



TSBM™ fuel tank

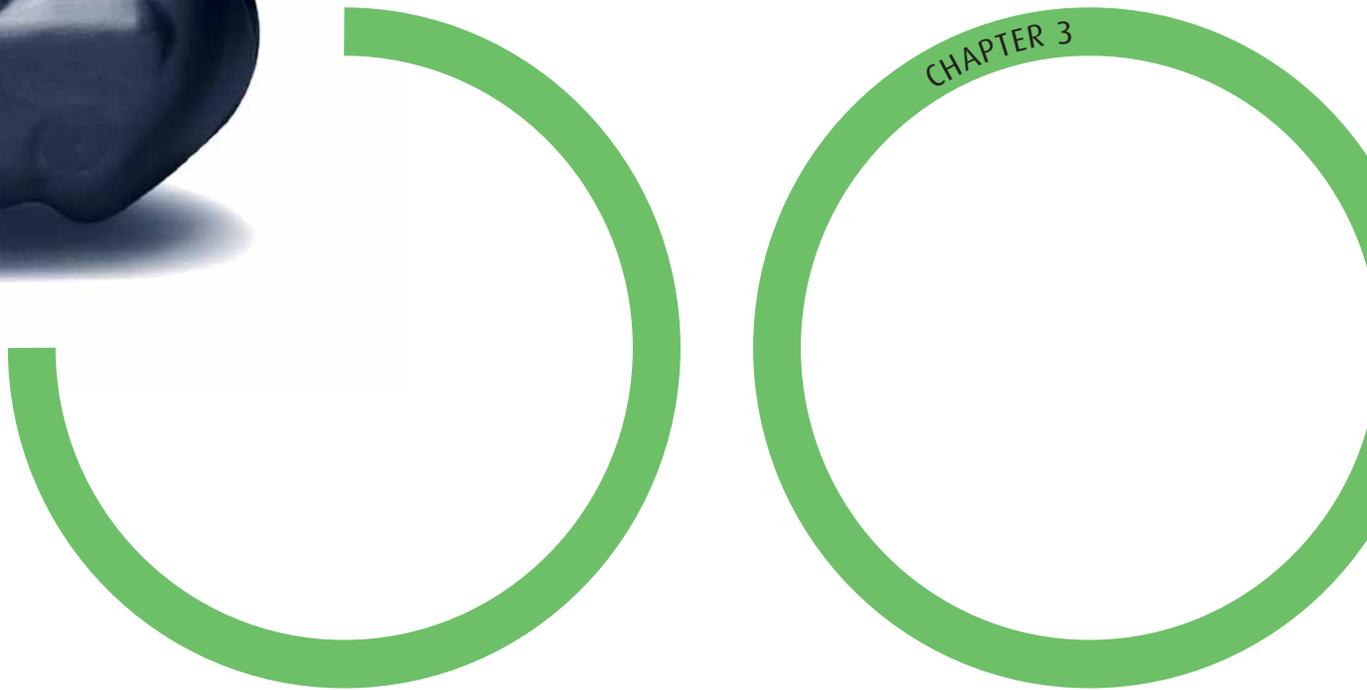
With the integration of Inergy Automotive Systems into the Automotive Division, Plastic Omnium has strengthened its technological leadership in polluting emissions-control solutions.

TSBM: Twin Sheet Blow Molding



Sustainable Progress

Sustainable development is an integral part of the strategy deployed by Plastic Omnium, which is committed to reconciling growth, support for employees and environmental stewardship. Involving all team members, this approach represents a powerful improvement driver for the company, helping to ensure its long-term development while respecting people and complying with the regulatory environment.



Human Resources

Plastic Omnium's human resources policies constitute a major advantage that drives our growth and development. Our 18,000 employees, of whom 69% are based outside France, are a source of strength and vitality. Promoting talent and excellence, empowering teams and transmitting the *PO Way* are objectives that enable employees to support our projects to serve customers around the world.

Éric Stableaux, Technical Manager, 4-Wheel Bin Production Unit, Plastic Omnium Environment in Langres (France)



The ability to work effectively with people from different backgrounds ensures the success of Plastic Omnium's acquisitions and partnerships

Deploying the Company's strategy

Pursuing the objectives of the "PO 2009" plan, the Company continued to diligently manage its human resources, finalizing voluntary separation plans at the Inoplast facilities in Douai, Andance and Saint-Désirat, France while maintaining its strategic commitment to innovation and international development. New projects now underway gave a boost to operations at the Σ-Sigmattech R&D Center. Employee training is one of our key drivers of excellence, enabling us to adapt to changes in specific job skills and transmit expertise to local managers and operators as new facilities open. In 2010, training initiatives were conducted at plants in Redondela (Spain), Vellore (India), and Nanjing and Pudong (China). A global company operating locally, Plastic Omnium promotes job mobility between countries as a means of creating multicultural teams working in a decentralized organization.



The plant in Redondela, Spain was inaugurated on 1 September 2010 by Patrick Le Garrec, Director, Western Europe Business Unit. Teams took part in a training program to speed their integration into the Company.

2010 Key Indicators

- + 1,131 people hired
- + 277,497 hours of training
- + 17.7 hours of training per person per year
- + 238 managers took advantage of a job mobility opportunity
- + 18% of managers are women

New employee orientation and integration programs are essential to **an effective human resources policy**

New career opportunities

Plastic Omnium is especially attentive when integrating new employees after a company is acquired. With a focus on cultural and job-related differences, the Human Resources Department prepares integration plans within project groups for all concerned parties, as was the case in 2007 following the acquisition of Germany's Sulo. Regarding Plastic Omnium Auto Inergy, the company's powerful R&D culture and commitment to manufacturing excellence are two key aspects of its identity that must be taken into account. Potential geographic and management system synergies will be sought out. The merger also creates mobility opportunities, offering employees career development prospects in new technologies and new professions.

The Plastic Omnium "contract": a two-way commitment

During each employee's annual performance review with his or her superior, a "contract" is prepared. It sets objectives for the coming year and identifies the resources required to meet those objectives as well as related skills development needs. The contract is part of the Company's overall annual budget and strategic planning process.

To ensure a pool of experienced executives, retain high potential employees, optimize skills and facilitate internal mobility, key team members are identified and succession plans are prepared for all managers. Upstream, executives identify the company's needs and the economic challenges for the coming years, working closely with the Human Resources Department. Managers, subsidiary executives and human resources officers take into consideration managers' potential for growth before setting up a skills development plan. In this way, employee capabilities, experience and knowledge support our growth dynamic.

In 2010, an online information and management resources called OPteam was set up to streamline the annual performance review, training plans and other processes and to make them more reliable. An essential skills development and career management tool, OPteam is available to managers and other employees, as well as to human resources officers.

Ravi Kant Singh, Metrology Engineer in New Delhi (India)



After Vellore, Inergy has now built a second plant in India, in New Delhi, as part of a partnership agreement with Suzuki-Maruti.

2010 satisfaction survey

- + 10,000 employees surveyed
- + A very satisfactory 84% response rate
- + 70% of people surveyed are satisfied with their jobs
- + Two powerful core values: team spirit and solidarity

Social dialogue and attentiveness to employee concerns

In 2010, management signed 96 framework agreements with employee and union representatives. In France, older employees and psychosocial risks were among the subjects covered by these agreements, which reflect the importance of employee relations at Plastic Omnium and the constructive dialogue maintained at all levels of the organization.

Every three years, a satisfaction survey is conducted to gauge employees' commitment, their image of the company and the overall work environment. Between May and June 2010, all employees of wholly owned subsidiaries were polled. The survey was also part of a more general plan designed to measure stress and on-the-job problems. Survey findings are used to identify areas for improvement in four key areas: local management practices, employee well-being, career advancement opportunities and communication.



Job mobility gives employees the opportunity to meet new people, develop new skills and rise to new challenges. Becoming part of Plastic Omnium has enabled us to broaden these prospects and revitalize employee career paths.

Vincent Dussac

Human Resources Director France
Plastic Omnium Auto Inergy

83% of employees*
say they are satisfied
to work for Plastic Omnium

*2010 in-house satisfaction survey

Codes of Conduct and Ethical Practices

For Plastic Omnium, respect for ethical standards is a priority that enables our long-term growth and viability. Two codes of conduct define the foundations of this commitment, which is shared by all employees. Because of the crisis that impacted the automobile sector, relations between industry players have changed, creating new work procedures.

Ethical commitment

The Code of Conduct presents rules that must be respected with regard to safety in the workplace, discrimination, confidentiality and the protection of company assets. It governs relations with all our stakeholders, including customers, suppliers, subcontractors, commercial and institutional partners, and members of the media.

The code federates team members in all our businesses worldwide around shared rules and values. A second code dealing specifically with competition rules has been published for employees working in sales or procurement. Both codes have been given to managers in all subsidiaries, who are responsible for seeing that they are properly applied.

A corporate resource and an integral part of the *PO Way*, the Code of Conduct is presented to new employees on orientation day and is available on both the website and the intranet portal.

Having signed the United National Global Compact in 2003, Plastic Omnium is committed to respecting its principles and files a report every year on progress made in their application.

This information can be consulted on the www.unglobalcompact.org and www.un.org/french/globalcompact websites.



Respecting the rules
of law and ethical principles
is everyone's business and
in the interest of employees
and the Company alike

Strengthening trust and transparency in relations with suppliers

Partnering relations with customers

The crisis in the automobile sector has led to a new way of working and created new relations that take into account the interests of all industry players in France. All stakeholders – public authorities, carmakers and suppliers – have decided to de-compartmentalize their operations, as recommended in the studies and forums of the French Automobile Industry Platform (PFA), in which Plastic Omnium Auto Exterior participated.

Plastic Omnium Auto Exterior is also active in France's Tier 2 Automotive supplier Modernization Fund (FMEA2), created under the supervision of the Ministry of Industry. The purpose of the fund is to help suppliers of Tier 1 automotive suppliers to structure their organizations and invest in innovation. Plastic Omnium provided €4 million in financing to the FMEA2 investment committee to support companies felt to have strategic importance for the industry.

A CODE FOR NEW INDUSTRY PRACTICES

Initiated at the 2009 French Auto Industry Summit Conference, the Code of Performance and Best Practices enables industry players to share a vision covering both commercial and technological issues and to create a true partnering relationship between customers and suppliers. As a responsible corporate citizen, Plastic Omnium Auto Exterior has inserted a clause in its general purchasing conditions pledging to provide assistance to suppliers in difficulty. It is also seeking greater shared value with suppliers in the areas of innovation and communication.



Company employees must carry out their responsibilities while complying with the rules of law and ethical principles – at all times and in all locations.

Health, Safety and Environment: an **integral part** of our strategy and management practices

Plastic Omnium considers safety to be a top priority and is pursuing actions through its second Health, Safety and Environment (HSE) plan, which covers the period 2008-2012. The plan is backed by an assertive governance system that is designed to create a zero-accident workplace over the long-term.

Logistics team at the Plastic Omnium Auto Exterior plant in Silao, Mexico, which won the in-house safety award in January 2011



HSE network: sharing best practices to drive improvement

A dedicated organization

Our HSE policy plays a role of prevention and protection with regard to the safety of people and equipment, health and the environment. This policy is part of a broader approach that aims for manufacturing excellence around the world.

The Corporate Health, Safety and Environment Department implements the HSE plan defined by Senior Management and works with the network of HSE

Division Directors and on-site correspondents. Every month, the Executive Committee reviews the main Safety and Environmental indicators, including the level 2 accident frequency rate, which provides an overall picture of our safety programs. The Committee is also informed immediately in the event of a serious accident.

Chaired by Laurent Burelle, the Corporate HSE Committee manages the plan's deployment and approves budgets allocated to the programs. It meets three times a year with members of the Executive Committee.

KEY SAFETY INDICATORS

Level 1

accident frequency rate:
lost-time accidents

Level 2

accident frequency rate:
accidents with and
without lost time

Accident severity rate

Christian Baillet, Process Relay Operator, Plastic Omnium Environment in Langres (France)



The Company has set a goal of optimizing safety performance on all sites.

A worldwide risk-prevention plan

Doris Keilhack, Operator in Rottenburg (Germany)



1,713 days in a row without a lost-time accident

The Plastic Omnium Auto Inergy plant in Rottenburg, Germany received an award in 2010 for its safety performance through the end of 2009.

Meeting four challenges

The HSE plan is organized around four objectives: eliminating the risk of serious accidents by reducing the total numbers of accidents; protecting the Company's industrial assets; developing managerial skills through the *PO Way*; and reducing the environmental impact of our operations. Through the plan, Plastic Omnium has confirmed that safety and the environment as well as risk management are fully integrated into decision-making and management processes of all units.

Continuing Company-wide audits

Following the renewal of OHSAS 18001 certification for the Plastic Omnium safety management system in late 2009, three follow-up audits were conducted in 2010 (two by internal teams and one by a qualified independent organization) to ensure that the system was functioning smoothly. In this way, subsidiaries could adopt and widely share the safety procedures and objectives set for the Company as a whole. Internal audits will be continued while ongoing initiatives to obtain ISO 14001 and OHSAS 18001 certification will ensure efficient management of safety and environmental protection programs.

A High-Risk Protection label: ensuring the sustainability of the most strategically important sites

Recognition of efforts to protect Company assets

To ensure that its facilities are fully protected against the risk of fire, a High-Risk Protection program was launched in 2010. This international label awarded by insurance companies recognizes companies that apply the highest standards of damage protection. Companies are graded following on-site audits and a classification system is drawn up that takes into account their level of fire prevention measures. This approach makes the production base more reliable by eliminating the risk of disruption in the customer supply chain while also reducing fire hazards and fire-related accidents. In 2010, four plants were awarded the label: Ruitz and Σ -Sigmatech in France, Measham in the United Kingdom and Silao in Mexico.

Showcasing outstanding safety performance

Annual safety awards have been created to recognize and encourage efforts in this area. Presented by Chairman and Chief Executive Officer Laurent Burelle at the Senior Management Convention on 23 March 2010, the 2009 awards covered three categories: Best Safety Performance, Most Improved Safety Performance and Most Accident-Free Days Worked. While the challenges were not the same for all sites – which included plants as well as other operating facilities – all had two points in common: highly responsible management teams and committed employees.



Teams at Σ -Sigmatech integrate HSE criteria into new projects from the outset. This approach makes it possible to assess and eliminate risks at every stage, with the goal of improving plant safety performance and workstation ergonomics.

François Mazères
HSE Coordinator, Plastic Omnium Auto Exterior

The four foundations of the HSE plan

**Safety + the environment + risk management
= an ongoing commitment based on four foundations**

- Management assumes responsibility for the HSE plan
- A reconnaissance system is deployed
- HSE criteria are taken into account beginning in the design phase
- A policy of excellence is developed

Safety

As in 2008 and 2009, Plastic Omnium continued to implement its programs to ensure safety in the workplace as part of a disciplined risk management process. Significant improvements were made, thus confirming the effectiveness of our projects in the areas of equipment compliance upgrades, man-machine interface, deployment of the *Top Safety* training program and ergonomics.

Eliminating the risk of serious accidents

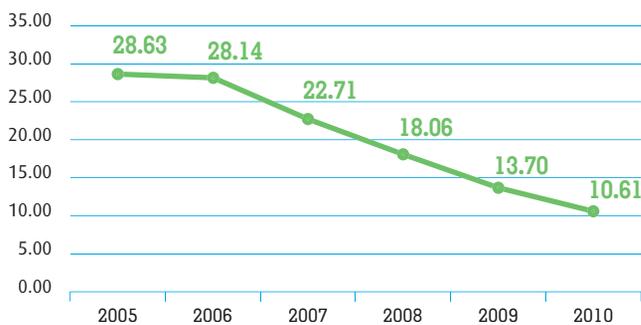
One serious accident out of three is due to a machine-related problem. In January 2009, an extensive man-machine interface program was introduced to reduce this type of accident. The first phase consisted of an audit of non-compliances in all plants, followed by equipment upgrades that were validated by a qualified organization. At year-end 2010, all Environment Division facilities had finalized the program, while Plastic Omnium Auto Exterior plants had begun the upgrade phase.

INERGY is also engaged in the process, carrying out initial audits in Europe and South America. A target has been set for finalizing the program, which represents a €5 million investment, on a majority of sites by the end of 2011.

Changing behavior

In addition to this initial technical phase of the project, an instructive approach has also been introduced. Following an audit of the 15,000 different machine interventions, special training modules were developed. They will be deployed in 2011 for maintenance teams to ensure that all safety procedures are applied when carrying out maintenance work and installing new equipment.

Sharp reduction in level 2 accident frequency rate in the past five years



In the same period, the level 1 frequency rate fell from 11.70 to 4.16 and the severity rate from 0.36 to 0.16.

Safety: an objective integrated into managers' annual performance reviews

Worldwide plans to ensure safety in the workplace

Musculo-skeletal disorders

A three-year internal study was conducted to prepare a list of reported occupational illnesses and injuries. The study found that 25% are due to repetitive movements that lead to musculo-skeletal disorders.

To reduce this type of injury, training programs on basic ergonomic principles were conducted throughout 2010 via an e-learning module. Offered in seven languages, the module teaches correct movements and postures.

This initiative is supported by programs on ergonomic workstation design using virtual reality techniques and the deployment of a behavioral approach to prevent disorders in cooperation with physical therapists.

These three programs reflect Plastic Omnium's commitment to preventing job-related disorders so that employees work in optimal conditions throughout their careers.

Improved safety performance

- + 42 facilities reported no accidents in 2010 compared with 36 in 2009, an increase of 16%
- + 9,543 *Top Safety* audits were conducted in 2010
- + 66 facilities were OHSAS 18001-certified at year-end 2010 compared with 59 one year earlier, a 12% increase

Top Safety training at the plant in Ruitz, France



TOP SAFETY

Introduced in 2005, the *Top Safety* training program enables managers to conduct audits that identify at-risk situations and to promote a true culture of safety within the organization. In 2010, program content was modified to take into account issues related to man-machine interface, equipment compliance upgrades and ergonomics. Four pilot sessions were held for 48 managers in Langres and Vernon in France, Silao in Mexico, and Measham in the United Kingdom.

Since the program's launch in 2005, training courses have been conducted for more than 450 managers and awareness-building sessions have been held for over 8,000 employees. Safety programs are also deployed in Plastic Omnium facilities in emerging regions around the world to ensure that the same standards are applied everywhere.

Environment

A source of innovative green solutions for carmakers and local communities, Plastic Omnium also demonstrates responsibility and respect for the environment in its manufacturing operations. The Company is committed to promoting eco-design approaches while reducing the impact of its businesses and their energy consumption.

Ecodesign to facilitate recycling

A founding member of Club CREER (Cluster Research: Excellence in Ecodesign and Recycling), Plastic Omnium has long integrated ecodesign into its project management processes. Today, the challenge is to promote the use of recycled or biosourced materials to reduce dependence on petroleum-based products.

Already a pioneer in this area with its Greenlene® and Green Made applications, Plastic Omnium is actively pursuing research projects to develop recycling channels and optimize the quality and amount of scrap plastic. As part of this commitment, the Company is taking part in three projects alongside partners from the industrial and academic sectors. The first project involves the recovery of waste from electrical and

electronic equipment, from which polypropylene will be extracted. The second, carried out with Valorplast in two pilot regions in France, has installed a system for recovering polypropylene from food packaging. The purpose of the third project, called Triptic, is to tag polypropylene, polyethylene, ABS and other polymers during formulation to facilitate their separation when waste and ground material are sorted.

These research paths create excellent opportunities for Plastic Recycling, the Company's plastics recovery subsidiary, to develop the use of recycled materials in exterior automotive components. Plastic Omnium is also taking part in MATORIA, a multi-partner project led by PSA Peugeot Citroën to develop starch-based polymers.

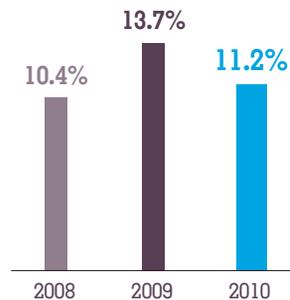
Aïssa Chekroune, scrap line operator at Plastic Recycling in Saint-Eusèbe, France



Plastic Omnium has an integrated recycling subsidiary: the Plastic Recycling plant processes scrap polypropylene and polyethylene recovered from end-of-life products.

Use of recycled plastic

As a % of total processed plastic



Reducing our energy use and carbon footprint

In 2007, Plastic Omnium launched *Top Planet*, a program to reduce energy use in both production and non-production facilities that is gradually being deployed throughout Europe. Three levers are used: purchasing productivity, led by procurement teams in charge of negotiating energy contracts; manufacturing productivity, with the installation by maintenance teams of technical solutions such as speed regulators, mold insulation sleeves and compressor heat recovery systems; and communication campaigns, which also play a decisive role in the plan's successful deployment.

During Environment Week in November, 2010, Plastic Omnium Auto Exterior teams in France took part in awareness-building sessions, which are now scheduled for deployment elsewhere in Europe, particularly in Spain and the United Kingdom.

A PRECAUTIONARY APPROACH

As part of its Environmental Management System and HSE Plan, Plastic Omnium is pursuing efforts to obtain environmental certification for its facilities. At year-end, 79 sites were ISO 14001 certified, an increase of 10% in one year. When facilities are acquired, complete environmental audits of soil, air and water, are carried out upstream before the certification process is launched to prevent risks.

Energy Savings Certificates

Because of initiatives and spending projects undertaken as part of the *Top Planet*, Plastic Omnium was able to earn energy savings certificates that can be sold to energy distributors, in line with France's Energy Act of 13 July 2005. With the support of a partner, Plastic Omnium will systemize this practice and pursue the certification of all qualified actions in France.

INERGY energy audits

Since 2009, Plastic Omnium Auto Inergy has been involved on a site audit program with the goal of measuring energy use and rapidly taking steps to reduce consumption. Important ways of saving energy were identified on nine pilot sites. In all, 90% of Inergy facilities will be audited by year-end 2011.

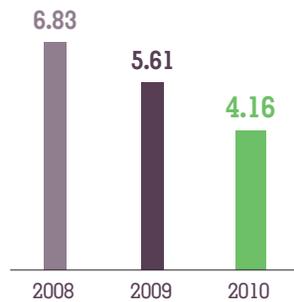
Objective: conserve natural resources

Sustainable Development Indicators

Steady, continuous improvement: accident frequency rate reduced by more than 20% a year over the past three years

Accident frequency rate with lost time

Number of accidents with lost time per million hours worked



Accident frequency rate with and without lost time

Number of accidents with and without lost time per million hours worked



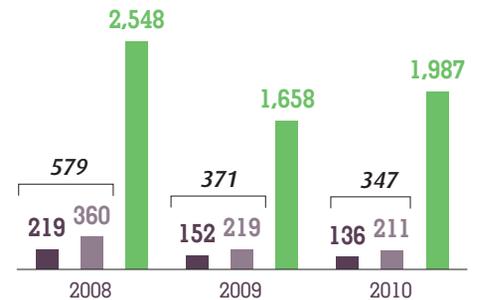
Accident severity rate

Number of days of accident-related lost time per 1,000 hours worked



Type of accidents

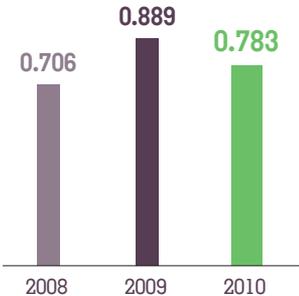
- Number of accidents with lost time
- Number of accidents without lost time
- Number of first aid cases



The indicators above cover Plastic Omnium employees and temporary workers.

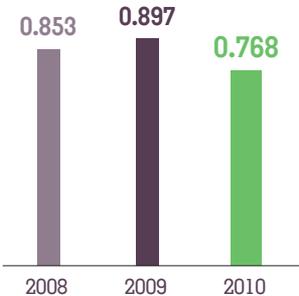
Greenhouse gas emissions

In kg of CO₂ per kg of processed material



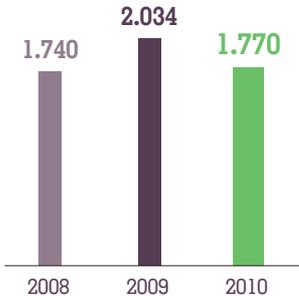
Gas consumption

In kWh per kg of processed material



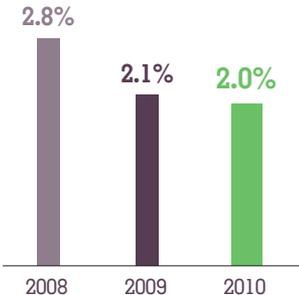
Electricity consumption

In kWh per kg of processed material



Final waste produced by industrial facilities

As a % of processed material



Percentage of sites certified ISO 14001



Percentage of sites certified OHSAS 18001



Review of 2010 Actions

Safety

Management and industrial processes

Objectives	Actions	Results	Next steps
Safety with regard to people			
Management assumes responsibility for the Health, Safety and Environment (HSE) program	<ul style="list-style-type: none"> Monthly Enablon reports reviewed by the Executive Committee with a focus on severe accidents. Man-machine interface (MMI) procedure deployed. "Unavoidables" defined. Company-wide policy on equipment compliance standards implemented. Integration of Plastic Omnium Auto Inergy. 	<ul style="list-style-type: none"> 26% reduction in accidents with lost time (incl. temporary workers) and 22% reduction in accidents with or without lost time (incl. temporary workers) year on year. Pareto analysis of business units with the highest rates of accidents with or without lost time. MMI procedures deployed. More than 98% of compliance audits carried out at Plastic Omnium Environment. Audits conducted at Plastic Omnium Auto Exterior. Program launched at Plastic Omnium Auto Inergy. Empowerment of supervisors of people involved in accidents. 	<ul style="list-style-type: none"> Reduce the rate of accidents with lost time (incl. temporary workers) to 3.00 by year-end 2011, a 28% improvement over 2010. Reduce the rate of accidents with or without lost time (incl. temporary workers) to 8.50 by year-end 2011, a 20% improvement over 2010. Achieve a rate of around 15 in the business units with the highest rates of accidents with or without lost time. Implement the MMI procedure for all equipment in all plants in 2011. Conduct audits and ensure compliance of all Plastic Omnium Auto Inergy plants.
Deployment of a reconnaissance system	<ul style="list-style-type: none"> Safety objectives for all managers defined at their annual performance review. Four <i>Top Safety</i> training programs conducted at units with major safety challenges. Training provided in ergonomic corrective strategies. A library of training resources for the "unavoidables" posted online. Ongoing training provided in REACH and equipment compliance. Safety awards created. 	<ul style="list-style-type: none"> Safety objectives defined for more than half of managers at annual performance reviews. 48 managers trained in 2010, bringing to 457 the total number of participants in the <i>Top Safety</i> program since early 2005. Multimedia ergonomics training resource uploaded. 19 employees trained in chemical hazard labeling systems. 71 employees trained in machine compliance. <i>Top Safety</i> Awards presented during the Top 100 meeting in March 2010. 	<ul style="list-style-type: none"> Define Safety objectives for all managers at annual performance reviews. Organize nine <i>Top Safety</i> training sessions for 60 managers in 2011. Train all employees in ergonomic principles. Develop "unavoidables" training modules. Provide REACH training for all employees involved in chemicals management. Provide machine compliance training for all maintenance and design personnel. Present safety awards to qualifying plants at the Top 100 meeting in September 2011.
HSE criteria taken into account beginning in the design phase	<ul style="list-style-type: none"> HSE practices in milestone reviews standardized. Virtual reality technology used to validate workstation ergonomics in the design phase. 	<ul style="list-style-type: none"> Pareto analyses conducted for product and process-related accidents. Best practices benchmarked in project reviews. HSE criteria integrated in product and process milestone reviews. 	<ul style="list-style-type: none"> No projects to be approved unless milestones validated by HSE Division coordinators. Develop 3 workstations using virtual reality technology.

Deploying a policy of excellence	<ul style="list-style-type: none"> • HSE internal audit process (e-audit) developed. • OHSAS 18001 certification renewed for the centralized management of safety with regard to people and property. • Safety objective updates formalized during budget reviews. 	<ul style="list-style-type: none"> • All internal audits integrate HSE questions in the reference base. • A risk map using a common standard developed at Division and Company level to ensure machine compliance. • 80% of facilities OHSAS 18001-certified as of 31 December 2010. • OHSAS 18001 certification renewed for the centralized management of safety with regard to people and property. • Guidelines drafted for the 2011 budget. 	<ul style="list-style-type: none"> • Monitor HSE non-compliance via an online platform. • 89% of facilities OHSAS 18001-certified as of 31 December 2011. • Objective: zero incidents of non-compliance in the OHSAS 18001 certification audit for the centralized safety management system. • Validate HSE results and resources objectives alongside budget objectives. • Launch a project to actively promote HSE policies within Plastic Omnium's jointly owned companies. • Integrate Asian subsidiaries into the Company's safety process. • Create an online collaborative tool for people involved in HSE and human resources.
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Safety with regard to property

Loss prevention	<ul style="list-style-type: none"> • 37 facility audits by our insurance broker and agents scheduled for 2011. • Highly Protected Risk (HPR) initiative deployed throughout the organization. 	<ul style="list-style-type: none"> • 44 facility audits by our insurance broker and agents carried out in 2010. • Implementation of over two-thirds of people-related practices and procedures recommended by the audits. • Identification of HPR labeled sites as well as actions to be deployed to obtain the label. • 4 facilities awarded the HPR label. 	<ul style="list-style-type: none"> • Zero tolerance regarding the implementation of these actions. • Internal auditors to verify the criteria used in calculating the Maximum Foreseeable Loss (MFL) during each inspection. • Internal auditors to ensure that a business continuity plan exists for supplier-related issues. • Capital employed protected by the HPR label: 4 facilities scheduled in 2011.
Loss protection	<ul style="list-style-type: none"> • 37 facility audits by our insurance broker and agents scheduled for 2011. • Insurer recommendations integrated into specifications for the construction of new Plastic Omnium plants. 	<ul style="list-style-type: none"> • €3.9 million invested between 2006 and 2010 to reduce "Maximum Foreseeable Losses" (MFL). • Building specifications defined for new plants in low-cost countries. 	<ul style="list-style-type: none"> • No new Plastic Omnium plant to be built without a sprinkler system. • Sites with the best loss protection performance rewarded with a change in their insurance premium (HPR program).

Environment

Objectives	Actions	Results	Next steps
Reducing emissions	<ul style="list-style-type: none"> • Ongoing deployment of solvent-free paint technologies. • Groundwater monitored on former sites classified at-risk. 	<ul style="list-style-type: none"> • 5 water-soluble paint lines operational at year-end 2010 and 19 lines equipped with VOC thermal destruction systems. 	<ul style="list-style-type: none"> • Identify operations and processes that emit the greatest amounts of carbon. • Increase recycled material content. • Continue to reduce the amount of solvents used on paint lines.
Managing energy consumption	<ul style="list-style-type: none"> • Monitoring of carbon tax regulations. • Ongoing deployment of the <i>Top Planet</i> program to reduce electricity consumption. 	<ul style="list-style-type: none"> • Energy Saving Certificates earned and sold in France (<i>Top Planet</i> program). 	<ul style="list-style-type: none"> • Deploy the <i>Top Planet</i> program in other European countries.
Completing deployment of the Environment Management System	<ul style="list-style-type: none"> • Acquired companies integrated into the scope of reporting for ISO 14001 certification. 	<ul style="list-style-type: none"> • 93% of Plastic Omnium plants ISO 14001-certified as of year-end 2010. • Environmental/Ground pollution studies carried out for site disposal projects. 	<ul style="list-style-type: none"> • Maintain ISO 14001 certification level in 2011. • Ground pollution issues to be examined for all plant disposals and acquisitions.

Review of 2010 Actions

Health

Objectives	Actions	Results	Next steps
Management of chemical risks	<ul style="list-style-type: none"> Management Safety Data Sheets on the X-Mat database updated. Deployment of Management Safety Data Sheet printing software linked to the X-Mat database. 	<ul style="list-style-type: none"> Training in the X-labeling module provided at Σ-Sigmatech. REACH audit conducted at Sulo. 	<ul style="list-style-type: none"> Prohibit the use of CMR substances or others subject to authorization or restrictions under the REACH regulation. Integrate Plastic Omnium Auto Inergy into the X-Mat database. All suppliers to provide up-to-date Management Safety Data Sheets. X-labeling module to be used for all datasheets on site. One-off targeted facility audits to ensure compliance with REACH regulation.
Ergonomics	<ul style="list-style-type: none"> RREM method for preventing work-related physical disorders deployed at Plastic Omnium Auto Exterior plants, in partnership with physical therapists. Virtual reality tool used to validate workstation ergonomics. Multimedia tool used for training in corrective ergonomics. 	<ul style="list-style-type: none"> 595 people had received RREM training in all Plastic Omnium Auto Exterior plants at year-end 2010. 	<ul style="list-style-type: none"> Continue deploying RREM training on all Plastic Omnium Auto Exterior sites. Make maximum use of tools and feedback in project progress reports. Monitor occupational diseases as closely as workplace accidents. Broaden the use of virtual reality tools. Raise employee awareness of the principles of corrective ergonomics.

User Safety

Objectives	Actions	Results	Next steps
Enhancing protection of pedestrians in the event of vehicle impact by reducing injuries to the leg, hip and head	<ul style="list-style-type: none"> Vehicle architecture solutions combining thermoplastics and thermosetting resins. Research conducted on more efficient energy absorption solutions. Development and production of the bumper absorption beam to protect the leg. Optimization of the space between the hood and the engine to protect the head. 	<ul style="list-style-type: none"> Wider use of bumper absorption beams to protect the leg. In the European market, all bumpers designed and produced by Plastic Omnium Auto Exterior comply with European regulations. Hybrid metal/thermoset hood concept developed to increase protection of the head. 	<ul style="list-style-type: none"> Pursue advances in the area of pedestrian protection with solutions that also help to make vehicles lighter. Develop a comprehensive offering of pedestrian protection solutions.

Products and services

Environment

Objectives	Actions	Results	Next steps
Reducing carbon emissions by making vehicles lighter and more aerodynamic	<ul style="list-style-type: none"> Ongoing development of lightweight solutions combining thermoplastics and thermosetting resins that deliver superior quality, functionality and cost-effectiveness. 	<ul style="list-style-type: none"> Series production of two "Higate" hybrid tailgates for the Peugeot 508 SW and the Range Rover Evoque. Order received for other "Higate" tailgates and for an all-thermoplastic tailgate for small city cars. 	<ul style="list-style-type: none"> Continue to increase the percentage of plastics and composites in automotive exterior and structural components, with the goal of reducing vehicle weight by 50 kg and per-vehicle carbon emissions by 6 g per km.

<p>Increasing the recycling rate with the goal of reducing residual waste volumes</p>	<ul style="list-style-type: none"> • Deployment of an integrated product and service offering for local authorities and their constituents. • Development of the voluntary waste disposal product line-up with underground semi-underground and above-ground containers. 	<ul style="list-style-type: none"> • Deployment of a data management offering enabling a wide range of applications: electronic-chip wheeled-bin identification systems, container fleet management services, onboard weighing systems, geolocation of collection trucks and deployment of incentive-based invoicing schemes. • Launch of the Your City, Your Design concept that allows communities to strengthen their visual identity. 	<ul style="list-style-type: none"> • Support community efforts to optimize waste sorting and reduce waste production. • Help communities to optimize their budgets. • Develop integrated urban equipment solutions.
<p>Minimizing the impact of products throughout their entire lifecycle</p>	<ul style="list-style-type: none"> • Comprehensive ecodesign approach for new product development implemented. • Efforts to reduce the amount of material consumed. • Use of materials that have the least environmental impact. • Priority given to recycled material. 	<ul style="list-style-type: none"> • Participation in research projects carried out by Club CREER (Cluster Research: Excellence in Ecodesign & Recycling). • Product lifecycle analyses conducted. 	<ul style="list-style-type: none"> • Pursue initiatives to reduce the carbon footprint of vehicles and equipment for storing waste prior to collection.
<p>Developing applications for recycled plastics and optimizing the amount and quality of end-of-life plastics</p>	<ul style="list-style-type: none"> • Maximum use of recycled materials in automotive applications and household waste collection containers. • Participation in two projects intended to improve recovery of polypropylene from electrical and electronic equipment waste and food packaging. • Participation in a project to tag polypropylene, polyethylene, ABS and other polymers during formulation to facilitate their separation when waste and ground material are sorted. 	<ul style="list-style-type: none"> • Solution developed to recover and regenerated propylene from crushed automotive parts and production launched of bumpers for the Peugeot 207 containing Greenlene®. • 100% recycled polypropylene structural parts and impact absorption components produced in the Company's plants. • 30,635 tonnes of recycled material processed in the Company's plants. 	<ul style="list-style-type: none"> • Increase the percentage of Greenlene® recycled plastic used in painted exterior parts. • Develop Plastic Recycling, the Company's dedicated recycling unit. • Support the development of recycling channels for end-of-life auto parts and vehicles in order to meet recovery and recycling goals for 2015.
<p>Deploying "green" materials</p>	<ul style="list-style-type: none"> • Research and development of a 100% crop-based polyethylene made from sugarcane with an exclusive partner in Brazil. • Participation in MATORIA, a multi-partner project led by PSA Peugeot Citroën to develop starch-based polymers. 	<ul style="list-style-type: none"> • Green Made container, made entirely with sugarcane-based polyethylene, premiered at the Pollutec trade show in Lyon, France. • 100% biosourced and 100% recyclable, Green Made is the first crop-based container that meets European regulatory standards. 	<ul style="list-style-type: none"> • Pursue research projects to increase the percentage of biosourced materials, thereby reducing dependence on petroleum products.

Health

Objectives	Actions	Results	Next steps
<p>Reducing polluting diesel engine emissions</p>	<ul style="list-style-type: none"> • Development of integrated systems to reduce nitrous oxide and carbon dioxide emissions. 	<ul style="list-style-type: none"> • Already chosen by Audi for five programs, of which three in production, Inergy's DINOx solution that integrates SCR technology was also chosen by General Motors for two programs and by Chrysler for one. 	<ul style="list-style-type: none"> • Pursue research to optimize size and cost so that solutions can be tailored to large-series and smaller-engine cars.
<p>Reducing hydrocarbon emissions</p>	<ul style="list-style-type: none"> • Development of a blow-molding technique that considerably reduces fuel tank hydrocarbon emissions. 	<ul style="list-style-type: none"> • Series production of a Twin Sheet Blow Molding (TSBM™) fuel tank for the BMW 7 Series and the Audi A8, with orders received from Daimler in Europe and General Motors in the US. 	<ul style="list-style-type: none"> • Deploy this technology for hybrid vehicles. • Adapt the TSBM™ process to design and cost constraints.

Environmental and social information provided in compliance with article L.225-102-1 of the commerce code

(decree no. 2002-221 of 20 February 2002 and ministerial order of 30 April 2002)

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

The environmental and social information below has been prepared based on the scope of consolidation used for the consolidated financial statements, with the same rules for consolidating subsidiaries. Because environmental data requires that a subsidiary be at least 50% owned, HBPO, which is proportionately consolidated at 33.33%, is not included.

Compared to 2009, the scope of consolidation for 2010 includes three new industrial facilities: two additional Plastic Omnium Auto Exterior plants in Spain and India and one Plastic Omnium Environment plant in the United Kingdom.

However, one automotive production facility in Europe was closed in 2010.

Moreover, two of the six Plastic Omnium Auto Exterior plants in China provided information only about safety performance and water, energy, raw material, paint and solvent consumption.

Environmental information

Plastic Omnium pursued the formalization of its environmental management system begun in 2001.

Environmental data management and reporting is based on the empowerment of everyone involved in the process of applying 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 general process.

The active involvement of senior management and the deployment of a Safety and Environmental Issues organization in 2002 led to further improvement in a number of indicators in 2010:

> Environmental Data

Environmental impacts

- Consumption of water, electricity and gas

		2008	2009	2010
Water in cu.m	Annual consumption	2,028,424	1,764,298	2,196,986
	Response rate in % of revenue covered	98%	99%	99.85%
Electricity in kWh	Annual consumption	527,360,631	501,563,316	598,750,059
	Response rate in % of revenue covered	98%	99%	99.85%
Gas in kWh	Annual consumption	258,698,971	221,199,377	259,756,904
	Response rate in % of revenue covered	98%	99%	99.85%

- Because of increased business activity in 2010, energy use ratios compared with the volume of materials processed continued to improve – as first noted in 2005 – following a crisis-related slowdown in 2009:
 - Electricity: 1.770 kWh/kg of materials processed in 2010 versus 2.034 in 2009, a reduction of 13%.
 - Gas: 0.768 kWh/kg of materials processed in 2010 versus 0.897 in 2009, a reduction of 14%.
- The ratio of greenhouse gas emissions to the volume of material processed amounted to 0.783kg CO₂/kg of material processed in 2010, versus 0.889 in 2009, a decrease of 12%.
- The percentage of final waste to the volume of material processed was reduced to 2.0% in 2010, from 2.1% in 2009, an improvement of 5%.
- In the area of safety, the year saw a further 26% improvement in the accident frequency rate with lost time, which declined to 4.16, from 5.61 in 2009 while the accident frequency rate with or without lost time improved by 22% to 10.61, from 13.70 in the previous year.

This was the third consecutive year that the accident frequency rate with or without lost time declined by more than 20%. All of the figures include temporary workers.

- The accident severity rate (including temporary workers) improved considerably to 0.16 from 0.42 in 2009 (a high comparative because of a fatal accident at one of Plastic Omnium's Polish facilities in May 2009 taken into account on the basis of 6,000 days) but still 11% lower than in 2008 when the severity rate stood at 0.18.

The ISO 14001 accreditation program was pursued throughout the year, with 79 out of 85 sites certified at 31 December 2010, or 93% of the total (versus 72 sites out of 80 at year-end 2009).

An OHSAS 18001 certification program was launched in late 2005. As of 31 December 2010, a total of 66 facilities out of 82 had been certified, representing 80% of the scope of certification, compared with 59 out of 77 at year-end 2009.

Initially obtained in December 2006, OHSAS 18001 certification for the Company's system that centrally manages the safety of people and property was renewed in December 2010 after a follow-up audit detected no instances of non-compliance.

- Consumption of plastics

		2008	2009	2010
New plastic (in tonnes)	Annual consumption	214,705	169,133	241,681
	<i>Response rate in % of revenue covered</i>	98%	99%	99.85%
Recycled plastic (in tonnes)	Annual consumption	24,831	26,911	30,635
	<i>Response rate in % of revenue covered</i>	98%	96%	99.85%
Total plastic (in tonnes)	Annual consumption	239,536	196,044	272,316
	<i>Response rate in % of revenue covered</i>	98%	99%	99.85%

- Consumption of paints and solvents

		2008	2009	2010
Paints (in tonnes)	Annual consumption	4,588	5,017	7,203
	<i>Response rate in % of revenue covered</i>	98%	99%	99.85%
Solvents (in tonnes)	Annual consumption	4,997	3,764	4,946
	<i>Response rate in % of revenue covered</i>	98%	99%	99.85%
Paints and solvents (in tonnes)	Annual consumption	9,585	8,781	12,149
	<i>Response rate in % of revenue covered</i>	98%	99%	99.85%

- Atmospheric releases

Volatile organic compounds (VOCs)

		2008	2009	2010
VOCs (in tonnes of carbon equivalent)		1,855	1,274	1,528
<i>% of revenue covered by concerned facilities</i>		98%	96%	99.38%

Greenhouse gases

		2008	2009	2010
Greenhouse gases (in tonnes)		214,080	219,158	264,850
<i>% of revenue covered by concerned facilities</i>		98%	99%	99.85%

These figures correspond to CO₂ emissions from energy consumed in industrial facilities.
(source of emission factors used: International Energy Agency, 2007 data).

- Waste

		2008	2009	2010
Recycled (in tonnes)	Annual volume of waste	16,105	21,103	31,281
	<i>Response rate in % of revenue covered</i>	98%	96%	99.38%
Reused (in tonnes)	Annual volume of waste	11,618	7,975	6,422
	<i>Response rate in % of revenue covered</i>	98%	99%	99.38%
Final waste (in tonnes)	Annual volume of waste	8,553	5,253	6,727
	<i>Response rate in % of revenue covered</i>	98%	99%	99.38%
Total (in tonnes)	Annual volume of waste	36,276	34,331	44,430
	<i>Response rate in % of revenue covered</i>	98%	99%	99.38%

- Total cost of waste processing: €3.3 million (on sites that contribute 99.38% of consolidated revenue).
- Income generated by recycling: €4.1 million (on sites that contribute 99.20% of consolidated revenue).
- Used of recycled materials in 2010:
 - Consumption of recycled plastic: 30,635 tonnes.
 - Plastic Recycling, a subsidiary equally owned with CFF Recycling, regenerated 8,896 tonnes of plastic during the year.

Certification

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

Forward supplier facilities are included in the certification of the production sites to which they belong.

- ISO 14001:

79 of 85 sites are now certified to ISO 14001 standards. This represents 93% of the scope of certification.

Plastic Omnium regularly acquires and/or builds new plants. As a result, the objective of 94% certification for 2010 was partially achieved. The new facilities are, however, involved in this process.

The objective for 2011 is 92% (because of a larger scope of certification).
- OHSAS 18001:

66 of 82 sites are now certified to ISO 18001 standards. This represents 80% of the scope of certification.

For the same reasons as for ISO 14001 certification, the objective of 87% set for 2010 was not achieved. However, all facilities are involved in the process.

The target for 2011 is to obtain certification for 89% of all sites.

Moreover, OHSAS 18001 certification for the Company's system that centrally manages the safety of people and property (initially obtained in December 2006) was renewed in December 2010 after a follow-up audit detected no instances of non-compliance.

Organization

The Safety and Environmental Issues organization created in 2001 is supported by:

- A Group Safety Issues Director, who implements the HSE strategy defined by the Executive Committee and leads and coordinates action plans related to the Safety Management System.

- An Environmental network and a Safety network with dedicated correspondents in each operating unit.
- 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 Executive Committee meeting.

Safety and Environmental Training

- Information/awareness: 12,767 hours for 9,363 participants (on sites that contribute 99.38% of consolidated revenue).
- Training: 48,989 hours for 10,856 participants (on sites that contribute 99.38% of consolidated revenue).
- Deployment of the Top Safety training program continued in 2010. Introduced in 2005, it is designed to instill a culture of safety that, over the long term, will help the Company create an accident-free workplace.

Personnel from industrial facilities in Europe, the United States, Mexico and South America participated in various programs. In all, 457 managers have received training and 8,056 people have taken part in information/awareness sessions.

- In 2008, Plastic Omnium introduced an ambitious HSE plan for 2012. Based on a four-year action plan, the plan reflects the Company's commitment to strengthening protection of people and property and to minimizing the environmental impact of its operations.

Environmental spending and investment

- Research and development: €144 million, or 4.4% of consolidated revenue.
- Environmental and Safety spending: €5.5 million (on sites that contribute 99.38% of consolidated revenue).
- R&D and capital spending: €138 million.
- Dedicated Environmental and Safety investments: €3.5 million (on sites that contribute 99.38% of consolidated revenue).
- Provisions for environmental risks: €0.8 million (on sites that contribute 99.38% of consolidated revenue).
- No products are made using asbestos.

Differences in the number of sites, the allocation base and the response rate between 2009 and 2010 had a slight influence on changes in indicators.

Safety data*Safety indicators (including temporary workers)*

	2008	2009	2010
Number of first aid cases	2,548	1,658	1,987
Number of accidents without lost time	360	219*	211
Number of accidents with lost time	219	152*	136
Number of days of accident-related lost time	5,806	11,503**	5,224

Accident frequency and severity rates (including temporary workers)

	2008	2009	2010
Accident frequency rate with lost time <i>Number of accidents per million hours worked</i>	6.83	5.61*	4.16
Accident frequency rate with and without lost time <i>Number of accidents per million hours worked</i>	18.06	13.70*	10.61
Accident severity rate <i>Number of days of accident-related lost time per 1,000 hours worked</i>	0.18	0.42* and **	0.16

Accident frequency and severity rates (excluding temporary workers)

	2008	2009	2010
Accident frequency rate with lost time <i>Number of accidents per million hours worked</i>	5.90	5.25*	3.77
Accident frequency rate with and without lost time <i>Number of accidents per million hours worked</i>	16.27	13.08*	10.11
Accident severity rate <i>Number of days of accident-related lost time per 1,000 hours worked</i>	0.19	0.46**	0.18

* Two accidents with lost time and one accident without lost time were retroactively removed from the 2009 list following the 2010 refusal of local health insurance authorities (CPAM) to provide coverage for these incidents.

** Includes a fatal accident at one of Plastic Omnium's Polish facilities in May 2009 taken into account on the basis of 6,000 days.

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

Social information

Plastic Omnium is committed to hiring the best people in all its businesses and to deploying efficient management processes to secure their loyalty and personal fulfillment.

The organization is driven largely by management-by-project techniques, both in development activities and in each plant's self-managing production units.

While consistently maintaining an international corporate culture, Plastic Omnium encourages local management and the resolution of problems at the level where they arise. The Group complies with local legislation and seeks to reach consensual agreements with employee representatives, who are present at all operating levels.

At year-end 2010, the Company had 17,948 employees, of which 69% outside France.

Social information:*2010 consolidated financial data*

<i>(in € millions)</i>	2009	2010
Wages, salaries and benefits	354.5	409.4
Employer payroll taxes	105.6	121.6
Statutory profit sharing	8.5	12.1
Pension obligations	(2.6)	(1.2)
Share-based compensation	2.1	2.5
Other personnel expenses	10.7	10.7
Personnel expenses excl. temporary workers	478.8	555.1
Temporary worker salaries and payroll taxes	25.5	51.0
TOTAL	504.3	606.1

Other data

The following information includes all Company businesses.

	2008	2009	2010
Employees at 31 December	13,099	12,433	15,674
Permanent employment contracts	12,038	11,317	13,976
Fixed-term employment contracts	1,061	1,116	1,698
Men	10,085	9,618	12,296
Women	3,014	2,815	3,378
Operators	6,946	6,903	8,958
Employees, engineers and supervisors	3,923	3,433	4,185
Managers	2,230	2,097	2,531
Terminations during the year			
Redundancies	472	815	203
Terminations for other reasons	420	283	394
Total terminations	892	1,098	597
Overtime			
Hours worked per week: 35 to 48 depending on the country			
Overtime (full-time equivalent)	231	239	550
Temporary workers			
Temporary workers, full-time equivalent	1,656	998	2,251
Temporary workers at year-end	738	1,305	2,274
Total employees working in shifts			
Total employees working in shifts	6,478	5,817	7,581
Of which employees working only nights	997	630	956
Of which employees working only weekends	57	29	59
Part-time employees	327	293	350
Absenteeism and reasons (% of hours worked)			
Absenteeism rate due to industrial accidents	0.16%	0.14%	0.13%
Absenteeism rate due to other causes	2.71%	2.86%	2.96%
Total absenteeism rate	2.87%	3.00%	3.10%
Gender equality			
Number of women managers at 31 December	395	366	455
Number of women managers hired during the year	54	28	46
Employee relations			
Number of works councils	150	138	153
Other committees (training/suggestions)	42	39	62
Number of unions represented	31	29	30
Number of agreements signed during the year	95	121	96
Training			
Number of employees who received training	28,382	15,491	21,027
Number of sessions per employee per year	2.26	1.25	1.34
Total expenditure on outside training (in € thousands)	3,158	2,010	3,062
Total training hours	231,366	183,277	277,497
Training hours per year per employee	18.4	14.73	17.70
Disabled employees			
Number of disabled workers	230	192	253
Employee welfare programs (France only)			
Total contribution to works council employee welfare programs (in € thousands)	1,557	1,417	1,509