

# Our CSR indicators

## Environment



Positif  
 Equal  
 Negative

| Thèmes                                | Indicators                                      | 2015   | 2016  | 2017  | Variations<br>2016 2017 |
|---------------------------------------|---|--------|-------|-------|-------------------------|
| Consumption                           | Electricity / total tonnage transformed (KWh/T) | 616    | 618   | 634   |                         |
|                                       | Propane/ total tonnage transformed (Kg/T)       | 97     | 75    | 85    |                         |
|                                       | Water (m3)                                      | 3930   | 2274  | 2887  |                         |
| Air emissions (VOCs diffuse)          | Dye storage room                                | 3%     | 3,60% | 3,10% |                         |
|                                       | Coating   | 41%    | 14%   | 10%   |                         |
| Waste                                 | Waste tonnage / Production tonnage              | 7,30%  | 7,10% | 7,50% |                         |
|                                       | Recycling rate of pallettes                     | 57%    | 79%   | 62%   |                         |
|                                       | Recycling rate of flasks                        | 87%    | 100%  | 93%   |                         |
|                                       | Common industrial Waste (CIW) mixed/ total CIW  | 9,60%  | 9,60% | 8,20% |                         |
| Significant environmental aspects     |   | 8      | 10    | 9     |                         |
| Accidents and environmental incidents |   | 6      | 6     | 0     |                         |
| Environmental complaints              |   | 0      | 1     | 0     |                         |
| Environmental investements            |   | 1300k€ | 12k€  | 35k€  |                         |
| ISO 14001                             | % of realised audits                            | 100%   | 100%  | 75%   |                         |

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## Safety



| Thèmes                          | Indicators   | 2015   | 2016   | 2017   | Variations |      |
|---------------------------------|--|--------|--------|--------|------------|------|
|                                 |  |        |        |        | 2016       | 2017 |
| Industrial accidents            | Total number of accidents and nursing                | 14     | 15     | 16     | =          |      |
|                                 | Number of occupational diseases reported             | 0      | 0      | 0      | =          |      |
|                                 | Frequency rate (accidents with and without sick day) | 40,3   | 39,5   | 33,5   |            |      |
|                                 | Seriousness rate                                     | 0,23   | 0,25   | 0,52   |            |      |
| Number of jobs with hardness    |  | 7      | 7      | 7      | =          |      |
| Safety and environment Training | Total number of employees trained                    | 63,30% | 95,90% | 62,00% |            |      |
|                                 | Number of hours of safety training per employees     | 3,17h  | 6,15h  | 6,54h  | =          |      |
| Security investements           |  | 55k€   | 93k€   | 235k€  |            |      |

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## Social



| Thèmes                 | Indicators                                   | 2015   | 2016   | 2017   |
|------------------------|--|--------|--------|--------|
| Diversity of employees | % of employees aged under 30                 | 6%     | 6%     | 10%    |
|                        | % of employees aged over 50 years            | 37%    | 38,50% | 40,00% |
|                        | % of women employees                         | 28,60% | 23,20% | 24,00% |
|                        | % of women / executives                      | 38,50% | 38,50% | 42,00% |
|                        | % of disabled employees                      | 6%     | 7%     | 7%     |
|                        | Number of new employees                      | 14     | 21     | 17     |
| Skills                 | Average number of training hours / employee  | 9,53h  | 17,36h | 16,65h |
| Social dialogue        | % of annual interviews / Number of employees | 82%    | 87%    | 76%    |
|                        | Number of negotiated agreement               | 3      | 2      | 0      |
|                        | Number of exchanges with stakeholders        | 9      | 13     | 6      |