



Mr. Arvind GANESAN
Director
Business and Human Rights Division
Human Rights Watch
1630 Connecticut Avenue, N.W.
Suite 500
Washington, DC 20009

February 20, 2009

Dear Mr. GANESAN,

Pierre-André de CHALENDAR did ask me to respond your fax dated February 9.

You are inviting Saint-Gobain to provide you with a written response by February 28. We'll do our best to do so. However we might not meet your deadline and our response might not reach you before the first week of March. I hope you would nevertheless consider its content for the purpose of your report, since our will is to have with NGO's a fair and open dialogue.
We are confident your approach is the same.

You will find hereunder the answers to your information requests which you asked us to respond by February 21 (sorry for the slight delay).

- 1) The Principles of Conduct and Action were adopted by the Board of Directors of Compagnie de Saint-Gobain in January 2003 and from that moment they have been disseminated throughout the whole Saint-Gobain Group. They have been so far translated and printed in more than 30 different languages.
If you wish we can send you the paper version which includes some additional information compared to the on-line version.

- 2) Saint-Gobain has a long tradition of social dialogue.
Well before 2003 Saint-Gobain has not only repeatedly expressed its commitment to the development of a solid dialogue with the employees' representatives but has put in place structures to foster dialogue at the Group level.

A few illustrations:

In 1983 The Group set up a Group Committee. In the preamble of the Charter of the Group Committee we wrote: " the Group Committee can and should be a platform for thinking and exchanging on the strategies of the activities."

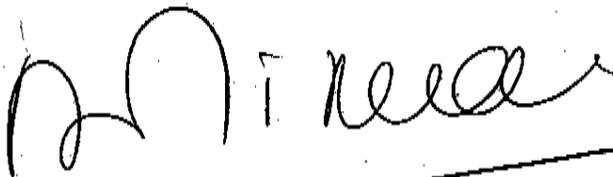
In 1987 we signed with unions a memorandum of understanding on the exercise of union rights: "the Group Management and the Unions state how important is the effective exercise of union rights ..." In that MOU the Group Management recognises the right for all employees' representatives to exercise their mandates and not to be discriminated in their career development.

In 1992 we signed a protocol regarding the constitution and functioning of a Saint-Gobain Convention on the social dialogue which formalized an informal practice initiated in 1988, well before the UE Directive on European social dialogue of 1994.

If you take some time to look at the past annual reports available on our website (including prior to 2003) you may notice that social dialogue is a topic which has always been addressed in our communication.
In addition, Saint-Gobain is seen by non financial rating agencies as a group with a pretty good level and culture of social dialogue.

I hope this answers your queries.
Please let us know if you need any additional information.

Yours



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