



CNIL Acknowledges Xerox Ethics & Compliance Program Self-Validation (November 2006)

In 2005, the French *Commission nationale de l'informatique et des libertés* (CNIL) adopted a guidelines document relative to whistleblowing systems to ensure compliance with the French Data Protection Act of 1978. Without objecting to whistleblowing provisions within corporate compliance systems, the guidelines sought to preserve the principles of employee privacy protection and employee rights relative to accusations.

The guidelines were issued for informational purposes for companies along with an opportunity to self-validate compliance with the CNIL guidelines. Xerox provided the CNIL with extensive information about our ethics and compliance program and specific insight as to how the provisions of the French Data Protection Act were being respected.

On November 14, 2006, CNIL issued a declaration acknowledging our self-validation that we are in full compliance with the whistleblower program guidelines as issued in 2005.