



PLASTIC OMNIUM

The background is a solid blue color with a complex, abstract geometric pattern. This pattern consists of numerous thin, white lines that form overlapping circles and intersecting straight lines, creating a sense of depth and movement. The lines vary in length and orientation, some forming complete circles while others are partial arcs or straight segments. The overall effect is reminiscent of a technical drawing or a modern architectural design.

SUSTAINABLE DEVELOPMENT

OUR FUNDAMENTAL VALUES

To continue to grow smoothly, Plastic Omnium remains true to the values that have guided its development, with corporate social responsibility at the heart of its strategy.



PLASTIC OMNIUM, A COMPANY OF DYNAMISM.

COMMITMENTS OF A COMPANY IN MOTION

58

Employees by region

22,000
EMPLOYEES

42%
WESTERN EUROPE
(FRANCE 24%)

13%
EASTERN EUROPE

22%
ASIA

18%
NORTH AMERICA

5%
SOUTH AMERICA
AND AFRICA

THE PORTION OF PLASTIC OMNIUM'S
WORKFORCE LOCATED
IN ASIA INCREASED FROM 3% IN 2004
TO 22% IN 2014.





Plastic Omnium continues in its commitment to sustained and responsible development: responsible for ensuring the company's economic performance and sustainability; responsible for improving the environmental performance of its sites and products; responsible for employee well-being and development.

BRINGING THE 'PO Way' TO LIFE

Plastic Omnium is entering a new phase of growth that is transforming its technology, geographic and human profile. But, through it all, the company continues to observe three cardinal rules in conducting its business activities: ethics, safety and respect for people, and to transmit the 'PO Way' to all its teams.

To sustain Plastic Omnium's own management approach, the Executive Committee meets regularly with local management and visits production sites. Annual conventions of the three divisions and the Top 100 meeting provide opportunities for exchanges between the Chairman, the Executive Committee and the management teams on the company's strategy and direction. In addition, integration seminars introduce new employees to Plastic Omnium's culture upon their arrival.

SOCIAL RELATIONS: SUSTAINED DIALOG

Consistent with the principles of the Global Compact, Plastic Omnium involves employee representatives in the company's operations as part of a process of constructive social relationships. 30 unions are represented globally and 157 committees meet regularly with Group and site management. Each year, the Chairman and the Vice President for Human Resources participate in a meeting of the European Consultative Committee with 31 delegates representing eight European countries. In 2014, 147 agreements were signed on terms of employment, wages and benefits.

The agreement reached in 2010 with the UAW in Huron in the U.S. was renewed in 2014 after negotiations conducted by local teams of the Auto Inergy Division.

SAFETY: DEMONSTRATED COMMITMENT

WORK ON ERGONOMIC
DESIGN AND WORKSTATION
MODIFICATION ARE PART OF TRAINING PLANS
DEDICATED TO GESTURES AND POSTURES.

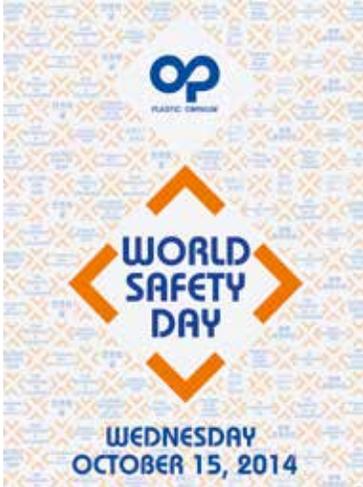
The safety of people and property is the focus of a highly structured process aimed at the eradication of accidents. Plastic Omnium is particularly vigilant in organizing its work processes to take into account workstation ergonomics, safety and the employability of its people.

FIRST WORLD SAFETY DAY

On October 15, 2014, more than 20,000 people in 29 countries participated in the first World Safety Day, observed in the Group's 17 languages. The day mobilized all employees around the daily issues of safety. Several entities used the day to develop educational stands to illustrate potential risks associated with our activities. Group senior managers were fully involved in the day, with Executive Committee members discussing the event's deployment via multiplex between Asian, American and European sites. Participation by each employee in the event was marked by enthusiasm and creativity, adding to the special dynamism of the day, aimed at increasing ongoing involvement and long-term performance.

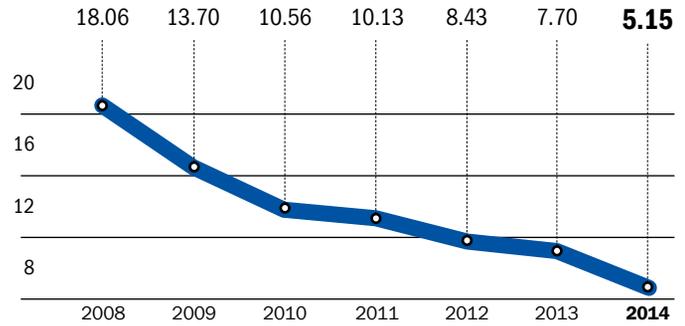
In addition to World Safety Day, other initiatives were launched in 2014:





CONTINUING Tf2 IMPROVEMENT

Frequency rate of accidents with and without lost time.



creation of a “near miss” indicator that adds to the measures reviewed by the Executive Committee, strengthening the HSE network, the launch by Auto Exterior of a driver ergonomics program and distribution in 17 languages of a document on “non-negotiable” safety rules.



33,857 TOP SAFETY VISITS DURING THE YEAR,
OR 1.51 PER EMPLOYEE.

RECRUITMENT AND RETENTION TO SUPPORT GROWTH

A WORLD OF INTERNATIONAL OPPORTUNITY

To implement its technology leadership strategy and support the opening of new sites, Plastic Omnium actively recruits, respecting the Global Compact principles of non-discrimination and equal opportunity. In 2014, 20% of managers recruited were women. The company promotes the mobility of managers and gives priority to internal candidates in filling open positions,

a key to retaining and promoting talented, high-potential employees. At the new Chattanooga plant in the U.S., for example, 30% of the team came from other Plastic Omnium sites or are expatriates.





40,000

VISITORS TO THE NEW CAREER SITE SINCE IT WENT ONLINE IN OCTOBER 2014.

248%

INCREASE IN GLOBAL WORKFORCE DURING THE PAST 10 YEARS

3,000

RECRUITED IN 2014, INCLUDING 634 MANAGERS

13%

OF MANAGERS INVOLVED IN MOBILITY IN 2014, COMPARED WITH 9% IN 2013

50

NATIONALITIES REPRESENTED IN THE GROUP INCLUDING 25 IN MANAGEMENT TEAMS





68



THE GLOBAL PRODUCTION SITE
IN LUBLIN (POLAND) FOR ADM MODULES USED
IN DINOx SYSTEM HAS SEEN THE NUMBER
OF EMPLOYEES INCREASE BY 77%
BETWEEN 2013 AND 2014.



24.45

HOURS OF TRAINING
PER PERSON IN 2014.



DEVELOPING TALENT

The annual interviews conducted with all managers provide Plastic Omnium's management with a solid base of information. Training needs and mobility aspirations are discussed during the meetings and contribute to a positive climate of cooperation between the company and its managers. Through the Topnet e-learning platform on the company's intranet, 9,550 employees are able to access 130 training modules (all languages). The curriculum includes specific programs on electronics and mechatronics to help increase these expertise subject areas throughout the company. In addition, more than 500 shared spaces dedicated to professional or project communities can be found on the company's collaboration portal.

In 2014, a new program, Starter, was launched for site management teams. Designed to reinforce executives' managerial and leadership skills in the early years of their careers, Starter themes include Leadership and Communication, Finance, Human Resources, HSE and company history. Initiated in China and the U.S., the program helps reinforce a common culture and procedures with managers.

RESPECTING THE ENVIRONMENT

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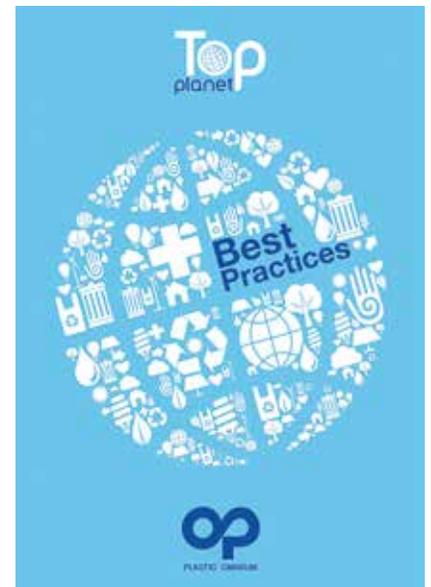


WHEELS OF ROLLING BINS
PRODUCED FROM TIRE GRANULES.

GLOBAL RESPONSIBILITY

Respect for the environment is part of Plastic Omnium's strategy. It is based first on the constant expansion of solutions introduced to the market to improve the environmental performance of vehicles and optimize the sorting and recycling of waste.

It is also underpinned by an eco-design approach through which the product life cycle is analyzed to optimize the carbon footprint. As a founding member of the Research in Eco-design and Recycling association (Cluster), Plastic Omnium also participates in programs to develop recycling capacity for auto parts at the end of their useful life and for vehicles to reach the 2015 targets for recycling and recovery targets set at 95%. The Environment Division continues its research to increase the proportion of recycled material in the bins it manufactures.



Plastic Omnium also is committed to reducing the impact of its activities on the environment through Top Planet, its program to reduce energy consumption, deployed globally as part of the company's energy policy. New initiatives taken in 2014 include distribution of new "best practices" flyers, creation of a steering committee and deployment of an electricity consumption analysis methodology. A wide number of improvement initiatives are helping sites prepare for ISO 50001 energy management certification.

DEPLOYMENT OF ENERGY
CONSUMPTION ANALYSIS
FOR INDUSTRIAL SITES.



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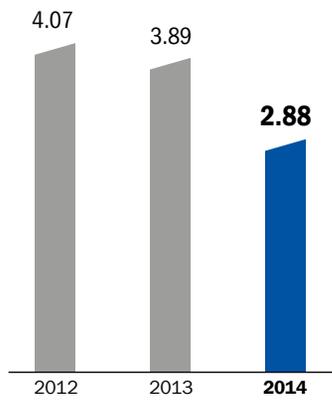
ISO 50001-CERTIFIED SITES.

REFLECTING ITS STRONG COMMITMENT TO REDUCING ENERGY CONSUMPTION, PLASTIC OMNIUM HAS ALREADY OBTAINED ISO 50001 CERTIFICATION FOR EIGHT OF ITS SITES JUST TWO YEARS AFTER ITS PUBLICATION. THE COMPANY PLACES A HIGH PRIORITY ON REINFORCING THE DEPLOYMENT OF BEST PRACTICES IN ORDER THAT THE SITES MOST ADVANCED IN ENERGY MANAGEMENT HAVE THE OPPORTUNITY TO OBTAIN THIS NEW CERTIFICATION.

CSR PERFORMANCE

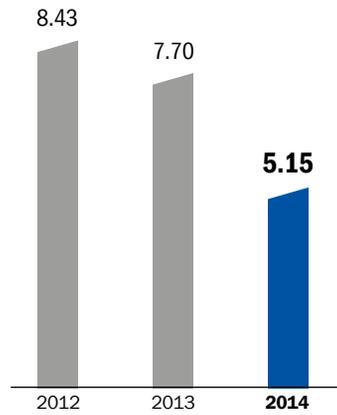
FREQUENCY RATE OF ACCIDENTS WITH LOST TIME – Tf1

in number of accidents per million hours worked.



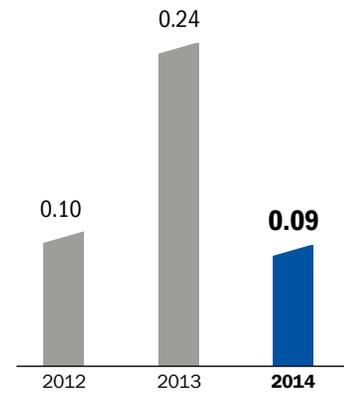
FREQUENCY RATE OF ACCIDENTS WITH AND WITHOUT LOST TIME – Tf2

in number of accidents per million hours worked.



SEVERITY OF WORKPLACE ACCIDENTS – TG

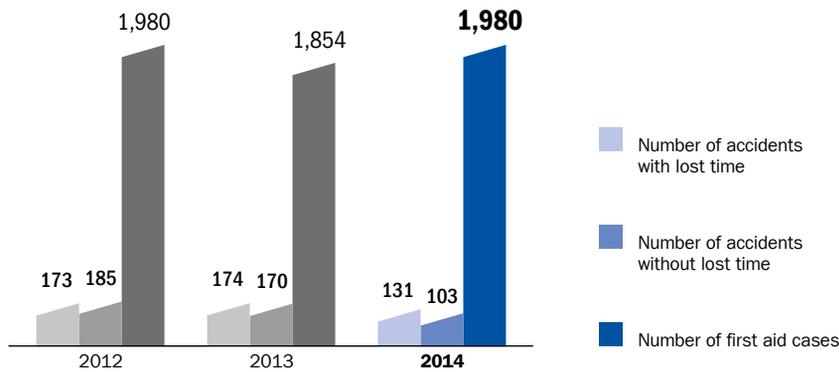
in number of days lost due to accidents per thousand hours worked.



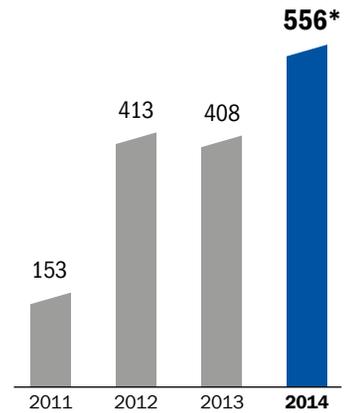
74

ACCIDENT EVENTS

indicators include Plastic Omnium full-time and temporary employees.

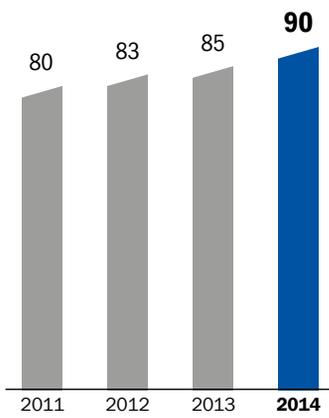


NUMBER OF MANAGERS TRAINED IN TOP SAFETY

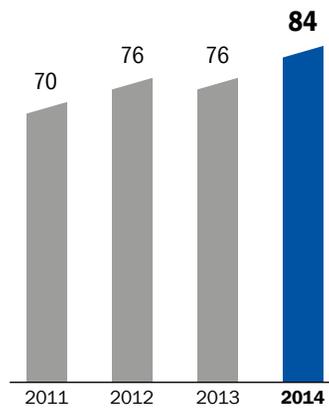


* 270 managers + 286 technicians and maintenance agents.

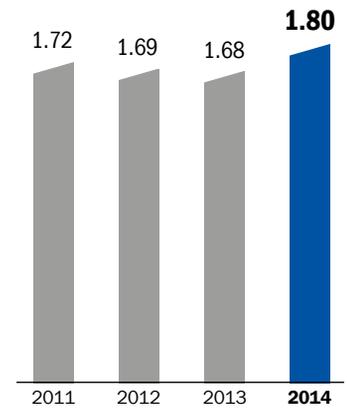
NUMBER OF
ISO 14001-CERTIFIED SITES



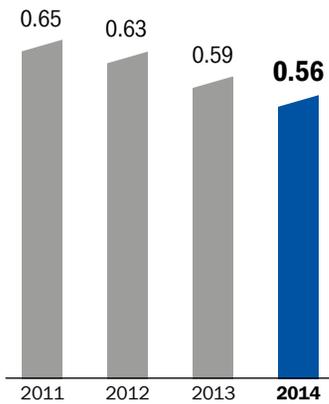
NUMBER OF
OHSAS 18001-CERTIFIED
SITES



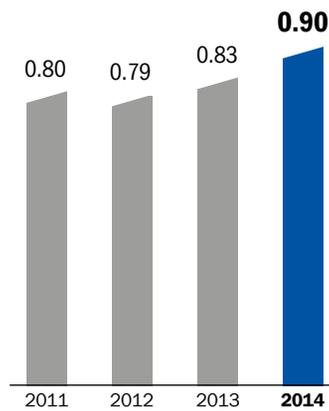
ELECTRICITY
CONSUMPTION IN KWH
PER KG OF PROCESSED
MATERIAL



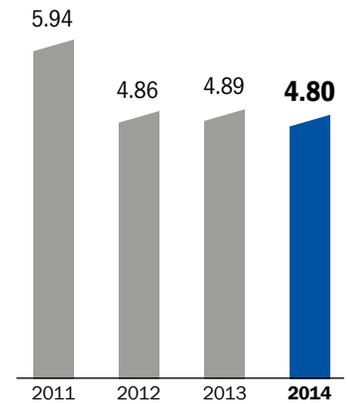
GAS CONSUMPTION
IN KWH PER KG
OF PROCESSED MATERIAL



GREENHOUSE GAS
EMISSIONS IN KG OF CO₂
PER KG OF PROCESSED
MATERIAL



WATER CONSUMPTION
IN LITERS PER KG
OF PROCESSED MATERIAL



3.1 — CHALLENGES

Sustainable development is an integral part of the strategy implemented by Compagnie Plastic Omnium, which operates under a commitment to reconcile growth, support for employees, environmental stewardship, and – more broadly – the principles laid down in the UN Global Compact.

In addition to developing products to make vehicles lighter, reduce polluting emissions, and cut down on waste, Compagnie Plastic Omnium aims to promote eco-design and to reduce the environmental impact and energy consumption of its operations.

Compagnie Plastic Omnium also sees safety management as a top priority, and its Health, Safety and Environment (HSE) program is an integral part of its strategy and management.

At a time when Compagnie Plastic Omnium is strengthening its international operations and diversifying its businesses, the need to attract talent and develop the “PO Way” program represents two priorities for the future.

Compagnie Plastic Omnium, which is listed on NYSE Euronext Paris, is a holding company that has no industrial operations or employees.

The CSR indicators are collected separately by the HSE and Human Resources Departments from all sites, and are subject to consistency checks during the central data consolidation.

In the absence of public and recognized standards relevant to the operations of Compagnie Plastic Omnium, a protocol specific to the HSE and HR Departments has been prepared. It provides the definitions of the indicators identified in a single document. The CSR procedure and the consolidated results of the CSR data are subject to a review by senior management.

This information has been audited by an external organization.

The conclusions of the CSR information audit report are included at the end of the chapter and show no reservations.

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ENVIRONMENTAL AND SOCIAL INFORMATION
UNDER ARTICLES L. 225-102-1
AND L. 225-105-1 OF THE FRENCH COMMERCIAL CODE

3.2 — HSE INFORMATION

The Health, Safety and Environment (HSE) information provided below have been prepared based on the scope of consolidation used for the management accounts, with the same rules for consolidating subsidiaries, subject to a minimum ownership level of 50%. HBPO, which is proportionately consolidated at 33.33%, is not included.

The environmental data reporting scope includes all the industrial sites of Compagnie Plastic Omnium and the headquarters building in Levallois. Only one point of service of the Environment Division is

included, as the environmental impact of the other points of service is not considered to be material. The water and energy consumption of the Supply-in-line sequence facilities (SILS) managed by the Auto Exterior Division and the Auto Inergy Division are also taken into account, together with their CO₂ emissions.

The safety data reporting scope covers all Compagnie Plastic Omnium’s entities, including non-industrial sites.

Compared with 2013, the reporting scope now includes seven new industrial sites: four additional plants in the United States and China for the Auto Exterior Division, together with two plants in China and a Technical Centre in France for the Auto Inergy Division.

Conversely, one site in China (Auto Exterior Division) and two sites in Europe (Environment Division) have been removed from the scope.

The environmental data collected covers the first eleven months of 2014 (from January through November), and is extrapolated over twelve months.

The safety data covers the twelve months of 2014.

The HR Department provides the working hours used to calculate workplace accident frequency and severity rates to the HSE Department. This information can vary from one site to another depending on the method used to account for absences. Efforts will be made in 2015 to ensure the consistency of working hours provided by the HR Department in respect of absences.

Three indicators were not used, as they were considered irrelevant to Compagnie Plastic Omnium at present, due to the nature of its business:

- “land use”;
- “adaptation to the impacts of climate change”; and
- “measures taken to preserve or develop biodiversity”.

Nevertheless, these exclusions are reviewed every year in line with changes to regulations, geographic coverage and “processes”.

Compagnie Plastic Omnium continues to formalize its environmental management system launched in 2001.

The Group’s environmental management and reporting is based on the involvement of all players through the ISO 14001 standards, with responsibilities decentralized to each unit. Only the general strategy and the consolidation of raw site data are centralized.

Partners and suppliers are gradually being integrated into this comprehensive approach.

The active involvement of senior management and the implementation of a safety and environmental management system since 2002 are reflected in sustained improvements to the majority of indicators in 2014, with the exception of the amount of electricity used and greenhouse gas emissions:

- energy consumption ratios based on the volume of material processed:
 - electricity: 1.8 kWh/kg of material processed in 2014, compared with 1.677 kWh/kg of material processed in 2013 (an increase of 7.3%),

- gas: 0.556 kWh/kg of material processed in 2014, compared with 0.594 kWh/kg of material processed in 2013 (a reduction of 6.4%);
- likewise, the water consumption ratio based on the volume of material processed amounted to 4.805 l/kg of material processed in 2014, compared with 4.887 l/kg of material processed in 2013 (a decrease of 1.7%);
- however, the ratio of greenhouse gas emissions to the volume of material processed amounted to 0.897 kg CO₂/kg of material processed in 2014, compared with 0.831 kg CO₂/kg of material processed in 2013, representing an increase of 7.9% due to the type of electricity generation in the countries where Compagnie Plastic Omnium is experiencing strong growth;
- in order to control energy consumption, the Top Planet program was strengthened:
 - creation of best practice flyers on reducing energy consumption,
 - implementation of electricity consumption diagnostic methodology in the Auto Exterior Division and the Environment Division based on the initiative taken by the Auto Inergy Division,
 - obtaining ISO 50001 Energy Management certification for six sites in 2014, which brings the total to eight certified sites;
- in the area of safety, the year saw a 26% improvement in the workplace accidents with lost time frequency rate (temporary staff included), which came to 2.88, compared with 3.89 in 2013, while the workplace accident with and without lost time frequency rate (temporary staff included) came to 5.15, compared with 7.70 in 2013, an improvement of 33%;
- the severity rate of accidents (temporary staff included) amounted to 0.09, compared with 0.24 in 2013. This strong improvement is

explained by the absence of fatal accidents in 2014, unlike in 2013, where a fatal accident at one of our facilities in Thailand led to the inclusion of 6,000 days of lost time in the severity rate calculations.

Furthermore, the ISO 14001 certification program was continued in 2014, with 90 out of 101 sites currently certified, representing 89% of the scope of certification, versus 85 out of 102 sites at year-end 2013.

At the same time, an OHSAS 18001 certification program was launched in late 2005. As at December 31, 2014, a total of 84 sites out of 100 had been certified, representing 84% of the scope of certification, versus 76 out of 100 sites at year-end 2013.

Initially obtained in December 2006, OHSAS 18001 certification for Compagnie Plastic Omnium's system that centrally manages the safety of people and property was renewed in November 2014, after a follow-up audit detected no instances of non-compliance.

As part of the initiative to develop individual and collective behavior in terms of safety, the Group organized a world safety day on October 15, 2014, involving more than 20,000 employees across 29 countries and implemented in the 17 languages spoken in-house. This initiative raised awareness among all employees of the safety challenges facing them on a daily basis. Several entities took this opportunity to develop the concept of educational stands, thereby enabling people to understand the risks related to our activities in practical terms. All Compagnie Plastic Omnium leaders were actively involved in this initiative. A multiplex facility enabled the Management Committee to discuss the event's smooth running simultaneously from sites in Asia, America and Europe.

HSE Data

Environmental impacts

Consumption of water, electricity, gas and fuel oil in 2014

		2012	2013	2014
Water in m ³ (*)	Annual consumption	2,262,108	2,336,671 ⁽¹⁾	2,246,764
	Percentage of revenue covered	100%	100%	100%
Electricity in kWh	Annual consumption	787,638,534	801,959,452 ⁽²⁾	841,492,141
	Percentage of revenue covered	100%	100%	100%
Gas in kWh	Annual consumption	292,912,446 ⁽³⁾	284,082,620 ⁽³⁾	260,025,512
	Percentage of revenue covered	100%	100%	100%
Fuel oil in m ³	Annual consumption	1,296 ⁽⁴⁾	1,178 ⁽⁴⁾	1,794
	Percentage of revenue covered	100%	100%	100%

(*) Sources of water supply: of 95% of the water consumed in 2014, 97% came from urban water and 3% from groundwater.

(1) The 2013 water consumption was corrected after inaccurate data was identified in two facilities.

(2) The 2013 electricity consumption was corrected after inaccurate data was identified in two facilities.

(3) The 2012 and 2013 gas consumption was corrected after inaccurate data was identified in four facilities.

(4) The 2012 and 2013 fuel oil consumption was corrected after inaccurate data was identified in three facilities.

Furthermore, over 87% of our sites have a water consumption reduction plan to improve their energy efficiency.

Consumption of plastics in 2014

Plastics comprise the main raw material used by the Compagnie Plastic Omnium's three divisions: Auto Exterior, Auto Inergy and Environment.

In metric tons		2012	2013	2014
New plastics	Annual consumption	339,085	352,529 ⁽¹⁾	356,282
	Percentage of revenue covered	100%	100%	100%
Recycled plastics	Annual consumption	52,294	47,885	47,168
	Percentage of revenue covered	100%	100%	100%
Biosourced plastics	Annual consumption	2,783	467	1,623
	Percentage of revenue covered	100%	100%	100%
Total plastics	Annual consumption	394,162	400,880⁽¹⁾	405,074
	Percentage of revenue covered	100%	100%	100%

(1) The 2013 new plastics consumption was corrected after inaccurate data was identified in two facilities.

Measures taken to improve the efficient use of plastics

The Plastic Omnium Group promotes the use of recycled and biosourced plastics:

- consumption of recycled plastics in 2014: 47,168 metric tons;
- consumption of bio-sourced plastics in 2014: 1,623 metric tons;
- furthermore, Plastic Recycling, a subsidiary owned jointly by Plastic Omnium and Derichebourg, regenerated 3,365 metric tons of plastic during the year.

Consumption of paint and solvents in 2014

Paint and solvents are used primarily by the Auto Exterior Division in automotive body components and modules.

In metric tons		2012	2013	2014
Paint	Annual consumption	8,161 ⁽¹⁾	7,535 ⁽¹⁾	7,977
	Percentage of revenue covered	100%	100%	100%
Solvents	Annual consumption	5,203 ⁽¹⁾	6,601 ⁽¹⁾	7,438
	Percentage of revenue covered	100%	100%	100%
Paint and solvents		Annual consumption	13,364⁽¹⁾	14,137⁽¹⁾
		<i>Percentage of revenue covered</i>	100%	100%

(1) The 2012 and 2013 paint and solvent consumption was corrected after inaccurate data was identified in two facilities.

Consumption of other raw materials in 2014: wood, steel and aluminum

These raw materials are used primarily by the Environment Division.

In metric tons		2012	2013	2014
Wood	Annual consumption	74	93	72
	Percentage of revenue covered	100%	100%	100%
Steel	Annual consumption	57,676 ⁽¹⁾	62,235 ⁽¹⁾	46,325
	Percentage of revenue covered	100%	100%	100%
Aluminum	Annual consumption	260	790	699
	Percentage of revenue covered	100%	100%	100%

(1) The 2012 and 2013 steel consumption was corrected after inaccurate data was identified in one facility.

Discharges into the air in 2014

Volatile organic compounds (VOCs)

In metric tons	2012	2013	2014
VOCs	1,482	2,156 ⁽¹⁾	2,054
Percentage of revenue covered by sites in question	100%	100%	100%

(1) The 2013 VOC emissions were corrected after inaccurate data was identified in one facility.

VOC emissions are primarily attributable to the painting operations of the Auto Exterior Division.

Most of our paint lines are fitted with VOC destruction systems.

Greenhouse gases (GHG) in 2014

In metric tons of CO ₂ equivalent	2012	2013	2014
CO ₂ *	368,583 ⁽¹⁾	396,900 ⁽¹⁾	419,423
Percentage of revenue covered by sites in question	100%	100%	100%
N ₂ O	0 ⁽¹⁾	0 ⁽¹⁾	0
Percentage of revenue covered by sites in question	100%	100%	100%
CH ₄	4	12 ⁽²⁾	16
Percentage of revenue covered by sites in question	100%	100%	100%
HFCs	1,247	601	390
Percentage of revenue covered by sites in question	100%	100%	100%
PFCs	0	0	0
Percentage of revenue covered by sites in question	100%	100%	100%
SF ₆	0	0	0
Percentage of revenue covered by sites in question	100%	100%	100%
Total GHG (in equivalent metric tons of CO₂)	369,834⁽¹⁾	397,513⁽¹⁾	419,829
Percentage of revenue covered by sites in question	100%	100%	100%

* These figures correspond to CO₂ emissions from energy consumed in industrial facilities.

Source: French Environment and Energy Management Agency (ADEME), 2012 data.

(1) The 2012 and 2013 CO₂ and N₂O emissions, together with the total amount of GHG over the same period, were corrected after inaccurate data was identified on several sites.

(2) The 2013 CH₄ emissions were corrected after inaccurate data was identified in one facility.

More than 85% of our sites have put in place measures to prevent, reduce, and/or remedy air, water and ground emissions that are harmful to the environment.

Examples:

- air: VOC destruction systems, use of hydrosoluble paint, etc.;
- water: use of closed circuits, paint sludge treatment, etc.;
- ground: areas for storing liquids (paint, solvents, oils, etc.), preliminary “phase 1” and “phase 2” studies in the event of acquisitions, etc.

Waste generated in 2014

In metric tons		2012	2013	2014
Recycled waste	Annual waste	40,387	42,279 ⁽¹⁾	42,817
	Percentage of revenue covered	100%	100%	100%
Recovered waste	Annual waste	9,165	10,195	12,466
	Percentage of revenue covered	100%	100%	100%
Final waste	Annual waste	7,735	10,354 ⁽¹⁾	8,841
	Percentage of revenue covered	100%	100%	100%
Total waste	Annual waste	57,287	62,828⁽¹⁾	64,124
	Percentage of revenue covered	100%	100%	100%

(1) The recycled waste and final waste in 2013 was corrected after inaccurate data was identified in three facilities.

- Total cost of waste treatment: €4.9 million (100% of revenue covered).
- Income generated by the sale of recyclable waste by facilities: €7.3 million (100% of revenue covered).

Noise pollution and odors

- Several preventive and corrective initiatives have been implemented to reduce employees' exposure to noise and odors.
- Mapping of noise exposure levels across all our sites.
- Employees are required to wear personal hearing protection (ear plugs) above regulatory thresholds.
- For example:
 - acoustic study conducted by a recognized authority at the Auto Inergy Division;
 - ambient air quality studies (fumes and dust) conducted by specialized firms in the Compagnie Plastic Omnium's three divisions.
- Management of the database of substances used in the company, performed by a third-party partner who provides updates on developments in scientific knowledge.
- Implementation of an electronic management system for all safety data sheets (SDS).
- Multiple analyses (dust, fibers, odors, etc.) to ensure employees are not exposed to potentially hazardous substances that exceed regulatory thresholds.
- Study conducted by an external body on the health/safety challenges related to the composite activity (air installation systems in the buildings, workstation extraction flows, various exposure measurements, etc.).

Physical strain

90% of the workstations at the Auto Inergy Division were assessed based on a method for rating physical strain.

Similar processes have been implemented in the other two divisions.

Chemical risk management

- Continuation of the CMR-free process within Compagnie Plastic Omnium.
- Monthly report on the monitoring of all substances used within the Group with substitutions implemented for all CMR & SVHC substances.

Certification

The scope of certification covers all production sites in which Compagnie Plastic Omnium holds at least a 50% share.

Supply-in-line sequence facilities (SILS) are included in the certification of the production sites to which they belong.

ISO 14001

90 of 101 sites are now certified to ISO 14001 standards. This represents 89% of the scope of certification.

Compagnie Plastic Omnium regularly acquires and/or builds new plants. As a result, the objective of 91% certification for 2014 was almost achieved. The new plants are, however, committed to this process.

The objective for 2015 is 86% (because of a larger scope of certification in 2015).

OHSAS 18001

In all, 84 of 100 sites are now certified to OHSAS 18001 standards. This represents 84% of the scope of certification.

For the same reasons as for ISO 14001 certification, the objective of 87% set for 2014 was not fully achieved. However, all sites are committed to this process.

The objective for 2015 is 82% (because of a larger scope of certification in 2015).

Moreover, OHSAS 18001 certification for the Compagnie Plastic Omnium system that centrally manages the safety of people and property (initially obtained in December 2006) was renewed in November 2014 after a follow-up audit detected no instances of non-compliance.

Organization

The Health, Safety and Environmental management organization launched in 2001 is supported by:

- a Group HSE Department, which implements the HSE strategy defined by the Executive Committee and leads and coordinates action plans related to the safety management system;
- a HSE network composed of dedicated correspondents in each division;
- the integration of safety performance goals in individual objectives;
- monthly reporting of the main Safety and Environmental indicators, which are discussed, along with financial indicators, at each Group Executive Committee meeting;
- three Group HSE Committees held per year, with Executive Committee participation.

Safety and environmental training

- Information/awareness raising: 112,435 hours of information/awareness-raising sessions were provided to 55,872 participants in 2014 (100% of revenue covered).
- Training: 125,865 hours of training were provided to 24,577 participants in 2014 (100% of revenue covered).
- Deployment of the Top Safety training program was accelerated in 2014, with 40 training sessions offered in Europe, the United States, Mexico, South America and Asia. Introduced in 2005, the training program is designed to instill a culture of safety that, over the long term, will help the Company create an accident-free workplace.

270 managers were trained in 2014, which brings the total number of managers trained since the launch of the Top Safety program to 1,701. In addition, 286 technicians followed the "Top Safety Maintenance" training launched in 2014 for their attention.

Moreover, awareness was raised among 1,374 people in 2014, which brings the total number of people informed by the Top Safety program since 2005 to 13,621.

Development of HSE leadership

- The HSE plan introduced by the Executive Committee in 2012 is based on five pillars that reflect Compagnie Plastic Omnium's commitment to continue to strengthen the safety of people and property, and to minimize the environmental impact of its operations. The plan's implementation improved by 6 percentage points in 2014 (74% of objectives reached in 2014 versus 68% in 2013). This plan aims to support all employees in developing their HSE behavior.
- One of the factors involved in the HSE plan's success lies in the strict application of the "6 non-negotiables", distributed in the 17 languages spoken in Compagnie Plastic Omnium facilities:
 - pedestrian circulation;
 - personal protective equipment;
 - forklifts;
 - suspended loads;
 - LOTO procedure;
 - working at heights.
- During the annual meeting of the top 100 Compagnie Plastic Omnium managers (Top 100), the participants spent half a day following an HSE course comprising seven educational stands. These illustrated the issues that would result from the failure to comply with the "6 non-negotiables".

Environment- and safety-related spending and investments

- Research and Development: €271 million, equivalent to 5.1% of consolidated revenue.
- Safety and Environmental spending: €12.6 million (100% of revenue covered).
- Capital expenditure and projects: €350 million.
- Specific Safety and Environmental spending: €4.6 million (100% of revenue covered).
- Environmental risk provisions: €8.9 million (100% of revenue covered).
- No products are manufactured using asbestos.

It should be noted, however, that changes in the scope of consolidation, the allocation base and the response rate between 2013 and 2014 had a slight influence on changes in indicators.

Health and safety information

Occupational illnesses

	2012	2013	2014
Number of occupational illnesses declared	26	19	23
Number of occupational illnesses recognized	24	18	26

Occupational illnesses reported in the seven categories listed by the World Health Organization.

Safety indicators (including temporary staff)

	2012	2013	2014
Number of first aid cases	1,980	1,854	1,980
Number of workplace accidents without lost time	185	170	103
Number of workplace accidents with lost time	173	174	131
Number of days of workplace accident-related lost time	4,371	10,644*	4,235

* Includes 6,000 days of lost time due to a fatal accident at a Group facility in Thailand in April 2013.

Accident frequency and severity rates (temporary staff included)

	2012	2013	2014
Frequency rate of workplace accidents with lost time <i>in number of accidents per million hours worked</i>	4.07	3.89	2.88
Frequency rate of workplace accidents with and without lost time <i>in number of accidents per million hours worked</i>	8.43	7.70	5.15
Severity rate of workplace accidents <i>in number of days lost for accidents with lost time per thousand hours worked</i>	0.10	0.24*	0.09

* Includes 6,000 days of lost time due to a fatal accident at a Group facility in Thailand in April 2013.

Accident frequency and severity rates (excluding temporary staff)

	2012	2013	2014
Frequency rate of workplace accidents with lost time <i>in number of accidents per million hours worked</i>	3.83	3.93	2.82
Frequency rate of workplace accidents with and without lost time <i>in number of accidents per million hours worked</i>	8.43	8.03	5.30
Severity rate of workplace accidents <i>in number of days lost for accidents with lost time per thousand hours worked</i>	0.12	0.29*	0.11

* Includes 6,000 days of lost time due to a fatal accident at a Group facility in Thailand in April 2013.

These figures directly reflect the impact of actions undertaken over the past twelve years to improve workplace safety.

Agreements on health and safety at work

31 agreements on health and safety at work applied in 2014.

In France, agreements related to physical strain at work laid emphasis on ergonomics in the workplace.

For example, the Auto Inergy Division has performed an ergonomic assessment of 90% of its workstations using a method to rate physical strain.

Review of initiatives in 2014 and outlook

A signatory of the UN Global Compact in 2003, Compagnie Plastic Omnium reports its achievements and progress every year.

This information is published on www.unglobalcompact.org and www.pactemondial.org.

Industrial processes and management: the five pillars of Plastic Omnium's HSE program

Pillar	Theme	Results for 2014	Outlook
01 MACHINES AND MATERIALS	Chemical risk management	<ul style="list-style-type: none"> → Continuation of the CMR-free process within Compagnie Plastic Omnium. → Monthly report on the monitoring of all substances used within the Group with substitutions implemented for all CMR & SVHC substances. → Management of the database of substances used in the Company, performed by a third-party partner that provides updates of developments in scientific knowledge. → Implementation of an electronic management system for all safety data sheets (SDS). → Multiple analyses (dust, fibers, odors, etc.) to ensure employees are not exposed to potentially hazardous substances that exceed regulatory thresholds. → Study conducted by an external body on the health/safety challenges related to the composite activity (air installation systems in the buildings, workstation extraction flows, various exposure measurements, etc.). → 84 people trained to use database management software. 	<ul style="list-style-type: none"> → Continuation of the substitution process to obtain CMR-free status across all divisions of Compagnie Plastic Omnium. → Inclusion of new sites in the chemical risk management process. → Studies on the development of global regulations with a law firm on potentially hazardous substances: styrene, carbon fiber, fiberglass, etc. → Audits of compliance with the REACH requirements and internal standards. → Benchmark visit on HSE challenges at the premises of a carbon-fiber producer.
	Compliance of equipment	<ul style="list-style-type: none"> → All new sites and acquisitions have been included in the program to manage non-compliant equipment. → Systematic approval of all new equipment by an external body. → Organization of 12 training sessions on equipment compliance for all maintenance and design staff within Compagnie Plastic Omnium. → Global tender bid to identify a partner able to support the Group in the equipment compliance program, based on criteria of geographic location, consistent risk assessment, the inclusion of the specific features of each division in the audited standards, and connected knowledge-sharing tools. 	<ul style="list-style-type: none"> → Continued implementation of training modules on equipment compliance for all maintenance and design staff within Compagnie Plastic Omnium (seven sessions planned for 2015). → Implementation of the framework agreement with the partner chosen in accordance with the bid specifications. → Inclusion of new sites in the equipment compliance process.
	Lockout-tagout (loto) procedure	<ul style="list-style-type: none"> → All divisions have strengthened the proper application of their lockout-tagout (LOTO) standard. → Creation of several educational demonstrators on the issues of LOTO within the Auto Inergy Division in order to raise employee awareness in a practical manner. → Implementation, together with a third party, of 20 training sessions in 10 countries for staff working on equipment. 	<ul style="list-style-type: none"> → Implementation of educational demonstrators on LOTO challenges within three divisions. → Continued implementation, together with a third party, of 25 training sessions in 14 countries for staff working on equipment.

Pillar	Theme	Results for 2014	Outlook
02 STAFF AND LEADERSHIP	Essential rules	<ul style="list-style-type: none"> → Strict application of the six non-negotiables: <ul style="list-style-type: none"> • pedestrian circulation; • personal protective equipment; • forklifts; • suspended loads; • LOTO procedure; • working at heights. → During the annual meeting of the top 100 Compagnie Plastic Omnium managers (Top 100), an HSE training initiative spanning half a day included seven educational stands to convey the issues linked to failure to comply with the six non-negotiables. → Distribution of the six non-negotiables to all employees in pocket-sized format and in 17 languages. → Deployment of behavioral training aimed at all technicians and maintenance staff. 	<ul style="list-style-type: none"> → Creation of mobile educational stands conveying the issues linked to non-compliance with the six non-negotiables intended to be used during new employee integration seminars and by the teams responsible for R&D. → Development of the concept of educational stands across all the Company's entities.
	Behavioral training	<ul style="list-style-type: none"> → Holding of a world safety day on October 15, 2014, involving more than 20,000 employees across 29 countries, implemented in the 17 languages spoken in-house. This initiative raised awareness among all employees of the safety challenges facing them on a daily basis. Several entities took this opportunity to develop the concept of educational stands, thereby enabling people to understand the risks related to our activities in practical terms. All Compagnie Plastic Omnium leaders were actively involved in this initiative. A multiplex facility enabled the Executive Committee to discuss the event's smooth running simultaneously from sites in Asia, America and Europe. → 270 managers from 8 countries were trained in the Top Safety modules through 20 sessions organized in Germany, China, Spain, the United States, France, the United Kingdom, Mexico and Slovakia. → 286 technicians and maintenance staff from 10 countries were trained in the Top Safety modules through 20 sessions organized in Germany, Argentina, Brazil, China, Spain, the United States, France, the United Kingdom, Mexico and Thailand. 	<ul style="list-style-type: none"> → Renewal of the principle of a world safety day. → Approximately 120 managers from 5 countries will be trained in the Top Safety modules through eight sessions during 2015. → More than 300 technicians and maintenance staff from 14 countries will be trained in the Top Safety modules through 25 sessions during 2015. → Development of the skills of the HSE network during the next Annual Convention: behavioral approach, definition of individual profiles, delegation, positive communication, etc.
	HR & HSE Processes	<ul style="list-style-type: none"> → 33,857 Top Safety visits were made across all Compagnie Plastic Omnium sites (the number of visits per employee and per year increased from 1.28 in 2013 to 1.51 in 2014). → All managers have individual safety objectives. → Assessment of HSE staff competency performed as necessary. → Presentation of safety awards to sites meeting the pre-determined criteria during the Top 100. → Implementation of the HSE training offer (on-site training and e-learning) on the HR training management platform. → Global HSE convention bringing together 80 participants from 23 countries. 	<ul style="list-style-type: none"> → Approximately 30,000 Top Safety visits planned for the year, with the target of 1.30 visits per employee and per year. → Continuation of main HSE initiatives: <ul style="list-style-type: none"> • safety awards; • global HSE convention; • training, etc. → Each company employee is given an individual safety objective. → Inclusion of HR and HSE measures into a more comprehensive corporate social responsibility (CSR) approach.

Pillar	Theme	Results for 2014	Outlook
03 SITES AND PROJECTS	Fire prevention/ protection	<ul style="list-style-type: none"> → One additional site obtained the HPR label awarded by our insurers based on criteria standardized by the profession. → Our insurers and broker worked on some 20 industrial projects to control prevention/protection issues. → Overhaul of the fire prevention/protection standards through new procedures available on the Compagnie Plastic Omnium intranet: "new constructions", "paint lines", "injection presses", "protection of IT rooms" and "air-conditioning". 	<ul style="list-style-type: none"> → Guaranteeing that all Compagnie Plastic Omnium sites audited by insurers have an above-average prevention/protection rating. → Nine additional HPR-labeled sites in the year. → Continued involvement of insurers and broker in the preparation of industrial projects. → The building of any new sites must obtain the HPR label.
	Mergers & acquisitions	<ul style="list-style-type: none"> → Environmental assessment carried out on all newly built or acquired sites: soil contamination, environmental impact, compliance, etc. 	<ul style="list-style-type: none"> → Improvement of knowledge of environmental challenges for all our sites.
	Controlling our energy consumption: Top Planet program	<ul style="list-style-type: none"> → Creation of best practice flyers on reducing energy consumption. → Implementation of electricity consumption diagnostic methodology in the Auto Exterior Division and the Environment Division, following the example of the Auto Inergy Division. → Obtaining ISO 50001 Energy Management certification for the following sites: AI Pfastatt, AE Vernon & Fontaine, Environnement SULO Herford Bins, Herford Drums & POE GmbH. 	<ul style="list-style-type: none"> → Implementation of new best practice flyers on reducing energy consumption. → Grant of Top Planet Awards to sites meeting predetermined criteria and taking into account the challenges of the ISO 50001 process. → ISO 50001 Energy Management certification for new sites in the Auto Exterior and Auto Inergy Divisions. → Continued implementation of electricity consumption diagnostic methodology in all three divisions. → By December 2015, performance of energy audits, as a minimum, at European sites which meet regulatory levels and have not yet received ISO 50001 certification. → By end-2015, assessment of greenhouse gas emissions, as a minimum, at French sites.
04 PROCEDURES AND MANAGEMENT	HSE Reporting	<ul style="list-style-type: none"> → Frequency rate of workplace accidents with lost time, including temporary staff = 2.88 versus 3.89 in 2013: 26% improvement. → Frequency rate of workplace accidents with and without lost time, including temporary staff = 5.15 versus 7.70 in 2013: 33% improvement. → Severity rate of workplace accidents, including temporary staff = 0.09 versus 0.24 in 2013. → Safety management system based on five pillars: machines and materials, staff and leadership, sites and projects, procedures and management, and working conditions. Achievement of the five pillars of the HSE plan = 74%. → 90 sites certified to ISO 14001 standards (89%) versus 85 sites in 2013 (83%). → 84 sites certified to OHSAS 18001 standards (84%) versus 76 sites in 2013 (76%). → Audit of our non-financial indicators by an external body. → Centralized reporting of all instances of first aid and near-accidents. 	<ul style="list-style-type: none"> → Frequency rate of workplace accidents with lost time, including temporary staff = 2.50 in 2015. → Frequency rate of workplace accidents with and without lost time, including temporary staff = 4.50 in 2015. → 75% achievement of the five pillars of the HSE plan. → 96 sites certified to ISO 14001 standards in 2015, i.e. 86% of the new consolidation scope (larger scope). → 90 sites certified to OHSAS standards in 2015, i.e. 82% of the new consolidation scope (larger scope). → Audit of our non-financial indicators by an external body. → Implementation of a tool enabling qualitative reporting of accidental events.

Pillar	Theme	Results for 2014	Outlook
	HSE Management	<ul style="list-style-type: none"> → Retention of OHSAS 18001 certification for the system which centrally manages the safety of people and property. → Monthly HSE review at Group Executive Committee meetings. → Three Group HSE Committees held in the year, with Executive Committee participation. → HSE review performed systematically with the Internal Audit teams while completing their assignments. → Integration of the monitoring of the implementation of critical HSE recommendations within the Internal Audit Department's risk management system. Follow-up in Group HSE Committees. 	<ul style="list-style-type: none"> → Retention of existing management processes. → External benchmarks established with the HSE network and foremost HSE companies to define a vision for 2016-2018.
	Outsourcing and suppliers	<ul style="list-style-type: none"> → General purchasing conditions take social, societal and environmental criteria into consideration. → The supplier audit form includes CSR questions. → Several supplier audits were carried out on HSE and CSR criteria. 	<ul style="list-style-type: none"> → Inclusion of the supply-chain approach in the CSR process (audit standards, number of audits, etc.).
05 WORKING CONDITIONS	Ergonomics	<ul style="list-style-type: none"> → Each division has developed corrective methodology to analyze workstations and improve ergonomics. → Creation of a virtual reality room to develop ergonomic design within the Auto Inergy Division. → Gradual rollout of three e-learning modules dedicated to ergonomics. → Taking into account of ergonomic tools and standards in the different stages of designing our industrial projects. → Several ad hoc initiatives implemented on-site with ergonomists, osteopaths, etc. → Study carried out within the Auto Exterior Division on the inclusion of ergonomics in the organization. 	<ul style="list-style-type: none"> → Encouraging possible synergies with the virtual reality room among the three divisions. → Recruitment of an ergonomist within the Auto Exterior Division. → Continuation of all initiatives: <ul style="list-style-type: none"> • corrective ergonomics; • design ergonomics; • on-site training and e-learning, etc.
	Noise levels/ environmental noise	<ul style="list-style-type: none"> → Mapping carried out across all company sites. → Wearing of hearing protection compulsory in all danger zones. 	<ul style="list-style-type: none"> → Hearing tests with audiograms performed for operators. → Action plans implemented to lower the noise level of all our machines below 87dB.
	Occupational illnesses	<ul style="list-style-type: none"> → Monthly reporting on declared and recognized occupational illnesses. 	<ul style="list-style-type: none"> → Performing 8D analyses for each occupational illness.

Products and services

Pillar	Theme	Results for 2014	Outlook
01 PEDESTRIAN PROTECTION	Pedestrian safety	<ul style="list-style-type: none"> → Proposed architecture combining thermoplastics and composites. → More widespread use of low-level supports providing maximum leg protection. On the European market, all bumpers designed and manufactured by Plastic Omnium comply with European regulations. → Proposal for a hybrid metal/composite hood providing head protection. 	<ul style="list-style-type: none"> → Continuing progress in this area, with solutions that also help to make vehicles lighter. → Developing a full range of solutions for pedestrian protection.
02 CLEAN MOBILITY	Lighter vehicles and emissions control systems	<ul style="list-style-type: none"> → Continuation of the program with solutions for lighter and more aerodynamic vehicles, to reduce CO₂ emissions. → Extension of the range of tailgates providing increasing weight savings. → Work and developments under way on structural parts in high-performance composite materials. → Development of a new emissions control system for NO_x, DINO_x Enhanced, which supplements the Plastic Omnium range in this area. 	<ul style="list-style-type: none"> → Continuing Innovation programs on high-performance composites for applications in body parts, together with semi-structural and structural applications. → Continuing work on alternative propulsion systems such as hybrids developed using water or hydrogen, and improving expertise in electronics and control systems for storing, measuring and distributing fluids: fuel or urea (AdBlue®).
03 MANAGEMENT OF HOUSEHOLD WASTE	Sorting and recycling	<ul style="list-style-type: none"> → Launch of new underground container stations and crane lifts that supplement the range of public waste receptacles. → Implementation of waste management plans to increase their sorting and recycling. 	<ul style="list-style-type: none"> → Continuing rollout of Data Management services which help local authorities to hit their waste recycling targets and to stay within budget.
04 SAVING FOSSIL FUELS	Eco-design and recycling	<ul style="list-style-type: none"> → Continuation of research projects conducted within the Research Cluster: Research in Eco-design & Recycling (CREER), of which Plastic Omnium is a founding member. → Finalization of the VALEEE and TRIPTIC projects regarding (i) the recovery of polypropylene in waste from electrical and electronic equipment and (ii) the optimized sorting of crushed materials. → Marketing of a series of product innovations for 120, 140 and 180 liter wheeled bins. → 47,168 metric tons of recycled material processed in the Group's plants. 	<ul style="list-style-type: none"> → Continuing these initiatives to reduce the carbon footprint of vehicles and waste containerization equipment. → Fostering the development of recycling processes for end-of-life automotive parts and end-of-life vehicles (ELV) to reach the 2015 recycling and recovery objectives. → Continuing research to increase the share of recycled material in manufacturing wheeled bins for waste collection.
05 "GREEN" MATERIALS	Reducing the carbon footprint	<ul style="list-style-type: none"> → Manufacture and marketing of two- and four-wheeled bins in 100% plant-based polyethylene derived from sugar cane. 	<ul style="list-style-type: none"> → Use of 100% plant-based materials for the manufacture of other equipment, such as crane lifts for public waste receptacles.

3.3 — SOCIAL INFORMATION

Social information

Committed to a sustainable development policy and mindful of meeting its obligations, Plastic Omnium has developed a solid and efficient foundation to guarantee an ambitious corporate social responsibility (CSR) policy.

To accomplish this, Plastic Omnium has staffed a team to consolidate data and in a pre-existing reporting software program configured to meet CSR needs. This tool disseminates the relevant indicators consistently and worldwide. Data consolidation and a centralized control method were improved to ensure greater reporting reliability. A specific protocol for the Health, Safety, Environment and Human Resources Departments was developed and provides definitions for the indicators identified, in a single document. The CSR procedure and the consolidated results of the CSR data are reviewed by senior management.

1. Scope of the report

- 1.1 The workforce by type of contract and temporary employees at December 31 includes all of the legal entities in the management account scope of consolidation from the time they are fully or proportionately consolidated, in accordance with the percentage at which the entities are consolidated. In particular, HBPO and YFPO are therefore included.
- 1.2 Likewise, registered employees are divided up by men/women, by operators/employees/managers, as well as by age group, and temporary employees are included from all of the legal entities in the scope of consolidation from the time they are fully or proportionately consolidated, in accordance with the percentage at which the entities are consolidated.
- 1.3 Other HR data excludes HBPO from this scope since it is not available at this level of detail.

2. Indicator calculation methods

Indicators were approved on December 31, except for the following indicators:

- 2.1 The indicators approved on November 30 and extrapolated to December 31 based on the ratio of employees at December/employees at November: gender breakdown, breakdown by operators/employees/managers, employees working in shifts or part-time, number of women managers.
- 2.2 The indicators approved on November 30 and extrapolated to December 31 based on the 12/11 ratio: internal and external training hours, invoices from training organizations, number of interns, number of employees trained since January 1.
- 2.3 The indicators approved on November 30 and considered to be valid for the entire year: hours worked per week, percentage of employees covered under a collective agreement, percentage of employees trained throughout the year, number of disabled workers, workstations adapted for disabled workers.
- 2.4 The indicators approved on October 31 and considered to be valid for the entire year: number of incidents of discrimination, number of measures taken following incidents of discrimination, committees, other commissions, number of labor unions represented, agreements on health and safety at work.
- 2.5 HBPO's employee indicators for gender breakdown and the breakdown by operators/employees/managers were distributed proportionally to the information on actuals provided, excluding YFPO.

3. Employees

3.1 Breakdown of total staff by category at December 31

	2012	2013	2014
Registered employees	18,341	17,971	17,541
Permanent employment contracts	16,143	16,500	16,080
Fixed-term employment contracts	2,198	1,471	1,461
Men	14,206	13,914	13,599
Women	4,135	4,057	3,942
Manufacturing workers	10,042	9,423	8,820
Administrative staff, technicians and supervisors	4,975	5,046	4,676
Managers	3,324	3,502	4,045
Temporary staff	2,693	4,096	4,283
Total employees (registered + temporary)	21,034	22,067	21,824
Temporary workers average (full-time equivalent)	2,898	3,741	4,201

At the end of 2014, the Group had 21,824 employees.

Total staff numbers have remained very stable (-1%) compared to end-2013, which illustrates Plastic Omnium's high-quality staff management and cost control.

The increase in the number of managers (+16%) corresponds to an increase in business, and also better integration of management staff from Chinese subsidiaries into our reporting.

Operations have remained strong, as shown by overtime levels (converted into full-time equivalents: 1,033 in 2014) and the 12% increase in the number of temporary workers compared to 2013. This is also related to new project launches and the creation of 12 new entities (see table below).

The creation of a new research center called Auto Inergy Alphatech in Picardy also falls under this vision and demonstrates the Group's desire to invest in R&D.

	Division	Country	Companies	Total employees at December 31, 2014
New companies	Auto Exterior	China	HBPO China BJ	5
			YFPO Changsha	17
			YFPO Changshu	18
			YFPO Wuhan	17
		Germany	HBPO Regensburg	9
		Japan	HBPO Japan	2
		Korea	HBPO Korea KR_HQ	2
	HBPO Pyongtaek		4	
	USA	Chattanooga	26	
	Auto Inergy	Brazil	São Paulo	10
		China	Ningbo	24
		France	α-Alphatech	460
		Russia	DIPO Saint Petersburg	6
Total				599

At the same time, Plastic Omnium has continued its restructuring efforts, which have primarily affected the Auto Inergy Laval site with the closure of their Technical Department and the transfer of operations to the Auto Inergy Alphatech site in August 2014.

Consequently, 147 employees were affected by the plan.

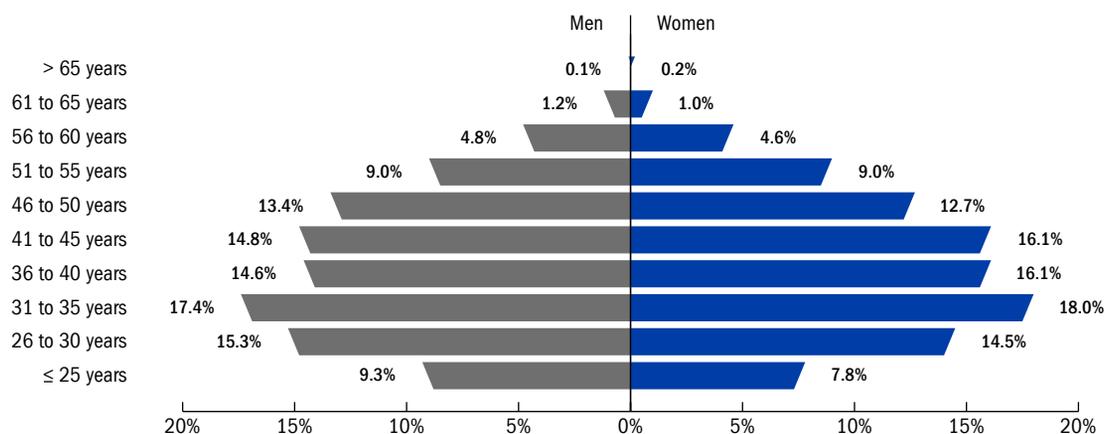
Lastly, closures, deconsolidations and the disposal of several sites were carried out across the Group (see table below). On a like-for-like basis, staff numbers would have grown by 198 people.

	Division	Country	Companies	Total employees at December 31, 2014
Closed sites	Auto Exterior	China	Changchun	34
		Germany	Eisenach	14
	Environment	Czech Republic	Sulo UT CZ Republik	4
	Auto Inergy	Inde	Sanand	1
Disposed site	Environment	Switzerland	SG Signal AG	215
Closure/Disposal total				268
Deconsolidated sites	Auto Exterior	China	JV Chengdu YFPO	91
			JV Wuhan YFPO	28
			Korea	HBPO JV SAMLIP Korea
Total deconsolidation				173
Total				441
Balance less closure/disposal and deconsolidation				(243)⁽¹⁾
Balance including closure, disposal and deconsolidation				198

(1) 243 is the difference between December 2013 and December 2014 headcount.

3.2 Gender breakdown

The trend at Plastic Omnium confirms that of the automotive sector in that there is a large majority of men: 80% versus 20% women (among our registered employees).

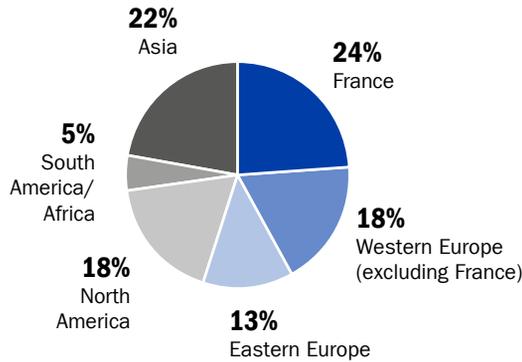


3.3 Breakdown of the population by region

EMPLOYEES BY REGION

	Permanent employment contract	Fixed-term employment contract	Total registered employees	Temporary staff	Total
France	4,474	33	4,507	726	5,233
Western Europe excluding France	3,006	177	3,183	769	3,952
Eastern Europe	1,743	511	2,254	498	2,752
North America	2,556	687	3,243	577	3,820
South America + Africa	1,107	22	1,129	66	1,195
Asia	3,194	31	3,225	1,647	4,872
Total	16,080	1,461	17,541	4,283	21,824

EMPLOYEES AT DECEMBER 31, 2014



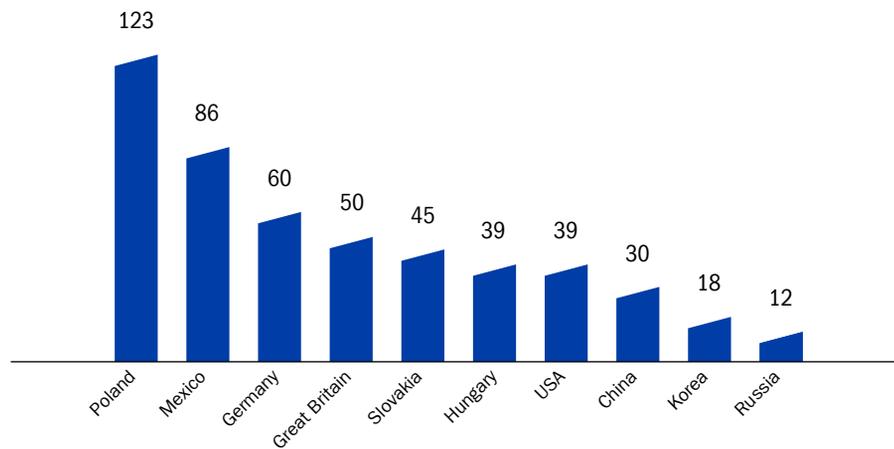
The percentage of employees outside France accounted for 76% of the Group's employees in 2014.

Plastic Omnium is located close to our customers, which explains why a substantial portion of our employees is in high growth countries. Plant openings confirm this trend, notably in Asia, where employees represent 22% of all employees.

24% of employees are located in France, 18% in Western Europe and 13% in Eastern Europe. Poland is the country that has experienced the most growth, particularly with the SCR project (see chart below).

Employees in the United States grew 1 point, a trend that will become more pronounced with the opening of plants in Chattanooga and Fairfax. In contrast, the decline in business in Latin America made their percentage of employees drop by 0.8 point.

POSITIVE VARIATIONS BETWEEN 2013 AND 2014



3.4 Mobility for managers

The Group's talent policy and growth offers more career opportunities for our managers.

13% of managers have experienced a career move in 2014, compared with 9% in 2013.

Internal mobility and internal promotions thus allowed us to fill more than 90% of vacant key positions in 2014.

We particularly emphasize talent management and key resources externally, through our strong employer brand, and internally, through accelerated manager development. A mobility management tool enables each employee to indicate their desires in terms of mobility and to complete their internal résumé. It also allows them to consult internal job postings and submit an application.

Conscious of future challenges, Plastic Omnium is adopting an ambitious and modern skills management outlook.

3.5 New hires and departures

NUMBER OF EMPLOYEES HIRED DURING THE YEAR

	2012	2013	2014
Managers hired		429	634
Non-managers hired		2,711	2,338

NUMBER OF EMPLOYEE TERMINATIONS DURING THE YEAR

	2012	2013	2014
Redundancies	87	388	367
Terminations for other reasons	473	744	718
Total terminations	560	1,132	1,085

In 2014, 2,972 people were hired, 634 of whom were managers. Plastic Omnium is thus continuing an active recruitment policy, notably in high-growth countries, and is putting in place partnerships with the most prestigious engineering schools. This is especially true in China, with the Centrale School in Beijing.

At the same time, an active integration program for international corporate experience (VIE) is in place and enables young talented individuals to obtain experience abroad. These young people in the VIE program constitute a substantial source of young talent for future hires. VIE submissions have doubled in one year.

Our expatriation policy is also gaining strength for the most committed managers, with more than 30% of assignment missions for which ones home country is not France.

Lastly, Plastic Omnium is developing new recruitment tools to better meet the needs of an ever-changing market. The goal is to increase Plastic Omnium's appeal by offering a modern careers website and offering new recruitment methods by using digital tools to their full capacity (professional social networks, specialized recruitment websites).

At the same time, Plastic Omnium faces increasing pressure in the global jobs marketplace. The number of departures increased 38% among managers, and resignations accounted for nearly half of them. In order to retain our talented employees, Plastic Omnium has implemented several initiatives in addition to our manager mobility policy:

- an annual career interview to retain talented employees;
- an automatic exit interview for departures: this is in the form of a single, computerized questionnaire rolled out to Group entities. The questionnaire is then regularly analyzed to identify the main causes of departure;
- the 2013 satisfaction survey rolled out internationally to all employees made Management aware of and highlighted areas of improvement. Corrective actions have also been implemented in most sites;
- lastly, an orientation seminar enables us to welcome new managers and create genuine cohesion between employees by passing on the Group's values.

Redundancies have declined slightly.

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4. Organization of working hours

OVERTIME

	2012	2013	2014
Hours worked per week	35 to 48 hours	35 to 48 hours	35 to 48 hours
Overtime (full-time equivalent) ⁽¹⁾	1,026	1,179	1,033

(1) Overtime is processed excluding subsidiaries in which the Company has a minority stake.

TOTAL NUMBER OF EMPLOYEES WORKING IN SHIFTS

	2012	2013	2014
Employees working in shifts	10,034	9,564	9,716
Of which employees working only nights	1,157	987	1,026
Of which employees working only weekends	118	121	63
Part-time employees	366	338	291

5. Absenteeism in the year (% of hours worked)

	2012	2013	2014
Absenteeism rate due to workplace accidents	0.07%	0.10%	0.10%
Absenteeism rate due to other causes	2.61%	2.74%	2.57%
Total absenteeism rate	2.69%	2.84%	2.67%

6. Anti-Discrimination Policy

The Group's Code of Conduct confirms Compagnie Plastic Omnium's commitment to maintaining a professional environment where employees are treated with respect and where they are not subject to any verbal or physical harassment, or to any racial, religious, sexual or other discrimination.

Additionally, across all its countries of operation, the Group complies with the fundamental principles of the ILO charter in its human resources policy regarding: freedom of association and the right to collective bargaining, elimination of discrimination in terms of employment and occupation, elimination of forced or compulsory labor, as well as the abolition of child labor.

Plastic Omnium signed the UN Global Compact and renews its commitment every year via a letter signed by the Chairman.

6.1 Incidents of discrimination

	2012	2013	2014
Number of incidents of discrimination	-	0	0
Number of measures taken following incidents of discrimination	-	0	0

6.2 Gender Equality

	2012	2013	2014
Number of women managers at December 31	649	654	811
Number of women managers hired during the year	149	95	126

Through its Code of Conduct and membership in the UN Global Compact, Plastic Omnium has undertaken not to practice any discrimination either on hiring employees or during their professional careers. Every year, comparative analyses of compensation for men and women are carried

out in the different countries. In France, Plastic Omnium has partnered with an association striving to promote engineering and technician professions among women, and to encourage women to choose these careers.

6.3 Disabled Employees

	2012	2013	2014
Number of disabled workers	301	285	311
Workstations adapted for disabled workers	-	48	42
Number of disabled workers recruited in the year	-	5	20

Plastic Omnium has a policy of non-discriminatory recruitment and a policy of retaining disabled workers in employment. It is within this context that 20 disabled employees were hired at the end of December 2014.

For example:

- the Plastic Omnium Group outsources work to workshops promoting the occupational integration of people with disabilities whenever possible (catering, reprography, etc.);
- lastly, the Bort-les-Orges site (Environment) called upon a service provider to further the professional integration of disabled workers.

7. Employee Relations

	2012	2013	2014
Existing committees	156	157	157
Of which Works Councils		60	60
Other committees (training/ideas)	77	71	71
Number of trade unions represented	32	30	31
Number of Company agreements signed during the year	114	147	126 ⁽¹⁾
Percentage of employees covered by a collective agreement	–	57%	59%

(1) The number of agreements signed during the year decreased due to a clarification of the definition: when an agreement has been signed at the Economic and Social Unit (a grouping of distinct legal entities) level, this agreement is recorded at that level and not in each of the sites where it is applicable.

Plastic Omnium has an employee relations policy which aims to develop dialog and cooperation in the countries where it operates.

For this purpose, 59% of employees around the world are covered under a collective agreement and 126 agreements have been signed this year.

As part of the proactive approach toward health, safety and the environment, the Group now has 31 agreements in effect related to health and safety at work, versus 18 in 2013.

The number of labor unions represented is relatively stable (+1).

Since 1996, the European Cooperation Committee holds one meeting per year. This consultative committee comprises of 31 employees representing eight countries.

This year, in preparation for the inter-generational agreements signed by French entities entering into effect, 13 information sessions on retirement have been organized for 288 people.

8. Training

	2012	2013	2014
Training commissions	–	29	33
Number of employees who received training	37,683	38,533 ⁽¹⁾	94,205 ⁽²⁾
Number of training sessions per employee per year	2.24	2.29	5.50
Total expenditure on external training bodies (in € thousands)	4,364	4,211 ⁽³⁾	4,578
Total training hours	392,892	404,436 ⁽⁴⁾	418,288
Training hours per year per employee	23.41	24.04 ⁽⁵⁾	24.44

- (1) Corrections made following the identification of erroneous data.
(2) All training hours, independent of their duration, are now recorded in the number of interims.
(3) Corrections made following the identification of erroneous data.
(4) Corrections made following the identification of erroneous data.
(5) Corrections made following the identification of erroneous data.

In 2013, Plastic Omnium introduced a comprehensive training management tool aimed at strengthening the acquisition and development of knowledge and/or skills, at defining individual training paths and at diversifying learning paths (e-learning, on-site training, virtual classrooms, mixed Learning, etc.). The e-learning content was launched at the end of 2013 with training on the Group's Code of Conduct and HSE policy, in particular.

As a result, in 2014, our training management platform is now available to 9,590 of our employees.

E-learning currently accounts for 10% training modules⁽¹⁾ created.

The Group also implemented new development programs in order to ensure high-quality management and to develop our employees' leadership skills. Managerial and leadership abilities are essential to guarantee Plastic Omnium's continued growth and profitability.

The implementation of new leadership development programs aims to supplement employees' skills development program. Initially, the Starter program was launched in China and North America. This program aims to develop managers' leadership skills during the early years of their career as well as strengthen their understanding of Plastic Omnium's culture and history. Its rollout will be expanded to other countries and regions by 2015.

In order to enable managers to improve annual interviews, and thus better support the Company's performance, the Group's Human Resources Department developed and organized workshops. This initiative, which has been rolled out worldwide, involved more than 750 managers, thereby significantly helping to improve the quality of our teams' performance management.

In order to fortify the leadership skills of experienced managers and ensure that Plastic Omnium's culture is passed on to teams that are constantly being enriched with the arrival of new employees in the Group, an additional leadership development program called "Booster" will be introduced in 2015.

(1) Training in the catalog, whether given or not.

9. Employee Welfare (France only)

	2012	2013	2014
Total contribution to works council employee welfare programs (in € thousands)	1,608	1,517	1,439

10. Group Stock Ownership Plan France

In France, at December 31, 2014, the **1,464** employee members of the Group stock ownership plan held **1,857,204** Compagnie Plastic Omnium shares purchased on the market, representing 1.21% of

share capital. Employees do not hold other shares in respect of shareholding as provided for by articles L. 225-129 and L. 225-138 of the French Commercial Code, nor in respect of company profit-sharing.

11. Employee benefit expense

In thousands of euros	2013	2014
Wages and salaries	(576,133)	(587,135)
Payroll taxes	(165,250)	(159,115)
Non-discretionary profit-sharing	(10,753)	(11,307)
Pension and other post-employment benefit costs	(994)	(1,077)
Share-based compensation	(2,060)	(2,354)
Other employee benefits expenses	(23,485)	(29,030)
Total employee benefit expenses excluding temporary staff costs	(778,675)	(790,018)
Temporary staff costs	(77,453)	(95,430)
Total employee benefit expenses including temporary staff	(856,128)	(885,448)

As part of our wage policy, Plastic Omnium is keeping a close watch on changes in our costs, while being sensitive to changes in our buying power, motivation and staff involvement.

3.4 — SOCIETAL INFORMATION

Societal issues

In 2003, the Plastic Omnium Group developed a set of fundamental business ethics rules with a Code of Conduct.

This document is distributed to any new managers joining the Group. It is available in seven languages and can be consulted on the Group intranet.

Regularly updated, it was supplemented in 2010 by the “Competition” Code of Conduct on the behavior and rules to be followed in the area of competition law.

In 2014, the “Competition” Code of Conduct e-learning module was translated into 13 languages. 410 employees passed this module.

In 2003, Compagnie Plastic Omnium subscribed to the principles laid down in the UN Global Compact.

Through its signature, Compagnie Plastic Omnium restated its clear commitment to the fundamental principles regarding human rights, workplace standards, the environment and the fight against corruption.

Since 2010, the General Purchasing Conditions defining relations with suppliers confirm the obligation to respect the fundamental rules and regulations pertaining to safety, health, child labor, concealed work and respect for human rights.

Moreover, suppliers undertake to respect the European REACH (Registration, Evaluation, Authorization and restriction of CHemicals) regulations and confirm that their supplies contain no CMR substances (carcinogenic, mutagenic or reprotoxic).

Territorial, economic and social impact of the Plastic Omnium Group’s business in terms of employment and regional development

The Plastic Omnium Group is an industrial group with 111 plants and 21 R&D centers located in 30 countries. It manufactures automotive body components and modules, automotive fuel systems, and waste containers intended for local authorities and companies. Plastic Omnium strives to be close to our customers, and in particular for our Automotive Division, by promoting policy of local production in local plants. Compagnie Plastic Omnium also strives to develop a local supplier base.

Accordingly, the expansion of Plastic Omnium’s markets worldwide goes hand-in-hand with the development of local employment and contributes to regional development.

Territorial, economic and social impact of the Company’s business on local populations and residents

The Group’s Code of Conduct confirms Compagnie Plastic Omnium’s commitment to conduct an active policy to reduce its environmental impact wherever it operates. This policy is based on an ISO 14001 certification process, which aims to guarantee the application of international standards across all the Group’s plants. At December 31, 2014, 90 out of 101 sites within the environmental scope of certification had obtained this certification.

Relations with the people or organizations concerned by the Plastic Omnium Group’s businesses, in particular occupational integration associations, teaching institutions, environmental associations, consumer associations and local residents

Conditions for dialog with these people or organizations, and partnership and sponsorship actions:

The Plastic Omnium Group acts locally in cooperation with associations.

In 2014, management at the Anderson site (United States) supported several charities including helping underprivileged children (food, toys, school supplies, school recreation area renovations, etc.), and working to collect and provide blankets to the homeless.

In Switzerland and the United Kingdom, Environment Division sites collected funds for the McMillan Cancer Trust.

In Spain, at the Redondela site, employees supported associations such as “Banco de Alimentos” (Food Bank) by collecting food, and “Solidarity Caps” by funding initiatives for sick or needy children.

The Auto Inergy Department in China made donations to the Red Cross and to orphanages.

In Argentina, the Auto Inergy site supported the “Equidad” foundation, whose purpose is to provide technological products and services to promote equal opportunities, social inclusion, and environmental protection, notably by training underprivileged people in it skills to enable them to better integrate into work life.

Several sites have developed partnerships with schools and universities in order to attract young graduates: in Ramos Mexico, in Lublin and Gliwice, Poland, in Anderson, United States, in Spain, China, Russia, and Brazil.

For example, the Auto Inergy Division in Brazil sponsored a competition between the engineering schools in Brazil to make a vehicle with a height of 1.90 meters and weighing 113 kg. This prototype had to be reliable, easy to transport and with simple maintenance. It also needed to be capable of driving on different surfaces and withstand all types of weather conditions.

Outsourcing and suppliers

Taking social and environmental challenges into account in the purchasing policy.

Importance of outsourcing and taking the social and environmental responsibility of suppliers and subcontractors into account.

The Plastic Omnium Group's position among the leading automotive suppliers means the Group's Automotive Division has clear responsibility towards the stakeholders involved in its activities and, in particular, its suppliers.

The centralized process for selecting suppliers and awarding contracts involves the analysis of various criteria. Naturally, these criteria include economic and operational data, in addition to risk criteria (financial, environmental and social).

In accepting the Plastic Omnium Group companies' General Purchasing Conditions, suppliers undertake to respect all applicable laws and regulations, in particular, the provisions regarding health, safety, the environment and labor. Suppliers also undertake to respect international law and the applicable standards and regulations in terms of health, safety, child labor, illegal, forced or concealed work, discrimination and human rights.

Environmental and social issues are included in the standards applied by the Plastic Omnium Group to supplier audits conducted prior to their inclusion in the supplier panel, and for audits to monitor suppliers already included in the panel: 138 supplier audits were thus conducted in 2014.

The Plastic Omnium Group also conducts safety-specific audits on its suppliers: accordingly, 167 audits were conducted in 2014.

Lastly, the Group does everything in its power to encourage suppliers to commit to an environmental approach aiming at ISO 14001 certification. In 2014, 574 of its suppliers had already obtained this certification.

Fair practices

• Actions undertaken to prevent corruption

The Code of Conduct implemented by the Group includes a certain number of provisions aimed at preventing and fighting corruption. In particular, it includes the rules to be respected when dealing with customers, suppliers and administration officers regarding offers of money, gifts and invitations.

The Code of Conduct is provided to each new manager hired. It is also available in seven languages on the Group's intranet. In 2014, 971 people were trained to apply this code through an e-learning module.

The Code of Conduct is part of the Group's Internal control framework. Employees' knowledge and understanding of the code is systematically checked during internal audits.

Lastly, to prevent the risk of corruption in its suppliers' practices, the Plastic Omnium Group's companies have included anti-corruption clauses in their General Purchasing Conditions.

• Measures taken in favor of consumer health and safety

Solutions that make vehicles lighter are one of the Plastic Omnium Group's priority goals in terms of research and innovation. Accordingly, the Group directly supports automotive manufacturers' goals for reducing CO₂ emissions.

Furthermore, with our SCR (Selective Catalytic Reduction) systems, Plastic Omnium offers carmakers a suitable solution that enables them to comply with new regulations in terms of reducing nitrogen oxide emissions (NO_x).

Lastly, a significant portion of the Plastic Omnium Group's developments under way in fuel systems in Asia and Russia concerns the replacement of metal tanks with plastic tanks, which offer vehicle passengers a greater degree of safety.

• Other actions carried out in favor of human rights

Compagnie Plastic Omnium is a signatory of the UN Global Compact and the Group's Code of Conduct confirms its commitment to maintaining a professional environment where employees are treated with respect and where they are not subject to any verbal or physical harassment or to any discrimination, in particular of a racial, religious or sexual nature.

3.5 — INDEPENDENT THIRD-PARTY REPORT ON CONSOLIDATED SOCIAL, ENVIRONMENTAL AND SOCIETAL INFORMATION PUBLISHED IN THE MANAGEMENT REPORT OF PLASTIC OMNIUM

This is a free translation into English of the original report issued in French, and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and is construed in accordance with French law and professional auditing standards applicable in France.

Financial year ended December 31, 2014

To the Shareholders,

As independent third-party, members of Mazars' network, statutory auditor's of Plastic Omnium, whose accreditation was accepted by Cofrac under the number 3-1058, we hereby present our report on the consolidated social, environmental and societal information provided in the management report prepared for the year ended December 31, 2014, (hereinafter referred to as "CSR Information"), pursuant to article L. 225-102-1 of the French Commercial Code (*Code de commerce*).

Responsibility of the company

The Board of Directors of Plastic Omnium is responsible for preparing a management report including the CSR Information required under article R. 225-105-1 of the French Commercial Code, in accordance with the indicators reporting protocol and KPI definitions of the company (hereafter the "Reporting Criteria") and available on request to the society headquarter.

Independence and quality control

Our independence is defined by regulatory texts, the profession's Code of Ethics and by the provisions of article L. 822-11 of the French Commercial Code. Furthermore, we have set up a quality control system that includes documented policies and procedures designed to ensure compliance with deontological rules, professional standards and applicable legal texts and regulations.

Responsibility of the Independent Third-Party

Based on our work, our role is to:

- attest that the required CSR Information is disclosed in the management report or, that an explanation has been provided if any information has been omitted, in accordance with the third paragraph of article R. 225-105 of the French Commercial Code (Attestation of completeness of the CSR Information);
- provide limited assurance that, on the whole, the CSR Information is fairly presented, in all material respects, in accordance with the adopted Reporting Criteria (Fairness report regarding CSR Information).

Our work was carried out by a team of eight people between September 22, 2014 and February 25, 2015, during eight weeks.

We conducted the work described below in accordance with the professional standards applicable in France and the legal order dated May 13, 2013 determining the methodology according to which the independent third-party body conducts its mission⁽¹⁾ and, on the reasoned opinion, in accordance with ISAE 3000⁽²⁾.

I – Attestation of completeness of the CSR Information

We got acquainted with the direction that the Group is taking, in terms of sustainability, with regard to the social and environmental, consequences of the company's business and its societal commitments and, where appropriate, the actions or programs that stemmed from it.

We compared the CSR Information presented in the management report to the list set forth in article R. 225-105-1 of the French Commercial Code.

In the event of omission of some consolidated information, we checked that explanations were provided in accordance with the third paragraph of the article R. 225-105 of the French Commercial Code.

We checked that the CSR Information covers the consolidated scope, which includes the company and its subsidiaries within the meaning of article L. 233-1 of the French Commercial Code (*Code de commerce*) and the companies that it controls within the meaning of article L. 233-3 of the French Commercial Code (*Code de commerce*), subject to the limits set forth in the methodological note presented in the management report (Part 3 "Sustainable Development").

Based on our work, and taking into account the limitations mentioned above, we attest that the required CSR Information has been disclosed in the management report.

(1) Decree of May 13, 2013 establishing the methodology according to which the independent third-party conducts its mission.

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical information.

II – Fairness report with respect to CSR Information

Nature and scope of procedures

We conducted the interviews that we deemed necessary with thirty persons responsible for the preparation of CSR Information from the departments in charge of the process of gathering information and, where appropriate, responsible of the internal control and risk management to:

- assess the appropriateness of the Reporting Criteria in terms of relevance, completeness, neutrality, clarity and reliability, by taking into consideration, when relevant, the sector's best practices;
- verify the set-up within the Group of a process to collect, compile, process and check the CSR Information with regard to its completeness and consistency. We familiarized ourselves with the internal control and risk management procedures relating to the compilation of the CSR Information.

We determined the nature and extent of tests and controls depending on the nature and importance of CSR Information in relation to the characteristics of the Company, the social and environmental issues of its operations, its strategic priorities in relation to sustainable development, and the industry best practices.

Concerning the CSR information that we considered to be most significant⁽³⁾:

- at Group level (HR and HSE Directions), we consulted source documents and conducted interviews to corroborate the qualitative information (organization, policies, actions); we implemented analytical procedures on the quantitative and verified, on the basis of sampling techniques, the calculations and consolidation of the information and we verified its consistency with the other information contained in the management report;
- at the level of a representative sample of Business Units⁽⁴⁾ selected based on their activity, their contribution to consolidated indicators, their location and a risk analysis, we conducted interviews to verify the proper application of procedures and conducted substantive tests, using sampling basis, to verify the calculations performed and reconciled data with supporting evidence. The selected sites contribution to Group data equals to 15% of headcount and between 1.3% to 46% of the quantitative environmental information tested.

Regarding the other CSR consolidated Information, we assessed its fairness and consistency based on our knowledge of the Group.

Finally, we assessed the relevance of the explanations relating to, where necessary, the omission of certain information.

We deem that the sampling methods and sample sizes we have learned by exercising our professional judgment allow us to formulate a conclusion providing limited assurance; a higher level of assurance would have required more extensive work. Because of the use of sampling techniques, and because of other limits inherent to any information and internal control systems, the risk of not detecting a material misstatement in the CSR Information cannot be completely eliminated.

Conclusion

Based on our work, we did not identify any material misstatements that would lead us to believe that the CSR Information, taken as a whole, has not been fairly presented, in all material respects, in accordance with the Reporting Criteria.

Paris-la Défense, February 25, 2015

The Independent third-party,

Mazars SAS

Jean-Luc Barlet

Partner

Emmanuelle Rigaudias

Sustainable Development Partner

(3) Social information: workforce and breakdown by geographic region, by age group, by gender and by contract, number of trainings hours.
Environmental information: electricity consumption, gas consumption, water consumed, recycled and recovered waste, Greenhouse gases (GHG).
Societal information: number of supplier CSR audit, number of people trained to Code of Conduct.

(4) For all social and environmental information mentioned above: IN Adrian, IN Pfastatt, IN Vigo (Soufflage et Métal), AE Redondela, AE Edison Road, AE Fontaine, POE SULO Emballagen Herford, IN Herentals.

For workforce, electricity consumption, gas consumption, recycled and recovered waste, Greenhouse gases (GHG): AE Bratislava and AE Ruitz.

For workforce and water consumption: AE Saint-Désirat.

For societal information: centrally and to the HR Directions and Supplier Quality Directions.