith report. The recruitment process is exclusively based on the applicant's qualifications and skills. Remuneration is solely determined on the basis of the employee's contribution to the Group.

The recruitment, training and personal development of employees from different backgrounds is an important asset for Alstom. The Group seeks to recognise and value these differences by building teams that reflect the markets and communities in which it operates.

● Career management for employees

“ Promote personal development ”

through regular face-to-face interviews between employees and their managers. These interviews help focus on required skills, achievements, development plans and career paths according to individual needs and aspirations and business needs. Training programmes and collaborative ways of working also contribute to this process. Looking for solutions adapted to the skills of employees is maintained throughout their career, even in the event of reorganisation.

As part of Alstom's "It's all about people!" policy, the Group aims to promote personal development

● Data privacy

Alstom and each of its employees must be particularly attentive to laws and regulations concerning privacy and protection of information concerning individuals, employees or third parties and comply with them.

“ Respect individual rights ”

Employees who have access to personal data shall be only those whose function and responsibility specifically include the handling of personal data; the right of access is restricted according to the nature and scope of the individual function and responsibility. Alstom does not communicate personal information to third parties, except to the extent necessary and permitted by applicable laws or regulations.

Protecting Alstom's assets

All Alstom employees should do their utmost to protect the Group's assets. Alstom's funds and assets must not be used for illegal purposes or for purposes not related to Alstom's activities.

Employees should not appropriate any of Alstom's assets for their own use or make them available to others for a non-

Alstom use. Employees must not use Alstom's assets for personal gain or personal business, nor may they allow any other person not employed or authorised by the Group to use them. Misappropriation or theft of these assets may give rise to sanctions and may constitute a violation of law, giving rise to civil or criminal prosecution.

Alstom's assets are not only physical or tangible items (such as funds, supplies, patented inventions, or computer and telephone networks); they also include intangibles (such as ideas, concepts or know-how) which employees develop in the course of their work for Alstom. In addition, assets cover customer/supplier lists and other market data, along with any information to which employees have access as a result of their work responsibilities.

“Do not appropriate Alstom's assets”

● Respecting confidential information

Employees who may have access to confidential and proprietary data relating to Alstom's business activities, including information on customers and suppliers must only be those whose function and responsibility specifically include the handling, use and communication of such data. The right of access is restricted according to the nature and scope of the individual function and responsibility. Moreover, any employee who comes into possession of confidential or proprietary information must keep such information confidential and use it only for authorised purposes.

“Share information with caution”

Examples of confidential information include, but are not limited to, results, forecasts and other financial data, human resources and personal data, information with respect to acquisitions and divestitures, new products and orders. Examples of proprietary information include, but are not limited to, business strategies, product improvements, technical information, systems, inventions, trade secrets or know-how developed or acquired by Alstom. This definition includes matters covered by secrecy agreements.

Employees who are not sure whether they may properly disclose or act on information in their possession should seek guidance from their manager. Employees' obligations with respect to such information continue beyond their term of employment.

● Intellectual property

Alstom's intellectual property rights which include patents, know-how, trade secrets, trademarks, domain names, industrial designs and copyrights, are one of its most valuable assets, and are therefore protected by law, whenever possible.

“One of our most valuable assets”

Employees have a duty to safeguard these assets. Alstom ensures that valid intellectual property of others are respected and not infringed by its employees.

● Using Group communications resources

The Group's communications resources — email, voicemail, internet, telephone (including mobile phone) and other means of communication — are the property of Alstom and are to be used for professional purposes.

Their use for private purposes is based on the recognition that private and business lives are closely linked and that the right balance between the two is beneficial to Alstom and its employees. However, such use should be limited to what is reasonable and necessary in the circumstances. Employees are strictly forbidden from using the Alstom email system or the internet or any other means of communication for any improper purpose, and must avoid the transmission or receipt of messages or images that may be viewed as insulting, offensive or demeaning to the individual.

“Not to be used for improper purposes”

● Insider dealing

In the normal course of business, some employees may have access to information that can affect the value of shares, options or other securities, if such information were to become public. Since Alstom is a publicly quoted company, it is subject to the securities laws and regulations of several jurisdictions which regulate disclosure of information to the public.

“Access to privileged information imposes obligations”

Information which may affect the value of Alstom's shares, options or other securities, is considered “inside” information and must be kept confidential until publicly disclosed by the Group. Acting on this information for personal gain or disclosing it to anyone else before it has been officially released is likely to violate securities laws and is not in accordance with Alstom policy. Penalties for violations are severe and can include fines and imprisonment.

This rule also applies to securities issued by other companies, including customers, suppliers and any business partner, listed on any stock exchange, should the employee have privileged information concerning that company.

● Communication with the media and investors

Alstom develops active communications to reinforce its image among customers, opinion leaders, analysts, investors and the public. Alstom is a publicly quoted company and

any communication with the media or analysts may affect Alstom's image or reputation and must be carefully reviewed and controlled.

Media relations are the responsibility of Corporate and Sector Communications departments. All statements to the media or responses to inquiries from the media must be handled through the Communications departments or coordinated with them. The Investor Relations department is responsible for all financial communications with analysts and investors. Any communication from an analyst or investor requesting information relating to Alstom should be forwarded to the Investor Relations department, which will deal with the matter.

“Under
strict control”

Unless approved in advance by the Communications departments, employees are not authorised to represent Alstom on internet social networking platforms like social forum web sites, blogs or chat rooms.

The Code of Ethics cannot cover every conceivable situation to which an employee could potentially be exposed. Each of us must use common sense and judgement in applying these principles, refer to existing rules and guidelines, and seek advice either from management or from the relevant VP Human Resources and/or the General Counsel and/or the SVP Ethics & Compliance, if in doubt.

IMPLEMENTATION

The Alstom Integrity Programme is being implemented and monitored throughout the Group under the responsibility of the SVP Ethics & Compliance. Alstom is engaged in an Ethics & Compliance certification process. Its rules, procedures and guidelines for dealing with sales consultants were successfully certified in March 2009 by Ethic Intelligence, an international independent body, after an audit performed by SGS, a Swiss company.

Awareness and training

These principles are conveyed through rules, procedures and instructions, along with relevant training to promote the widest possible distribution within the Group, via the Alstom Integrity Programme introduced by the Ethics & Compliance department. The Alstom Integrity Programme is to be applied scrupulously in all areas of the Group and in all countries where Alstom is present.

The Code of Ethics is available to all Alstom employees on the Group's intranet site and is published on the Alstom internet site for our stakeholders. A practical guide to the Code of Ethics is available to all Alstom employees through an intranet-based e-learning programme. Other ethics e-learning programmes are available for employees who need them in their daily activities.

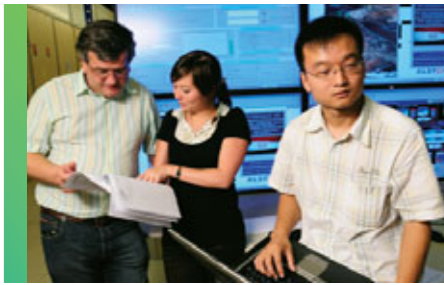
Alstom values and ethics are included in the induction programme for new employees. In addition, employees have

access to the Ethics section on the Alstom intranet site where they can find detailed guidelines and tools.

Consequences of violations of corporate policies

All employees are personally responsible for ensuring that their conduct and that of those reporting to them fully complies with this Code of Ethics and all applicable Corporate Instructions. Violations of certain instructions may have a severe and/or lasting impact on Alstom's image, business relations and financial situation. Where circumstances warrant, Alstom may seek civil or criminal prosecution and apply relevant internal measures.

The Code of Ethics serves as a guide to our standards and does not replace the Group Instructions, which outline the rules of conduct summarised in this document. All employees must refer to the operation rules relevant to their responsibilities detailed in the Group's "e-Book", compilation of the Group Instructions as well as the Sectors directives, available on the Alstom intranet site.



OUR CORE VALUES

We share three essential values - Trust, Team and Action - corresponding to the way in which the Group has defined its fundamental rules.

Trust

Alstom, with its activities, several management structures, units, production sites and countries, is by definition a complex company. Mutual trust between colleagues and management is essential for the proper conduct of our business and the efficient management of our projects.

This trust is built on the **responsibility** given to each decision-maker, the **delegation** of authority given and the **belief** of all employees in the importance of their role in the Group's well-being and development. It is also built on the **openness** of each individual to his or her professional environment, ensuring **transparency**, which is vital in the management of risks.

Team

Alstom's business is based on delivering projects which require our collective **discipline** and efforts to execute them successfully, and **networking** to ensure we take full advantage of all the competencies available. This team spirit, supported by the desire to **develop each employee**, extends to our collaboration with our partners and customers.

Action

Alstom commits to delivering products and services to its customers which meet their expectations in terms of price, quality and delivery schedules. To meet our commitments to our customers, action is a priority for all of us.

Action is built on **strategic thinking**, established at Group and Sector level, and underlined by our sense of **customer orientation**, integrated into our daily activities and into each project. Action involves adopting a **sense of urgency** in our activities, **speed of execution** to differentiate us from our competitors, and the ability to **report** ensuring the achievement of our business objectives. **Leadership** is essential to drive action.

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The ALSTOM logo consists of the word "ALSTOM" in a bold, blue, sans-serif font. The letter "O" is replaced by a red circle with a white dot in the center, resembling a stylized eye or a target.