

## GLOBAL COMPACT TECHNICOLOR 2009 COMMUNICATION ON PROGRESS

### **Message from David Chambeaud, Executive Vice President, WW Human Resources & Sustainability:**

Technicolor has continued to take significant steps in its efforts to meet or exceed the goals embodied in the United Nations Global Compact initiative. As reported herein, we have sought to make considerable progress in the areas of employee development and diversity, employee health and safety, environmental protection and preservation, eco-design, supply chain monitoring and ethics. As a member of the UN Global Compact since 2003, Technicolor's participation illustrates the importance we place on our core values, which were recently fully refreshed and revised, on our ethics, the safety of our employees and subcontractors, and the environment. We remain committed to the highest standards of ethical conduct and to the guiding principles outlined by the UN in the areas of human rights, labor, the environment, and anti-corruption. We have widely communicated on this commitment, and we seek to ensure that all Technicolor employees around the world work to live up to the Group's high standards and ideals, acting as responsible actors in each country where we operate.

### **TECHNICOLOR – WHO WE ARE**

With more than 95 years of experience in entertainment innovation, Technicolor serves an international base of entertainment, software, and gaming customers. The company is a leading provider of production, postproduction, and distribution services to content creators and distributors. Technicolor is one of the world's largest film processors; one of the largest independent manufacturers and distributors of DVDs (including Blu-ray Disc); and a leading global supplier of set-top boxes and gateways. The company also operates an Intellectual Property and Licensing business.

### **TECHNICOLOR VALUES & CODE OF ETHICS**

Refreshed and revised in 2010, the Corporate values – diligent, inventive, authentic – describe the key strengths Technicolor offers to its customers and partners. Technicolor's Code of Ethics provides the essential principles that guide employees worldwide as they work and interact with others on a daily basis. The Code of Ethics is comprised of four core values: respect for the people working within the Group, the environment, integrity, and creativity. An Ethics Compliance Committee is charged with the responsibility for all ethical matters related to the Company's activities.

### **TECHNICOLOR SOURCING ETHICS AND CORE VALUES GUIDEBOOK**

Technicolor's Sourcing/Procurement organization often is the first internal organization to meet with external suppliers and is charged with developing and implementing the Group's ethical standards in relation to those suppliers. While Technicolor is required to obey the law and abide by its agreements, Technicolor's ethical standards often demand more. Technicolor must deal honestly with those whose interests are affected by its business dealings. All Technicolor personnel involved in Sourcing activities must follow the principles outlined in the Sourcing Ethics and Core Values Guidebook, revised in 2010.



## ENVIRONMENT, HEALTH AND SAFETY

Technicolor places a high priority on enhancing implementation of ongoing environmental, health, and safety (EHS) policies company-wide. The cornerstone of the EHS effort is the Corporate EHS Charter, which defines key management principles designed to protect human health and the environment, and thus helps Technicolor meet its legal and corporate responsibilities. Signed by Technicolor's CEO and posted throughout Technicolor sites worldwide, the EHS Charter pledges the Group's commitment to "continually improving facilities, services, and products in the best interest of our employees, our communities, our customers, our company, and the future."

## TECHNICOLOR FOUNDATION

Created in 2006, the Technicolor Foundation is a non-profit entity, acting in the field of the preservation and promotion of film and audiovisual heritage, which reflects the history and the culture of a country.

The programs are built around three main guiding principles:

- preserve film heritage as a key part of a country's memory;
- promote and highlight film heritage in order that it may be seen by and shared with as wide an audience as possible;
- train and sensitize everyone who can play a part in the safeguarding of film heritage.

The Foundation operates worldwide, most notably in Cambodia, India, Thailand, Palestinian territories, Mozambique, USA, China, France, Romania, Russia, Portugal, Ethiopia and Turkey.

## 2009 MAIN ACTIONS AND RESULTS

Technicolor undertook a number of initiatives in 2009 to fulfill its ethical and EHS obligations. These included programs to reduce employee injury rates on the job, reduce water use and hazardous waste, and improve its footprint impact, and involved the publication of the Group's first Carbon footprint. The Group also continued a strong internal auditing process and utilizes a web-based reporting system for gathering and analyzing EHS-related information.

The Group recently refreshed and revised its core Corporate values and in 2009 launched an Anti-corruption policy.

Technicolor enlarged the Sourcing Supplier Ethics Program launched in 2007, incorporating the monitoring of supplier KPIs in its Quarterly Business Review.

The Group also made significant strides in strengthening employee development and increasing diversity within the Group, launching a new performance evaluation system and most notably encouraging career development for women and mature-age employees.

## 2009 Sourcing Supplier Ethics Program

The Technicolor Sourcing Supplier Ethics Program:

- Ensures that Technicolor suppliers respect our policies and program requirements as set forth by its businesses
- Promotes economic and social welfare through the improvement of living standards and support for non-discriminatory employment opportunities.

Technicolor actively seeks suppliers with similar interests and ethics commitments. The Supplier Ethics Program states that suppliers should adhere to these basic principles:

- Tolerate no discrimination and encourage diversity
- Promote best working conditions
- Use no child or forced labor
- Protect peoples' health, safety and the environment
- Support employees' development

The Program requires all suppliers to sign a "General Rules of Conduct Compliance" certificate. New suppliers are also required to sign an ethics declaration form in which they "warrant the compliance with the legal requirements and standards of their industry as applicable under the national law of the countries in which it operates. This includes, but is not limited to, the laws and regulations governing the environmental, health, safety employment, child labor, forced labor and human rights and the enforcement of the principles of the United Nations Global Compact."

In addition, all Technicolor Sourcing/Procurement personnel must read the organization's Sourcing Ethics and Core Values Guidebook and sign a Sourcing Ethics agreement.

Technicolor has also set up a supplier CSR (Corporate Social Responsibility) monitoring process and KPIs (Key Performance Indicators) in line with SA8000 criteria with key active EMS (electronics manufacturing service) partners to ensure suppliers provide services to Technicolor and their customers in compliance with CSR regulation and practices. These KPIs have since 2009 been monitored on a quarterly basis as part of the Group Quarterly Business Review. KPIs are rated 40% on management focus at top management level and 10% respectively on young workers performing hazardous work, monthly employment turnover rate, average overtime, one day-off per week rate, EH&S (Environmental, Health and Safety) training for operators and injury trends.

The Sourcing/Procurement organization conducts on-site audits of suppliers (Electronic Manufacturing, finished goods and commodities components suppliers) with highly labor-intensive processes and with facilities in China, Thailand, Philippines, Vietnam, Cambodia, Malaysia, and Indonesia and India. In 2009, all Technicolor major suppliers within the defined scope were audited at least once. Forty-five suppliers were audited, for a total of sixty audits, (note that some suppliers were audited twice). All audited suppliers must pass Technicolor's ethics rating criteria to be eligible for selection.

During the audit process using SA8000 as a reference model, instances of child labor, prison labor or any work environment, process or equipments that could cause fatal injuries are classified as "critical" and warrant immediate stoppage of business. None were detected in 2009. Audits revealing employee discrimination, forced labor, safety violations are classified as "major" and warrant immediate corrective action by the supplier. Technicolor audits revealed "unacceptable" or "unsatisfactory" violations at 22.2% of audited suppliers in 2009, compared to 14.3% in 2008. The increase is explained by a greater number of violation cases revealed through audits with new suppliers. Instances relating to forced labor were minimal (3%) and were immediately followed by corrective actions. Based on violations discovered during the audits and requesting immediate corrective actions, several suppliers were re-audited in 2009 to ensure the implementation of such corrections.

Technicolor additionally integrates social and environmental factors within the standard contract or Preferred Supplier Purchase Agreement (PSPA) signed both by the supplier and the Company.



Technicolor gives preference to suppliers who have achieved ISO 9001 certification and meet various EHS codes, such as ISO 14000 and OHSAS 18000. In addition, Technicolor ensures that supplier products are in compliance with local legislative and environmental regulations, specifically the European Union directive on restrictive uses of certain hazardous substances (RoHS).

## **2009 Employee Development and Diversity Efforts**

In March 2010, Technicolor launched a new performance management system. The system introduces a new process designed to ensure employees are engaged in the Group's future and will develop the right competencies to face coming challenges. It has a dedicated focus on Behavioral Performance that translates the Group's values (diligent, inventive and authentic) into behaviors that can be applied in the way business is conducted. The Development plan meanwhile helps managers and employees to identify key competencies to develop performance and career evolution within Technicolor.

The Group additionally streamlined and redesigned its variables programs in 2009 in order to ensure a fully equitable and comparable approach across its businesses.

Technicolor launched a Women's network, currently comprising 84 women considered to play an important role for the Group in passing on messages on changing gender values. Each Technicolor site has one appointed woman leader who coordinates regular site meetings on (i) the progression of women in the Group and (ii) how women can be key to initiating change for Technicolor. Additionally, Technicolor requires recruiting and personnel search professionals worldwide to ensure that the CV (Curriculum Vitae) of at least one qualified woman is included in every list of finalists for open positions within the Group.

Technicolor is part of the Women in Science & Technology (WIST) initiative. Under the direction of the European Union, WIST gathers companies and academics committed to diversity to propose recommendations to improve the status and position of women in scientific careers, as well as corporate managerial positions in general.

Technicolor's management development efforts at the Group level have continued to place a strong emphasis on employee training. Overall training initiatives encompass close to 270,000 person-hours involving more than 14,000 trainees of a total headcount of 20,818 people.

In France, the Group signed an agreement in December 2009 with two union organizations for mature-age employees aged 50+ years. The agreement involves quotas for the number of mature-age employees within the Group (aged 55+) and number of mature-age recruits (aged 50+). It also provides privileged access to training and skills assessments in addition to information sessions on preparing for retirement. Part-time work, teleworking and medical support are other options allowing for greater flexibility for mature-age workers if required.

An achievement network, the Fellowship Network, was created in 2009 to bring together the strengths of individuals from various scientific domains whose expertise is publicly recognized inside and outside the Group. Members of the Fellowship Network significantly contributed to the production of patents and have responsibility for key projects, thereby contributing to the Group's expertise.

Leadership development is a key area for the Company. Several initiatives were launched in 2009 and will be continued in 2010. These included Leadership sessions conducted during Corporate Research worldwide meetings on strategic and operational subjects in Research & Innovation and a quarterly Leadership Forum in Greater China to develop key leadership competencies through a "leaders develop leaders" approach.

Technicolor set up a Line Management network, with dedicated training modules for line managers. Site meetings with specific modules on stress management were conducted in 2009 in order to awaken their awareness to stress-related issues and provide them with stress-prevention techniques. Other modules involved focusing on encouraging incentives for teams under line-managers' responsibility.

## **Social dialogue**

As part of a new HR organization deployed in 2010, the Group has designated regional correspondents (Americas, Europe, APAC) who are responsible for ensuring that the Group's HR policy is in line with national legislation, most notably with respect to freedom of association and the right to collective bargaining. Note in all events that the Group largely does not have activities in countries where the right to freedom of association is potentially an issue.

## **2009 Ethics training program**

The Ethics Compliance Committee continued several training initiatives in 2009. Many in the group's procurement or sourcing organization received in-person anticorruption training and several employees in the sales and marketing organizations completed one of two programs focused on antitrust and global competition.

Additionally, Technicolor launched an Anti-Corruption policy in 2009. This policy, together with the Group's Code of Ethics and Whistleblower policy was distributed throughout the Group via internal publications and by other means and is available on Technicolor's internal website.

## **Life Cycle Analysis and Eco-Design**

During 2009, and as part of its own global strategy Technicolor's Connect Division issued and formalized an Environmental Product Policy and associated objectives. In addition, dedicated competence centers started to be developed in the Connect European sites at first step including training sessions and awareness of people involved in development on general concepts related to eco-conception and use of the LCA (Life Cycle Assessment) tool as selected by the Connect Division.

Technicolor's Connect Division also started to implement tools and systems for product lifecycle management. More specifically, based on the ISO/TR 14062 methodology, guidelines for the integration of environmental issues in product design and development were issued and adapted to the Connect specific product development scheme ETM (Early-to-Market). All relevant disciplines and organizational functions such as designers, engineering, marketing, quality, purchasing, supply chain were involved in this process.

## **2009 EHS Programs**

### **Injury Reductions**

The Group's main business units remained focused on programs to reduce injuries. As a result, 2009 injuries totaled 374, compared to 466 in 2008 and 593 in 2007. The accident rate decreased 13% from 2.12 in 2008 to 1.87 in 2009. Serious injuries, indicated by the lost time injury rate, remained stable at 0.64 in 2009, compared to 0.63 in 2008.

Fifty-two sites representing nearly 90% of Technicolor's global work force now are part of the incident reporting system. This includes all locations with more than 300 workers, all Research & Development Centers with more than 100 workers, and all seven of Technicolor's Centers of Excellence (Paris, Rennes, and London in Europe; Burbank, Indianapolis, and Princeton in the Americas, and Beijing in Asia).

### **Water Use and Waste**

Programs to reduce water use have taken place mostly within Technicolor's worldwide film business, with total consumption dropping 6% in 2009. Landfilled waste quantities remained stable in 2009 compared to 2008, while overall recycling rate improved from 72.5% in 2008 to 77.1% for 2009. The percentage of waste determined to be hazardous continued to drop in 2009, from 4.9% in 2008 to 3.2% in 2009.



### **Internal Auditing**

Internal auditing related to EHS has been very active within Technicolor, following the “at least every third year” rule in corporate governance. Nine audits were conducted in 2009 compared to nine in 2008.

### **Web-Based Reporting System**

Technicolor continued to use and expand a global, web-based reporting system for injuries, energy consumption, water use, and waste generation, including for the first time an annual questionnaire about refrigerants as part of the Group Carbon Footprint Analysis. Questionnaires are managed on a monthly basis and are augmented with annual questionnaires on such topics as raw materials usage or effluent.

### **Carbon Disclosure Project**

Technicolor is rated as part of the Carbon Disclosure Leadership Index for France by the Carbon Disclosure Project (CDP), an independent, not-for-profit organization concerned with climate change. The CDP’s goal is to facilitate a dialogue, supported by quality information, from which a rational response to climate change will emerge.

Over the last seven years, the CDP has become the global standard for carbon disclosure methodology and processes. The CDP website is the largest repository of corporate greenhouse gas emissions data in the world. The organization seeks information on the business risks and opportunities presented by climate change and greenhouse gas emissions data from the world’s largest companies.

See the CDP website at: <http://www.cdproject.net>

See Technicolor’s responses to CDP 6 (2009) questions at:

<https://www.cdproject.net/en-US/Results/Pages/Responses.aspx?Search=True&Keyword=thomson>

### **Carbon footprint**

Technicolor developed a worldwide carbon footprint analysis for the year 2008, which was published late in 2009. This analysis included a freight and logistics aspect as part of the indirect emissions analysis, focusing with priority on product and production shipping to and from industrial sites rather than all shipping (since all sites, even non-industrial ones, have some shipping and transportation of suppliers and materials). Our assessment of the coverage of this aspect was 72% of the group was included. The coverage basis was surface area of the sites included vs all sites, using the reasoning that building surface areas corresponds to docking space for freight/logistics. Summary results are shown below, and more information is available in our Carbon footprint report.



Summary – Group Carbon Footprint	
Aspect	2008 emissions (tons CO <sub>2</sub> equivalent)
Electricity	174,207
Raw Materials	101,590
Freight / Logistics	52,968
Employee Commuting	49,476
Fuel Combustion	22,553
Business Travel	16,901
Refrigerants	5,309
Waste Generation	635
Total	423,634

### EHS at Non-Industrial Sites

Initiatives for basic EHS at any location received renewed emphasis during 2009 as the concentration of risk at non-industrial sites became more prominent in the overall group footprint once the consumer manufacturing divestitures were completed. Site-by-site visits and reviews are underway and various templates have been developed to assist larger administrative and non-industrial sites, as well as other sites with smaller worker populations who are unable to staff fulltime EHS managers at their location. Critical aspects of basic EHS are facilitated, such as emergency action planning, EHS-related training organization, job hazard analysis, and compliance awareness and tracking.

### Other EHS Activities

The Bangkok Film Lab installed a perchloroethylene recycling and recovery system, which will significantly reduce air emissions of PCE vapors going forward.

The Detroit Michigan HES sites reduced use of cardboard packaging by eliminating an internal cardboard DVD bulk packaging and replacing it with a small amount of plastic film wrap. This project eliminates approximately 335 tons of cardboard per year going forward.

The Indianapolis Connect site organized a panel build of a 4 bedroom home on the site parking lot in partnership with Habitat for Humanity. Approximately 300 volunteer hours were donated to construct the home, see the build photos for the “Thomson Panel Build” at: <http://www.indyhabitat.org/photogallery/index.php?showYear=2009#event219>

The Manaus Brazil Connect team continues to be awarded the use of the Chico Mendes Institutional stamp for companies that increase environmental education.

The Melbourne Australia HES site reduced water use 20% by increased recycling and improved control system, and portions of the project were funded by government sponsored grant money.

The Memphis Tennessee HES sites reduced risk and potential for carbon monoxide exposure by converting their fleet of approximately 200 propane powered forklifts to battery power, eliminating all indoor use of internal combustion engines.

The Montreal Canada film lab cut their PCE (perchloroethylene) emissions by 20% during 2009 by continuing to move film cleaning operations to non-PCE cleaning process. The site also reduced water consumption approximately 30% by converting some open systems to closed systems.

The Nevada City Grass Valley sight won California's WRAP award for recycling for the ninth consecutive year and tenth time overall. Nevada City is the first site to implement vermiculture composting of food waste as an alternative to landfill.



The North Hollywood California film lab continued projects to reduce daytime and nighttime noise levels coming from rooftop mounted cooling tower fans by extending a prototype design developed the year before to all remaining cooling towers. The low velocity propeller design achieves equivalent air flow while reducing maximum blade tip speed by more than 30%. Fan-generated noise is related to blade tip speed and the noise levels in nearby residential zones were reduced by an estimated 10 dbA.

The Piaseczno Poland HES operation launched reductions in carbon emissions planned for 2009 as boiler equipment was converted from heavy oil to natural gas, a 27% improvement on total carbon emissions per unit of energy produced.

The Rennes France Connect site turned resolutely greener this year and launched several initiatives during 2009. The site raised awareness and launched new waste collection programs for specific streams: e-waste and batteries, glass containers, cardboard calendars, and old cellular phones. The site finalized its first carbon footprint in March and launched several initiatives to reduce its impacts: joined an association promoting car pooling in the area, offered a day of bicycle repairs for free. The supply chain too was involved and new eco-products found their way to the site: a new eco-friendly certified soap was introduced, new business cards are printed on eco-friendly strong paper, mugs were offered to employees (saving about 1000 plastic cups a day).

The Rome Italy TCS operation invented a recovery and recycling process and equipment for CD-2 film developer chemicals, limiting CD-2 developer from the site waste stream and reducing total chemical consumption. The site also completed a project to safely remove and properly dispose of 400 square meters of asbestos containing material in interior ceiling. Ergonomics were improved by startup of a new film reel conveyor, eliminating a manual material handling operation.

The Southwick Massachusetts Grass Valley site improved recycling significantly and the site is close to 90% recycling rate for 2009.

The Sydney Australia HES location reduced lost work days due to injuries by 85% using a good mix of training program, exercise program, return to work program, and strong participation in the medical network.



## Summary: Technicolor 2009 United Nations Global Compact Actions & Results

Technicolor Program	2009 actions	Results	Global Compact Principle
Supplier Ethics Program	On-site audits of suppliers with high-labor intensive processes.	No child-labor discovered and instances relating to forced labor minimal (3%).	<u>Principle 4:</u> elimination of all forms of forced and compulsory labor; <u>Principle 5:</u> abolition of child labor; <u>Principle 10:</u> work against corruption in all its forms, including extortion and bribery
Supplier CSR monitoring and KPIs on labor issues	KPIs (in line with SA8000 criteria) for key active EMS partners monitored during each Quarterly Business Review.	Rating of suppliers according to standard CSR principles and increased monitoring of audit findings.	<u>Principle 4:</u> elimination of all forms of forced and compulsory labor; <u>Principle 5:</u> abolition of child labor; <u>Principle 10:</u> work against corruption in all its forms, including extortion and bribery
Ethics training	Conducted multiple training sessions on various aspects of the Code of Ethics.	Training several employees on anticorruption, global competition and antitrust.	<u>Principle 1:</u> support and respect the protection of internationally proclaimed human rights; <u>Principle 2:</u> make sure to not be complicit in human rights abuses <u>Principle 4:</u> uphold the elimination of all forms of forced and compulsory labour <u>Principle 6:</u> elimination of discrimination in respect to employment and occupation <u>Principle 10:</u> work against corruption in all its forms, including extortion and bribery



Anti-Corruption policy	Launch of an Anti-Corruption policy.	Policy focused on anti-corruption reached all employees via direct and indirect internal communication channels.	<u>Principle 10:</u> work against corruption in all its forms, including extortion and bribery
Management development and training	Individual training programs.	Training initiatives representing close to 270,000 hours of training, and involving close to 70% of employees.	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Women's network	Network of key female managers worldwide with designated site leaders.	Regular site meetings conducted on opportunities for women and role of women in initiating change.	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Seeking female professionals	Senior management opportunities for women encouraged.	Recruiters worldwide asked to include the CV of at least one qualified female candidate for open senior positions.	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Line Management network	Line Management network launched to provide dedicated training for line managers.	Site meetings on stress management and incentives conducted.	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Fellowship program	Fellowship Network, created to bring together the strengths of individuals from various scientific domains.	Members of the Fellowship Network significantly contributed to production of patents and contributed to Group's expertise.	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Leadership program	Initiatives launched on leadership development	2 leadership sessions on Research & Innovation, quarterly Leadership Forum involving managers and key talents in China (10% of employees in China).	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Performance Management system	New performance management system launched.	Broader performance evaluation including review of behavioral performance and career evolution in line with Company values.	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation



Agreement on mature-age employees	Agreement signed in France relating to mature-age employees' development	Quotas imposed on number of mature-age employees aged 50+ and 55+, additional support and training provided to mature-age employees.	<u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Freedom of Association & Right to Collective Bargaining	Regional correspondents designated as responsible for ensuring HR policy in line with national legislation,	Improved monitoring on freedom of association and right to collective bargaining.	<u>Principle 1:</u> support and respect the protection of internationally proclaimed human rights; <u>Principle 2:</u> make sure to not be complicit in human rights abuses <u>Principle 3:</u> Business should uphold the freedom of association and the effective recognition of the right to collective bargaining <u>Principle 6:</u> elimination of discrimination in respect to employment and occupation
Injury reduction	Efforts to reduce injury incident rates worldwide.	92 fewer injuries in 2009 with respect to 2008. Accident rate down by 13% yoy. Serious injuries remained stable at 0.64 in 2009, compared to 0.63 in 2008.	<u>Principle 1:</u> support and respect the protection of internationally proclaimed human rights; <u>Principle 2:</u> make sure to not be complicit in human rights abuses
Water use and waste	Efforts to reduce water consumption and waste.	Total water consumption dropped 6% in 2009 yoy. Landfilled waste stable, overall recycling rate improved from 72.5% in 2008 to 77.1% for 2009. Hazardous waste dropped from 4.9% in 2008 to 3.2% in 2009.	<u>Principle 7:</u> Businesses should support a precautionary approach to environmental challenges; <u>Principle 8:</u> undertake initiatives to promote greater environmental responsibility



Internal EHS auditing	Active auditing continued following the “at least every third year” rule.	9 sites audited in 2009.	<u>Principle 8:</u> undertake initiatives to promote greater environmental responsibility
Carbon disclosure project	Technicolor is a participant in this organization concerned with climate change.	Thomson continues to be a part of the Carbon Disclosure Leadership Index for France of the Carbon Disclosure Project.	<u>Principle 7:</u> Businesses should support a precautionary approach to environmental challenges; <u>Principle 8:</u> undertake initiatives to promote greater environmental responsibility
Carbon footprint	Worldwide carbon footprint analysis conducted and published in 2009.	Coverage of the Group was 72%. The impact of freight and logistics on total equivalent CO2 was seen to be approximately 53,000 tons on a group basis of 424,000 tons, or 13%.	<u>Principle 7:</u> Businesses should support a precautionary approach to environmental challenges; <u>Principle 8:</u> undertake initiatives to promote greater environmental responsibility
Products Life Cycle Assessment & eco-design	Specified the methodology for “life cycle thinking” i.e. integration of environmental aspects into Connect specific product design and development process	Issuance of various methodology documents (guidelines, best practices guide to “Eco-conscious” products)	<u>Principle 9:</u> encourage the development and diffusion of environmentally friendly technologies
Products Life Cycle Assessment & eco-design	Development of Competence centers and issuance of Guidelines on LCA and eco-design.	Awareness on general eco-conception and LCA concepts increased most notably through training sessions.	<u>Principle 9:</u> encourage the development and diffusion of environmentally friendly technologies
Products Life Cycle Assessment & eco-design	Furthered the commitments made in 2008 as to the Ecodesign approach.	Life cycle thinking approach integrating energy efficiency improvement but also other generated environmental impacts.	<u>Principle 9:</u> encourage the development and diffusion of environmentally friendly technologies



**Corporate Social Responsibility (Overview)**

<http://www.technicolor.com/en/lo/about-corporateinfo-csr>

**Code of Ethics**

[http://www.technicolor.com/uploads/associated\\_materials/code\\_of\\_ethics\\_may\\_19\\_2010.pdf](http://www.technicolor.com/uploads/associated_materials/code_of_ethics_may_19_2010.pdf)

**Environmental Considerations**

[http://www.technicolor.com/uploads/associated\\_materials/thomson\\_whitepaper\\_environmental\\_considerations\\_dec09\\_4bc87bde1af71033719582.pdf](http://www.technicolor.com/uploads/associated_materials/thomson_whitepaper_environmental_considerations_dec09_4bc87bde1af71033719582.pdf)

**Carbon Footprint**

[http://www.technicolor.com/uploads/associated\\_materials/thomson\\_carbon\\_footprint\\_4bc87c704388d021822505.pdf](http://www.technicolor.com/uploads/associated_materials/thomson_carbon_footprint_4bc87c704388d021822505.pdf)

**Sustainability Communication**

[http://www.technicolor.com/uploads/associated\\_materials/sustainability\\_2008\\_4bc87c3c1cf58265123909.pdf](http://www.technicolor.com/uploads/associated_materials/sustainability_2008_4bc87c3c1cf58265123909.pdf)

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<http://www.technicolor.com/en/lo/annual-reports>