



CSR Brochure 2017

Corporate Social Responsibility



connecting
THE WORLD



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“Since it was founded in 1932, Silec Cable has forged a place for itself in the global market designing, manufacturing and installing cable systems. We are driven by the desire to satisfy our customers both in France and abroad by understanding their needs and exceeding their expectations. At the same time, we recognize the importance of supporting and developing our associates, while contributing to the community in which we live and work.

For many years, Silec Cable has focused on issues related to the environment and social responsibility. Our deep-rooted presence in the regions in which we operate as well as our Quality, Safety, Security and Environment strategy encourages us to play an active role in social issues.

Our firm commitment to continuous improvement motivates us to surpass ourselves each day and develop innovative processes and products, and therefore contribute to the Sustainable Development Goals adopted by the United Nations, to which we signed up four years ago via the Global Compact.”

OUR CSR STRATEGY

Our CSR strategy builds on our Quality, Safety, Security and Environment strategy that concerns the entire company and to which our production facilities as well as our support and administrative services have been contributing for many years now. That has made it easier to implement CSR-related initiatives. Our CSR strategy is therefore fully integrated within our overall company strategy and is built around four main areas:

- Our values and conduct,
- Our associates,
- The environment,
- Our economic partners.

In each of these areas, we put in place programs and initiatives that enable us to meet the needs of our stakeholders in an appropriate way.

Our strategy has been recognized by independent bodies including:

- ECOVADIS: with a score of 76% in 2017 (which has been steadily improving for several years: 73% in 2016 and 69% in 2015), we were awarded Gold-level certification for Commitment by ECOVADIS, placing us within the top 1% of companies rated.
- ACESIA, with a score approved by an AFNOR Certification specialist in 2017 of 81%, compared to an industry average score of below 30%.

OVERVIEW OF SILEC CABLE

1,158 associates

Revenue of **€356 M**

49,505 tons produced

Over **€90 M** invested over the last 10 years

2017 data

OUR VALUES & CONDUCT

“Your voice matters”

After rolling out our new set of core values, a global “Your voice matters” survey was launched in December 2016 across the entire Group. The aim was to gather feedback from each associate at every level of the company.



Caring



Safety



Integrity



Customer-driven



Aspire to the Extraordinary



Teamwork

The results of the survey enabled us to draw up an action plan for each entity within the Group, focusing in particular on more effective communication regarding the company strategy. To achieve this goal, we have put in place breakfast sessions with the company leaders, touchscreen terminals in each facility and a service allowing all associates to access an internal information platform. Furthermore, we have reorganized our internal communication plan by rethinking our communications meetings.

Compliance Program

We have continued to champion our Ethics and Compliance Program throughout our entire workforce, as well as circulating quarterly newsletters and online training (on the topic of conflicts of interest, data security, corruption and compliance with our Ethics and Business Conduct Charter), and rolling out several specific projects, such as third-party approval, export monitoring and antitrust law.



ÉTHIQUE & CONFORMITÉ

PRÉVENTION • DÉTECTION • RÉACTION

The internal network of Global Compliance Unit representatives grew in May 2017 to a total of five people throughout the company (representatives are tasked with improving the program's deployment by communicating information and raising awareness).

The Compliance support service is now available to all our stakeholders (associates, customers, suppliers and partners) via the website www.theGChelpline.com.

75%
participation in
the “Your
voice matters”
survey

5 leaders’
breakfasts
organized

4 newsletters
focusing on
compliance

4 online
training
courses with
100%
completion
rates

OUR PEOPLE

Safety at Work

Fully in line with the Group's values and our QSSE policy, our safety strategy seeks to develop a safety-driven culture that will enable us to reach our zero accident target.

In 2017, 4,371 dangerous situations were recorded, which triggered over 5,400 corrective actions. Our focus on preventative safety has led to a significant reduction in the severity of incidents, with a rate of 0.89 compared with 1.69 in 2016. Although we have succeeded in bringing our incident rate down on the year, we have not yet reached our TRIR* target of ≤ 0.9 . We recorded a rate of 0.98 in 2017 compared with 1.14 in 2016.

In order to improve associate implication and buy-in, we have put in place monthly get togethers. Each month, a Prevention-related topic is discussed at the get togethers, which are held in each team and across all of our facilities and departments. We have also launched the Safestart program, along with the other European entities of the General Cable Group, which seeks to instill careful, responsible behaviors both at work and at home.

Quality of Life at Work

Following our Quality of Life at Work survey that was conducted toward the end of 2016, we have identified five areas of improvement – recognition, managerial relations, meaningful work, workplace well-being and psychosocial risk management. We will develop action plans

around these five issues, for example:

- Organizing team activities (king cake in all departments and facilities, Christmas meal, Christmas tree, etc.),
- Organizing facility visits and department visits for associates,
- Setting up occasional relaxation activities on site (massages),
- Training Managers and the workplace health and safety committee about psychosocial risks.

Family Program and Open Day

Last year, we put on two major events that gave the families of our associates the opportunity to learn more about the company:

- The second annual Family Program, held on September 6, 2017, during which 29 children were able to take part in themed workshops on Safety run by our Prevention team, nurses and in-house paramedics.
- The Open Day Weekend, which took place on November 18 & 19, 2017, to mark the company's 85th anniversary. Over the two days, 896 visitors came to learn more about the company by going on a factory tour.

Reduction of
49% in the
severity rate
and **14%** in
the TRIR*

35,126
hours of
training for
1,083
associates, i.e.
94% of the
workforce

* Total recordable injury rate: $\text{Number of workplace incidents} \times 200,000 / \text{number of hours worked within the company, including service providers and sub-contractors}$

THE ENVIRONMENT

Limiting our impact on water resources

As part of its policy on the environment, Silec Cable is committed to cutting its impact on water resources. Each year, an action plan is put in place to reduce our water usage and improve the processing of industrial wastewater.

In particular, after having made investments over a period of many years to create a closed circuits for all of our production facilities, in 2017 we set up a remote reading system for all of our water meters. This gives us the possibility to monitor consumption in real time. As a result, we are able to react faster in the event of an incident in one of our closed-circuit systems. In the future, the system will enable us to roll out a joint vigilance program across all production facilities by making them tangible.

Recovering waste

Alongside our service providers, we are constantly seeking to improve our waste recovery by finding better treatment processes or by optimizing waste separation at the source.

In 2017, such efforts helped us to reach an all-time low landfill rate at 7.6% (compared with 12.1% in 2016).



Water transport

In order to expand water transport and fully exploit our location close to the River Seine, we worked with HAROPA – Ports de Paris Seine Normandie to develop the port at Varennes sur Seine, which will in time give us the possibility of transporting cable drums of up to 100 tons. Development work was conducted by HAROPA for a period of three months during the second half of 2017. In particular, the roads were reinforced to accommodate the weight of our drums.

From 2018, we expect to transport around 3,000 tons per year by water, which corresponds to 6% of all shipments. This has a significant positive impact on CO₂ emissions, as transport by barge helps to reduce CO₂ emissions by between 20 and 30%.



Reducing our energy consumption

Since 2008, we have been following a multi-annual action plan to reduce our energy consumption for both gas and electricity. It has involved various actions, including conducting a leak detection campaign across the steam and compressed air networks, putting in place free-cooling systems for our chillers, replacing lighting systems in our buildings with energy efficient light bulbs and optimizing our processes.

8%
reduction in
the volume of
our water
consumption
versus last
year

5%
reduction in
our production
waste ratio
versus last
year

17%
reduction in
our electricity
consumption
versus last
year

OUR ECONOMIC PARTNERS

Business Ethics

On the subject of business ethics, we want to do more than simply meet legal requirements.

To achieve this, we set up a compliance platform in 2015 so that all associates could easily access the principles and policies they should be applying day to day. In 2017, we updated the approval procedure for third parties (officials, suppliers, service providers and sub-contractors).

We ask our partners (officials, suppliers, etc.) to commit to complying with our values and our Ethics and Business Conduct Charter, which among other things sets out the 10 principles of the UN Global Compact. These areas are evaluated in our third-party recording process using questionnaires, as well as any audits we may carry out on their activity.

Sustainable Procurement

On June 8, 2016, Silec Cable, which has been committed to sustainable procurement since 2010, won the right to renew their *Relations Fournisseur Responsables* label for responsible supplier relations.

The label is used to recognize the French companies that have built up long-term, balanced relationships with their suppliers and demonstrates a credible understanding of all 10 criteria of the responsible supplier relations charter, such as fairness in finance, total purchase costs, interdependence, reconciliation of

environmental concerns and regional responsibility.

In 2017, 70% of purchases (in terms of value) were made taking into account QSE-CSR criteria.

In addition, the ISO 20400 standard for Sustainable Procurement was published in April 2017. We have since begun analyzing its contents to prepare the renewal of the responsible supplier and purchaser relations label awarded by the *Médiation des entreprises* and the French National Procurement Board (CNA).

Origine France Garantie

Our company's contribution to the economic development of our local community is also demonstrated by the labels awarded to some of our cables, which are *Origine France Garantie*. Two essential criteria must be satisfied in order to obtain the label – the product acquires its defining properties in France and at least 50% of the unit production cost is generated in France.

Over the years, we have put in place a virtuous circle between our Responsible Purchasing strategy, which leads us to promote our community involvement, and the retention or even development of the *Origine France Garantie* label.

In 2017, the range of products carrying the label accounted for 30% of our total revenue.

78% of suppliers are based in France

4 product ranges with the Guaranteed French Origin label

375 people trained on Business Ethics

OUR CERTIFICATIONS & LABELS



BVCert. 6019011



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