



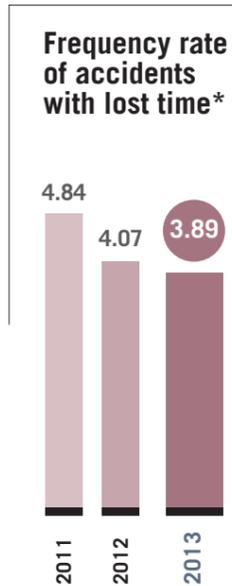
PLASTIC OMNIUM

SUSTAINABLE DEVELOPMENT REPORT

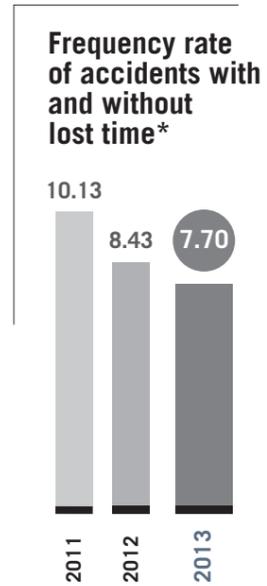


THE TOP PRIORITY OF EMPLOYEE WORKPLACE SAFETY IS EVERYONE'S BUSINESS, FROM SENIOR MANAGEMENT THAT GUIDES AND IMPLEMENTS HSE POLICY TO TEAMS AT ALL LEVELS, THROUGHOUT THE WORLD. THE OBJECTIVE OF ZERO ACCIDENT DRIVES BOTH TRANSFORMATION OF INDIVIDUAL BEHAVIOR AND ACHIEVEMENT OF OPERATIONAL EXCELLENCE.

CSR performance



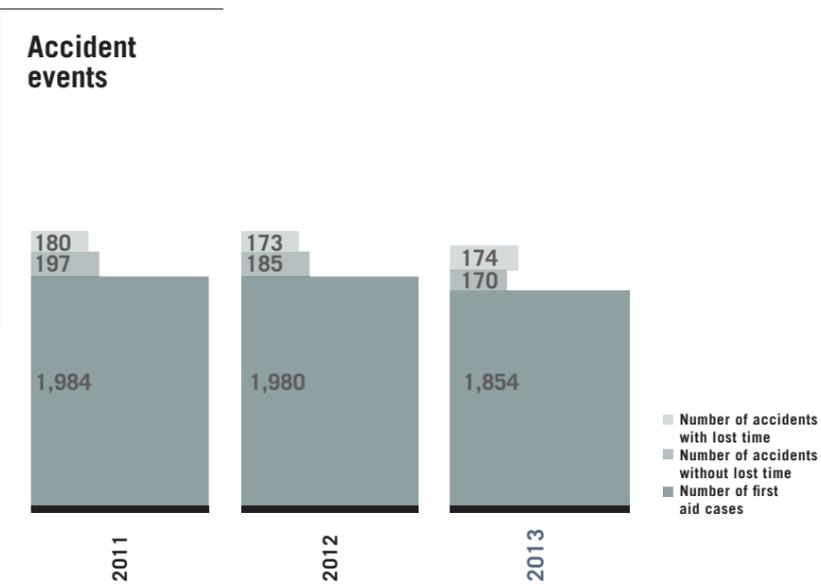
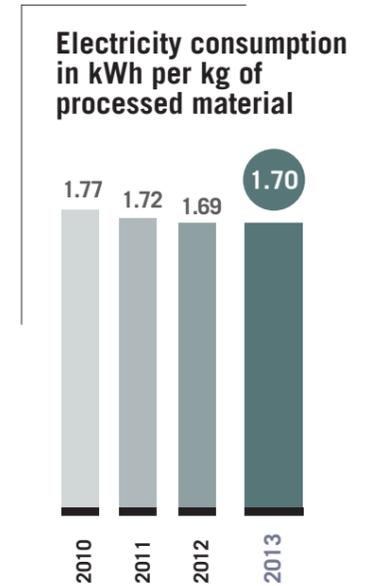
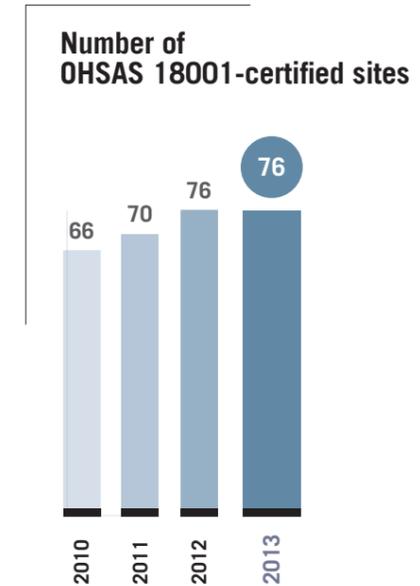
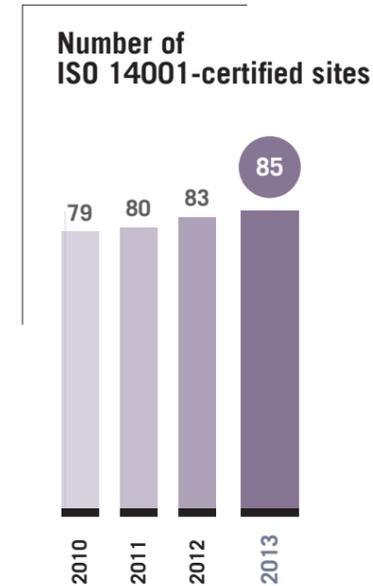
* Number of accidents per million hours worked.



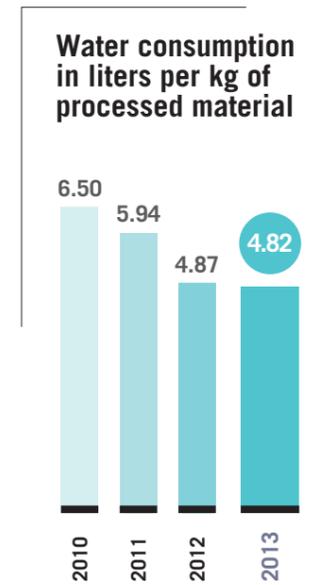
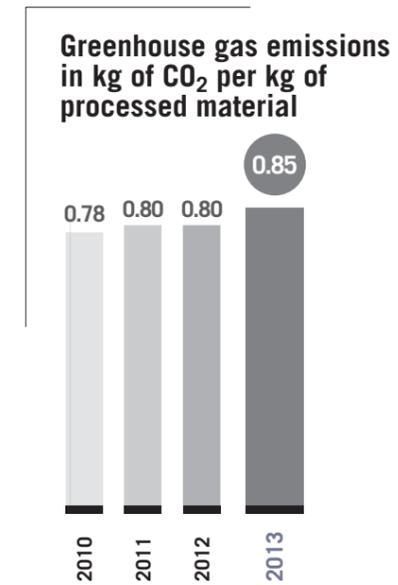
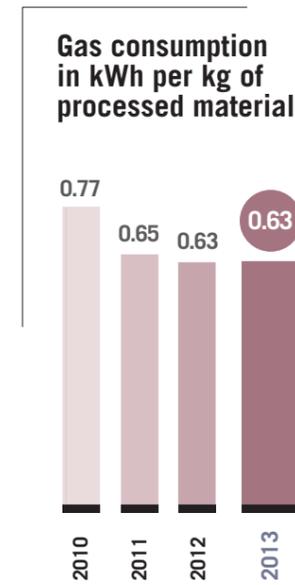
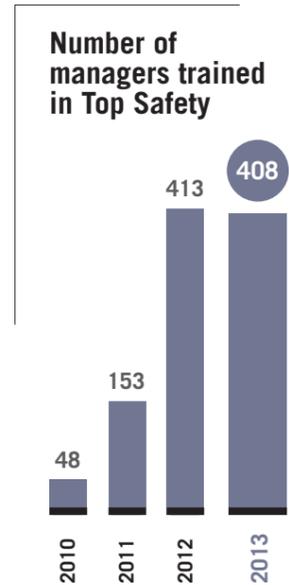
* Number of accidents per million hours worked.



* Number of days lost to accidents with lost time per thousand hours worked.



Indicators include Plastic Omnium full-time and temporary employees.



— 22,000 employees:
each a part of the whole



RECRUITING TOP TALENT

The internal rules and common goals of Human Resources management reflect the confidence invested in employees, who are provided with the best possible means to grow and evolve in their careers. To achieve its strategy of technological leadership and its growth objectives, including in Asia and North America, Plastic Omnium must develop expert teams and acquire the best skills. An extensive recruitment campaign in 2013 built around 5I, highlighted the company's culture and strengths through its employer brand. Strong emphasis was also placed on recruiting young people, including through France's VIE program (volunteer for international experience program).

GROW, DEVELOP, UNITE

The company's global, multi-business character and its dynamism are sources of

enrichment that help build employee loyalty and create opportunities for career mobility and development. Identification of career objectives and training needs during annual evaluation interviews contributes to employee development. Each year, divisions and the Group analyze existing resources to anticipate needs, plan recruitment, identify "high potentials" and prepare succession plans. The evolution of the auto industry's professions and environment requires the development of new expertise. Multiple training courses are now available to all employees on a common platform, "MyLearningPlace." A global collaborative portal, "TopShare," also provides opportunities for teams to create a workspace where expert communities can gather and exchange on projects.

75%

of employees say they are satisfied with health and safety conditions.

SATISFACTION SURVEY

Plastic Omnium conducted a new employee satisfaction survey in 2013, focusing on the company's image, management, working conditions and health and safety. 86% of employees express themselves as satisfied with their interest in their work. Analysis of the results identified many areas for improvement, including promotion of employee development and career opportunities and strengthening local communication.

600

managers recruited in 2013.



GLOBAL RECRUITMENT CAMPAIGN

In 2013, Plastic Omnium participated in more than 50 exhibitions, student forums and job fairs, many of them in high growth economic regions in China, Poland and the United States. Plastic Omnium also participated in virtual conferences, featuring online videos and live-chats with experts to help candidates and students discover career opportunities and company strengths. Plastic Omnium reinforced its recruiting through LinkedIn to attract talent worldwide.

ACCOMPANYING CHANGES IN THE MARKET

The company has adapted its industrial facilities in Western Europe and conducted three significant restructuring plans: the closure of Plastic Omnium Auto Exterior sites in Herentals (Belgium) and Eisenach (Germany), dedicated to the production of bumpers, and the deployment of a competitiveness plan at Saint-Désirat (France). These measures and accompanying support programs were subject to agreements reached with trade unions.



— a strong emphasis on recruiting young people



— safety is reinforced through strong governance as part of a highly structured process

SAFETY: A MAJOR CHALLENGE

Like the Industrial Excellence policy, Plastic Omnium's safety management system targets total elimination of workplace accidents and occupational diseases. Fully integrated from product and process design to production lines, the HSE organization is part of the daily management of manufacturing processes and services. HSE policy is reinforced through training and communication and is a critical responsibility of Plastic Omnium managers.

Plastic Omnium also relies on reputable partners such as Bureau Veritas, DEKRA and EcoMundo for support in implementing improvement plans. These experts are involved in a number of areas, including training, equipment compliance, chemical risk management, prevention audits and ergonomics.

FIVE SAFETY PILLARS

Built on a model of continuous improvement, five safety pillars provide an overall reference that enables each production site manager to evaluate progress toward HSE excellence. The four levels of performance measures range from minimum legal requirements to industry best practices. Widely communicated and shared across all company sites, the five pillars help reinforce employee awareness and commitment to maintaining a safer working environment.

The safety of people and property is the subject of a strong governance policy within a highly structured process. One hundred people are part of the HSE network, including senior management and Group, Division and site HSE managers. Each month, the Executive Committee reviews the progress of HSE projects and key performance indicators.



FOCUS: HOPE

Plastic Omnium is a partner of the Focus: Hope association in the United States, which provides assistance to the disadvantaged in three areas: food, education/training and social action. A Plastic Omnium team participated in the association's 39th annual march in autumn 2013, through the streets of Detroit. This engagement alongside other major automotive companies and civic groups confirms Plastic Omnium's connection with the local community in Michigan, home to its new 400-employee Huron plant.

9

sites received awards in 2013.

A POLICY OF RECOGNITION

Tracking Safety and Environment indicators is an integral part of Plastic Omnium HSE processes and controls. It also enables the performance and progress of sites and teams in improving safety and achieving goals during the year to be recognized. Nine sites received awards for their 2013 performance at Plastic Omnium's annual TOP 100 meeting of senior managers.



— HSE:
16.7 million euros
invested in 2013

DUAL APPROACH TO ELIMINATING RISKS

The first approach focuses on behavior. Managers are given responsibility for safety issues and understanding risk as part of Top Safety training. In turn, they educate their teams during regular site visits. In 2013, 408 managers were trained during 29 sessions organized in 15 countries. The second approach is more technical in nature, focusing on equipment compliance. After the audit of the machines in all plants, conducted with the support of DEKRA, Plastic Omnium finalized the treatment of identified non-conformities in 2013. 10 million euros were invested in this program over four years.

SAVING ENERGY

Already strongly committed to reducing energy consumption under its TOP PLANET program, Plastic Omnium is increasing its actions to improve its “energy consumption/processed material” ratios and reduce the carbon footprint of its industrial activities. Implemented initiatives are enabling the company to prepare for ISO 50001 certification promoted by the European Union’s energy directive. A guide on initiatives, usage, cost and return on investment was distributed to all plants to share best practices worldwide.



— Plastic Omnium is increasing its actions to reduce the carbon footprint of its industrial activities

MAN-MACHINE INTERFACE

Because more than 30% of maintenance results in non-compliant operations, a training program has been developed for all employees involved in equipment design and maintenance. This training will be deployed internationally in 2014.

COMBATING NOISE

As part of its actions to improve working conditions, Plastic Omnium has conducted noise mapping of all its sites, involving acoustics experts where needed. Risk areas where hearing protection is required have been identified and investments made to reduce machine noise levels and optimize sound absorption in buildings. Leading sites have set an objective to reach the 80 decibel threshold.

TOP PLANET PROGRAM

Plastic Omnium Auto Inergy’s successful program to reduce electricity consumption is being rolled out across the company. A detailed analysis of the most energy intensive production processes, such as blow molding machines, presses and paint lines, enables implementation of technical and organizational action plans to reduce consumption levels.

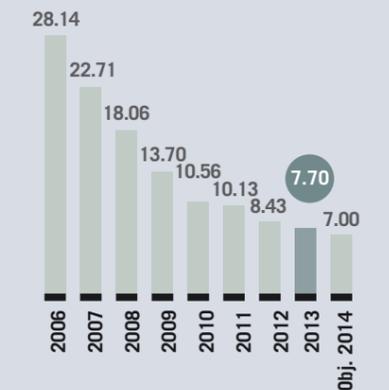
85

sites certified ISO 14001.

76

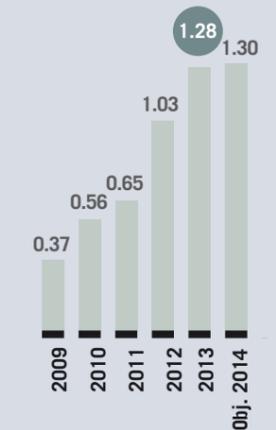
sites certified OHSAS 18001.

Evolution of Total Accident rate*: 2006-2013



*Frequency of accidents with and without lost time.

Annual Top Safety visits/ employee



Results of 2013 actions and outlook

results of 2013 actions and outlook

As a signatory to the UN Global Compact in 2003, Plastic Omnium files a report each year on progress and achievements. The information is published at www.unglobalcompact.org and www.pactemondial.org.

MANAGEMENT AND INDUSTRIAL PROCESSES: THE 5 PILLARS OF PLASTIC OMNIUM'S HSE PROGRAM

PILLAR	THEME	2013 RESULTS	OUTLOOK
01 MACHINES AND MATERIALS	MANAGEMENT OF CHEMICAL RISKS	<ul style="list-style-type: none"> → Continue CRM Free initiative at Plastic Omnium Environment. → Monthly report on substances used by the company and progress made in systematically finding substitutes for all CMR & SVHC substances. → Third-party management of our substances database that informs us of new scientific discoveries. → Computerized management of all safety data sheets. → Studies with a law firm of regulatory changes concerning potentially risky substances, such as styrene, carbon fibers and fiberglass. → Analyses conducted of ambient air quality, fumes, dust, fibers, odors, etc. to ensure that employee exposure to potentially risky substances does not exceed regulatory thresholds. 	<ul style="list-style-type: none"> → Pursue our substitution program, with the goal of obtaining CMR Free status for all company divisions. → Pursue the program for analyzing all facilities, including new acquisitions. → Introduce programs to provide training in the use of databases. → Launch compliance audits on REACH and internal standards.
	EQUIPMENT COMPLIANCE	<ul style="list-style-type: none"> → 100% of non-compliances identified in the worldwide equipment audit program have been remedied. → All newly built and acquired facilities have been integrated into the equipment non-compliance management program. → Reception of all new equipment is systematically handled by an outside organization. → More than 10 million euros invested in this program over four years. → Implementation of training offer focusing on 4 modules on equipment compliance, targeting managers and maintenance and design teams. 	<ul style="list-style-type: none"> → Deployment of 15 training modules in equipment compliance for all company maintenance and design teams. → Beyond regulatory requirements, integration of each division's specific issues in the reference manual, audited by a third party.
	LOCKOUT-TAGOUT (LOTO) PROCEDURE FOR ENSURING THAT MACHINES ARE PROPERLY SHUT OFF DURING MAINTENANCE WORK	<ul style="list-style-type: none"> → All divisions strengthened their application of lockout-tagout (LOTO) procedures. → Creation of training media for front-line teams working on equipment. 	<ul style="list-style-type: none"> → Formalize the approach at company level and introduce performance monitoring tools. → Implementation with a third-party partner of 21 training sessions in 10 countries for teams working on equipment.

PILLAR	THEME	2013 RESULTS	OUTLOOK
02 PERSONNEL AND LEADERSHIP	RULES THAT MUST BE RESPECTED	<ul style="list-style-type: none"> → Definition of the 6 non-negotiable safety rules: <ul style="list-style-type: none"> • Pedestrian circulation • Personal protective equipment • Forklifts • Suspended loads • Lockout-tagout (LOTO) procedures • Working at heights 	→ Reinforcement of the six non-negotiable safety rules.
	BEHAVIORAL TRAINING	<ul style="list-style-type: none"> → 408 managers in 15 countries took part in Top Safety training modules in 29 sessions held in Argentina, China, France, India, Japan, Korea, Morocco, Mexico, Poland, Russia, Slovakia, Spain, Thailand, the United Kingdom and the United States. 	→ Provide training on Top Safety modules to 200 managers from 7 countries through 13 sessions in 2014.
	HR AND HSE PROCESSES	<ul style="list-style-type: none"> → 28,066 Top Safety visits were carried out at company facilities. The number of inspections per employee per year increased from 1.03 in 2012 to 1.28 in 2013. → Individual safety objectives were set for all managers. → HSE personnel skills were evaluated as needed. → Safety awards were presented to qualifying plants at the Top 100 meeting. → A Health, Safety and Environment (HSE) e-learning training module was deployed. → The worldwide HSE convention brought together nearly 70 participants from 17 countries. 	<ul style="list-style-type: none"> → More than 30,000 Top Safety visits are scheduled for the year. The goal is to have 1.3 inspections per employee per year. → Deploy e-learning tool on ergonomics. → Continue to implement the main HSE initiatives: <ul style="list-style-type: none"> • Safety awards; • Worldwide HSE convention; • Training programs, etc. → Organize a worldwide HSE Day. → Set individual safety objectives for all employees.
03 SITES AND PROJECTS	FIRE PREVENTION AND PROTECTION	<ul style="list-style-type: none"> → One additional site obtained Highly Protected Risk label, awarded by our insurers, based on standardized industry-wide criteria. → Our insurers and broker were involved in more than 30 industrial projects to control prevention and protection risks. → Electrostatic risk procedure deployed. 	<ul style="list-style-type: none"> → Obtain HPR label for 10 additional facilities during the year. → Continue to involve our insurers and broker upstream in industrial projects. → Obtain HPR label for all new site construction projects. → Create and distribute standards for "new construction", "paint lines", "injection presses", "protection of I/T rooms" and "conditioning."
	MERGERS AND ACQUISITIONS	<ul style="list-style-type: none"> → Environmental studies conducted on soil contamination, environmental footprint, compliance, etc. 	→ Manage our understanding of environmental challenges for all company facilities.
	MANAGING ENERGY USE THROUGH THE TOP PLANET PROGRAM	<ul style="list-style-type: none"> → Creation of materials on best practices for managing and reducing energy consumption. → At Plastic Omnium Auto Inergy, electricity consumption audits were conducted for 60% of facilities worldwide and action plans were launched aiming to reduce consumption by 5% to 15% and to standardize best practices on all sites included in the scope of reporting. → Deployment of Plastic Omnium Auto Inergy division's electricity consumption evaluation methodology in the Plastic Omnium Auto Exterior and Plastic Omnium Environment divisions. → ISO 50001 Management of Energies certification earned by Plastic Omnium Auto Inergy sites at Compiègne and Laval. 	<ul style="list-style-type: none"> → Deploy six flyers presenting best practices on reducing energy consumption. → Present Top Planet awards to qualifying sites. → Launch ISO 50001 energy management certification process at several Plastic Omnium Auto Inergy and Plastic Omnium Auto Exterior sites. → Continue deployment of electricity consumption evaluation methodology in company divisions.

PILLAR	THEME	2013 RESULTS	OUTLOOK
04 PROCEDURES AND MANAGEMENT	HSE REPORTING	<ul style="list-style-type: none"> → Accident frequency rate (with lost time, incl. temporary workers) = 3.89 vs. 4.07 in 2012, a 4.4% improvement. → Accident frequency rate (with and without lost time, incl. temporary workers) = 7.70 vs. 8.43 in 2012, an 8.7% improvement. → Accident severity rate including temporary workers = 0.24 vs. 0.10 in 2012, due to integration of 6,000 days of stoppages as a result of a fatal accident on one of our sites. → Safety management system based on five pillars: machines and materials, personnel and leadership, sites and projects, procedures and management, and working conditions. Each pillar is sponsored by a member of the Executive Committee. → Deployment rate for the five pillars in the HSE plan = 68%. → 85 sites ISO 14001 certified (83%) vs 83 sites in 2012 (87%). → 76 sites OHSAS 18001 certified (76%) vs 76 sites in 2012 (83%). → Inventory taken of all Grenelle 2 regulatory requirements involving company transparency with regard to Corporate Social Responsibility. 	<ul style="list-style-type: none"> → Achieve an accident frequency rate (with lost time, incl. temporary workers) = 3.50 in 2014. → Achieve an accident frequency rate (with and without lost time, incl. temporary workers) = 7.00 in 2014. → 75% achievement of 5 pillars of the HSE plan. → 93 sites ISO 14001 certified in 2014 (91% of the scope of reporting). → 87 sites OHSAS 18001 certified in 2014 (87% of the scope of reporting). → Have non-financial indicators for 2013 checked by an independent outside organization. → Centralized reporting of all first aid and near miss cases.
	HSE MANAGEMENT	<ul style="list-style-type: none"> → OHSAS 18001 certification was renewed for the Company's system that centrally manages the safety of people and property. → Monthly HSE update at the Executive Committee meeting. → 3 HSE Committee meetings a year, with the participation of the Executive Committee. → HSE update carried out systematically with internal audit teams when preparing their mission. → Integration of questions on Corporate Social Responsibility on supplier audit form for risk management. 	<ul style="list-style-type: none"> → Maintain existing management processes.
	SUBCONTRACTORS AND SUPPLIERS	<ul style="list-style-type: none"> → General purchasing terms integrate social, societal and environmental criteria. → The supplier audit form integrates questions about Corporate Social Responsibility for risk management. → Plastic Omnium Auto Exterior shares its ethical guidelines with new suppliers and encourages them to join the Global Compact. 	<ul style="list-style-type: none"> → Homogenize good practices and good subcontractor and supplier relations regarding HSE issues throughout the company.
05 WORKING CONDITIONS	ERGONOMICS	<ul style="list-style-type: none"> → Each division developed a remedial methodology for analyzing workstations, with the goal of improving ergonomics. → Several ergonomic design pilot projects were conducted with a partner specialized in virtual reality. → 3 e-learning modules on ergonomics were gradually deployed. → Ergonomic tools and standards are taken into account in the design phases of our industrial projects. → Several one-off on-site projects were conducted with ergonomists, chiropractors, etc. 	<ul style="list-style-type: none"> → Pursue all initiatives: <ul style="list-style-type: none"> • Corrective ergonomics; • Design ergonomics; • Presentation and e-learning training programs, etc. → Launch pilot program in Plastic Omnium Auto Exterior division with an independent ergonomist to conduct an evaluation of the existing situation and propose improvement actions.
	NOISE AND SOUND IN THE WORKPLACE	<ul style="list-style-type: none"> → Mapping carried out, covering all Plastic Omnium sites. → Hearing protection equipment required in all at-risk areas. 	<ul style="list-style-type: none"> → Deploy action plans developed from the pilot study conducted by the acoustician at Plastic Omnium Auto Inergy. → Conduct audiograms with operators to test their hearing. → Launch action plans to lower noise levels for all machines to less than 87 decibels.
	OCCUPATIONAL ILLNESSES	<ul style="list-style-type: none"> → A monthly reporting system for declared, recognized occupational illnesses. 	<ul style="list-style-type: none"> → Carry out 8D analyses for all occupational illnesses.

PRODUCTS AND SERVICES

OBJECTIVE	THEME	2013 RESULTS	OUTLOOK
01 PEDESTRIAN PROTECTION SYSTEMS	PEDESTRIAN SAFETY	<ul style="list-style-type: none"> → Vehicle architecture solutions combining thermoplastics and composites. → 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/composite hood concept developed to increase head protection. 	<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.
02 CLEAN MOBILITY	VEHICLE WEIGHT REDUCTION AND EMISSIONS CONTROL SYSTEMS	<ul style="list-style-type: none"> → Continued to develop the program for making vehicles lighter and more aerodynamic to reduce CO₂ emissions. → Expanded production of lower weight tailgates. → Programs ongoing on high performance composite materials. → Updated new NOx emissions reduction system, DINOx Compact, adding to Plastic Omnium Auto Inergy's range of offers in this area. 	<ul style="list-style-type: none"> → Continue innovation programs on high performance composite materials for vehicle bodies and semi structural and structural components. → Monitor evolution of fuel systems – gas, natural gas, diesel, biofuels or hydrogen – to anticipate new energy storage solutions.
03 HOUSEHOLD WASTE MANAGEMENT	SORTING AND RECYCLING	<ul style="list-style-type: none"> → New aboveground containers launched to extend the range of self-serve waste disposal equipment. → Introduction of waste management programs to increase sorting and recycling. 	<ul style="list-style-type: none"> → Continue to deploy data management services to maximize efficiency of waste management plans for more rigorous cost management. → Support local communities in setting up customized programs.
04 PRESERVING FOSSIL FUELS	ECO-DESIGN AND RECYCLING	<ul style="list-style-type: none"> → Participation in research projects carried out by Club Creer (Cluster Research: Excellence in Ecodesign & Recycling) in which Plastic Omnium is a founding member. → Participation in VALEE and TRIPTIC projects involving the recovery of polypropylene from electrical and electronic equipment waste and to optimize sorting. → Production of line of 100% recyclable 4-wheel bins. → 47,885 tons of recycled material processed in company plants. 	<ul style="list-style-type: none"> → Continue actions to reduce carbon footprint of motor vehicles and waste containerization equipment. → Increase the percentage of recycled plastic used in production of rolling waste containers. → Support the development of recycling channels for end-of-life auto parts and vehicles in order to meet 2015 recovery and recycling goals.
05 GREEN MATERIALS	REDUCING CARBON FOOTPRINT	<ul style="list-style-type: none"> → Sale of 100% polyethylene waste collection containers produced from sugarcane. 	<ul style="list-style-type: none"> → Expand range of 100% vegetal-based products.

**SUSTAINABLE
DEVELOPMENT**

03

— 3.1 — Challenges

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

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

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

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

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

The Health, Safety and Environment (HSE) and Social information provided below have been prepared based on the scope of consolidation used for financial reporting, with the same rules for consolidating subsidiaries. Given that environmental data requires that a subsidiary be at least ≥50% owned, HBPO, which is proportionately consolidated at 33.33%, is not included.

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

In the absence of public and recognized standards relevant to the Group's operations, Plastic Omnium prepared a protocol which formalizes the procedures and definitions underpinning its reporting.

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

— 3.2 — HSE Information

The environmental data reporting scope includes all the Group's industrial sites and the headquarters building in Levallois. Only one Plastic Omnium Environment (POE) point of service is included, as the environmental impact of the other points of service is not considered to be material. The water and energy consumption of the Supply-in-line sequence facilities (SILS) managed by Plastic Omnium Auto Exterior (POAE) and Plastic Omnium Auto Inergy (POAI) are also taken into account, together with their CO2 emissions.

The safety data reporting scope covers all the Group's entities, including non-industrial sites.

Compared with 2012, the 2013 reporting scope includes six new industrial sites: two additional Plastic Omnium Auto Exterior plants in China and four Plastic Omnium Auto Inergy plants in Russia, the United States, Mexico and Brazil.

Conversely, two Plastic Omnium Auto Exterior plants in Europe and one Plastic Omnium Auto Inergy plant in North America were sold.

The environmental data collected covers the first 11 months of 2013 (from January through November), and is extrapolated over 12 months.

The safety data covers the full 12 months of 2013.

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

- "land use",
- "adaptation to the impacts of climate change",
- "measures taken to preserve or develop biodiversity".

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

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

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

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

The active involvement of Group management and the implementation of a safety and environmental management system since 2002 are reflected in sustained improvements to a number of indicators in 2013:

- Energy consumption ratios based on the volume of material processed:
 - electricity: 1.697kWh/kg of material processed in 2013, stable compared with 1.694kWh/kg of material processed in 2012;
 - gas: 0.628kWh/kg of material processed in 2013, compared with 0.634kWh/kg of material processed in 2012 (a reduction of 0.9%);
- Likewise, the water consumption ratio based on the volume of material processed amounted to 4.822l/kg of material processed in 2013, compared with 4.865l/kg of material processed in 2012 (a decrease of 0.9%);
- However, the ratio of greenhouse gas emissions to the volume of material processed amounted to 0.852kgCO2/kg of material processed in 2013, compared with 0.797kgCO2/kg of material processed in 2012, representing an increase of 6.9% due to the type of electricity generation in the countries where the Group is experiencing strong growth.
- In the area of safety, the year saw a 4% improvement in the workplace accident frequency rate with lost time (temporary staff included), which came to 3.89, compared with 4.07 in 2012, while the workplace accident frequency rate with and without lost time (temporary staff included) improved by 9% to 7.70, compared with 8.43 in 2012;

- Nevertheless, the severity rate of accidents (temporary staff included) amounted to 0.24, compared with 0.10 in 2012. This deterioration is explained by the inclusion of 6,000 days of lost time due to a fatal accident at a Plastic Omnium facility in Thailand in April 2013.

Furthermore, the ISO 14001 certification program was continued in 2013, with 85 out of 102 sites certified at December 31, 2013, representing 83% of the scope of certification, versus 83 out of 95 sites at year-end 2012.

At the same time, an OHSAS 18001 certification program was launched in late 2005. As at December 31, 2013, a total of 76 sites out of 100 had been certified, representing 76% of the scope of certification, versus 76 out of 92 sites at year-end 2012.

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 2013 after a follow-up audit detected no instances of non-compliance.

HSE Data

Environmental impacts

Consumption of water, electricity, gas and fuel oil in 2013

		2011	2012	2013
Water in m ³ *	Annual consumption	2,550,046	2,262,108	2,276,964
	Percentage of revenue covered	100%	100%	100%
Electricity in kWh	Annual consumption	737,939,410	787,638,534	801,184,778
	Percentage of revenue covered	100%	100%	100%
Gas in kWh	Annual consumption	278,430,074	294,847,159	296,419,656
	Percentage of revenue covered	100%	100%	100%
Fuel oil in m ³	Annual consumption	1,637	1,727	1,415
	Percentage of revenue covered	100%	100%	100%

* Sources of water supply: of 95% of the water consumed in 2013, 97% came from urban water supplies and 3% from groundwater. Furthermore, over 82% of our sites have a water consumption reduction plan to improve their energy efficiency

Consumption of plastics in 2013

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

(in metric tons)		2011	2012	2013
New plastics	Annual consumption	296,624	339,085	346,856
	Percentage of revenue covered	100%	100%	100%
Recycled plastics	Annual consumption	58,076	52,294	47,885
	Percentage of revenue covered	100%	100%	100%
Biosourced plastics	Annual consumption	112	2,783	467
	Percentage of revenue covered	100%	100%	100%
Total plastics	Annual consumption	354,812	394,162	395,208
	Percentage of revenue covered	100%	100%	100%

Measures taken to improve the efficient use of plastics:

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

- Consumption of recycled plastics in 2013: 47,885 metric tons;
- Consumption of biosourced plastics in 2013: 467 metric tons;
- Furthermore, Plastic Recycling, a subsidiary owned jointly by Plastic Omnium and Derichebourg, regenerated 4,576 metric tons of plastic during the year.

Consumption of paint and solvents in 2013

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

(in metric tons)		2011	2012	2013
Paint	Annual consumption	8,247	8,173	7,892
	Percentage of revenue covered	99.53%	100%	100%
Solvents	Annual consumption	5,957	5,211	6,526
	Percentage of revenue covered	99.53%	100%	100%
Paint and solvents	Annual consumption	14,204	13,384	14,418
	Percentage of revenue covered	99.53%	100%	100%

Consumption of other raw materials in 2013: wood, steel and aluminum

These raw materials are used primarily by the Plastic Omnium Environment Division.

(in metric tons)		2011	2012	2013
Wood	Annual consumption	89	74	93
	Percentage of revenue covered	100%	100%	100%
Steel	Annual consumption	59,322	57,064	61,735
	Percentage of revenue covered	100%	100%	100%
Aluminum	Annual consumption	921	260	790
	Percentage of revenue covered	100%	100%	100%

Discharges into the air in 2013

Volatile organic compounds (VOCs):

(in metric tons)	2011	2012	2013
VOCs	1,684	1,482*	2,165
Percentage of revenue covered by sites in question	100%	100%	100%

* The 2012 VOC emissions were corrected after inaccurate data was identified in one facility.

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

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

Greenhouse gases

(in metric tons of CO ₂ equivalent)	2011	2012	2013
CO ₂ *	342,920	368,575	400,296
Percentage of revenue covered by sites in question	100%	100%	100%
N ₂ O	–	812**	1,396
Percentage of revenue covered by sites in question	–	100%	100%
CH ₄	–	4**	19
Percentage of revenue covered by sites in question	–	100%	100%
HFCs	–	1,247	601
Percentage of revenue covered by sites in question	–	100%	100%
PFCs	–	0	0
Percentage of revenue covered by sites in question	–	100%	100%
SF ₆	–	0	0
Percentage of revenue covered by sites in question	–	100%	100%
Total greenhouse gases	–	370,638**	402,313
Percentage of revenue covered by sites in question	–	100%	100%

* These figures correspond to CO₂ emissions from energy consumed in industrial facilities. Source: French Environment and Energy Management Agency (ADEME), 2012 data.

** The 2012 N₂O and CH₄ emissions and the total amount of greenhouse gases were corrected after inaccurate data was identified on two sites.

Over 79% of our sites have put in place measures to prevent, reduce, and/or remedy air, water and ground emissions that are harmful to the environment.

For example:

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

Waste generated in 2013

(in metric tons)		2011	2012	2013
Recycled waste	Annual waste	33,996	40,387*	42,313
	Percentage of revenue covered	98,98%	100%	100%
Recovered waste	Annual waste	7,638	9,165	10,195
	Percentage of revenue covered	98,98%	100%	100%
Final waste	Annual waste	11,313	7,735	10,405
	Percentage of revenue covered	98,98%	100%	100%
Total waste	Annual waste	52,948	57,287*	62,913
	Percentage of revenue covered	100%	100%	100%

* The recycled waste and total amount of waste in 2012 was corrected after inaccurate data was identified in one facility.

- Total cost of waste treatment: €4.1 million (100% of revenue covered).
- Income generated by the sale of recyclable waste by facilities: €6.8 million (100% of revenue covered).

Noise pollution and odors

- Several preventative and corrective initiatives have been implemented to reduce our employees' exposure to noise and odors.
- Mapping of noise exposure levels across all our sites.
- Employees are required to wear personal hearing protection (ear plugs) above regulatory thresholds.
- For example:
 - Acoustic study conducted by a recognized authority at Plastic Omnium Auto Inergy.
 - Ambient air quality studies (fumes and dust) conducted by specialized firms in the Group's three divisions.

The Plastic Omnium Group regularly acquires and/or builds new plants. As a result, the objective of 93% certification for 2013 was only partially achieved. The new plants are, however, committed to this process.

The objective for 2014 is 91% (because of a larger scope of certification).

OHSAS 18001

In all, 76 of 100 sites are now certified to OHSAS 18001 standards. This represents 76% of the scope of certification.

For the same reasons as for ISO 14001 certification, the objective of 91% set for 2013 was not achieved. However, all sites are committed to this process.

The objective for 2014 is 87% (because of a larger scope of certification).

Moreover, OHSAS 18001 certification for the Group's system that centrally manages the safety of people and property (initially obtained in December 2006) was renewed in December 2013 after a follow-up audit detected no instances of non-compliance.

Physical strain

100% of the workstations at the Plastic Omnium Auto Inergy facility in Compiègne were assessed based on a method for rating physical strain.

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

85 of 102 sites are now certified to ISO 14001 standards. This represents 83% of the scope of certification.

Organization

The Environmental and Safety Management organization launched in 2001 is supported by:

- a Group Safety 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” comprised of dedicated correspondents in each 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 Group Executive Committee meeting;
- three Group HSE Committees held per year, with Executive Committee participation.

Safety and Environmental Training

- Information/awareness: 50,420 hours in 2013 for 25,942 participants (100% of revenue covered).
- Training: 80,499 hours in 2013 for 23,477 participants (100% of revenue covered).
- Deployment of the Top Safety training program was accelerated in 2013, with 29 training sessions offered in Europe, the United States, Mexico, South America and Asia. Introduced in 2005, the training program is designed to instill a culture of safety that, over the long term, will help the Company create an accident-free workplace. 408 managers were trained in 2013, which brings the total number of managers trained since the launch of the Top Safety program to 1,431. Moreover, awareness was raised among 1,573 people in 2013, which brings the total number of people informed by the Top Safety program since 2005 to 12,247.

- The HSE plan introduced by the Group in 2012 is based on five pillars that reflect the Plastic Omnium's Group commitment to continue to strengthen the safety of people and property, and to minimize the environmental impact of its operations. The plan's implementation improved by 9% in 2013 (68% of objectives reached in 2013 versus 62% in 2012).

Environment- and safety-related spending and investments

- Research and Development: €247 million, equivalent to 4.8% of consolidated revenue,
- Safety and Environmental spending: €11.2 million (100% of revenue covered),
- Capital expenditure: €340 million,
- Specific Safety and Environmental spending: €5.5 million (100% of revenue covered),
- Environmental risk provisions: €9.6 million (100% of revenue covered),
- No products are manufactured using asbestos.

It should be noted, however, that changes in the scope of consolidation, the allocation base and the response rate between 2012 and 2013 had a slight influence on changes in indicators.

Health and Safety Information

Occupational illnesses

	2011	2012	2013
Number of occupational illnesses declared	38	26	19
Number of occupational illnesses recognized	38	24	18

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

Safety indicators (including temporary staff)

	2011	2012	2013
Number of first aid cases	1,984	1,980	1,854
Number of workplace accidents without lost time	197	185**	170
Number of workplace accidents with lost time	180	173**	174
Number of days of workplace accident-related lost time	10,654*	4,371**	10,644***

* Includes 6,000 days of lost time due to a fatal accident at a Plastic Omnium facility in Romania in September 2011.

** Deduction of one accident with lost time and one accident without lost time in 2012, following the CPAM's refusal to cover the accidents in 2013.

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

Accident frequency and severity rates (temporary staff included)

	2011	2012	2013
Frequency rate of workplace accidents with lost time <i>in number of accidents per million hours worked</i>	4.84	4.07**	3.89
Frequency rate of workplace accidents with and without lost time <i>in number of accidents per million hours worked</i>	10.13	8.43**	7.70
Severity rate of workplace accidents <i>in number of days lost for accidents with lost time per thousand hours worked</i>	0.29*	0.10	0.24***

* Includes 6,000 days of lost time due to a fatal accident at a Plastic Omnium facility in Romania in September 2011.

** Deduction of one accident with lost time and one accident without lost time in 2012, following the CPAM's refusal to cover the accidents in 2013.

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

Accident frequency and severity rates (excluding temporary staff)

	2011	2012	2013
Frequency rate of workplace accidents with lost time <i>in number of accidents per million hours worked</i>	4.32	3.83*	3.93
Frequency rate of workplace accidents with and without lost time <i>in number of accidents per million hours worked</i>	9.39	8.43*	8.03
Severity rate of workplace accidents <i>in number of days lost for accidents with lost time per thousand hours worked</i>	0.14	0.12	0.29**

* Deduction of one accident with lost time and one accident without lost time in 2012, following the CPAM's refusal to cover the accidents in 2013.

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

These figures directly reflect the impact of actions undertaken over the past 11 years to improve workplace safety.

Agreements on health and safety at work

18 agreements on health and safety at work applied in 2013.

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

For example: 100% of the workstations at the Plastic Omnium Auto Inergy site in Compiègne were assessed based on a method for rating physical strain.

— 3.3 — Social Information**Social information**

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

The organization is driven largely by "group management by project" techniques, both in development activities and in each plant's independent production units.

While consistently maintaining an international corporate culture, the Plastic Omnium Group fosters local management and the resolution of

problems at the level where they arise. The Company complies with local legislation and seeks to reach consensual agreements with social partners, who are present at all operating levels.

At year-end 2013, the Company had 22,067 employees, of which 75% were outside France.

At December 31, 2013, the **1,137** members of the employee stock ownership plan held **2,010,013** Compagnie Plastic Omnium shares purchased on the market, representing 1.3% of share capital. Employees do not hold any other shares under the employee stock ownership provisions of Articles L. 225-129 and L. 225-138 of the French Commercial Code (Code de Commerce). In addition, no employee profit shares have been reinvested in stock.

Employee benefit expense

<i>In thousands of euros</i>	2012	2013
Wages and salaries	(556,275)	(576,133)
Payroll taxes	(172,954)	(165,250)
Non-discretionary profit-sharing	(14,137)	(10,753)
Pension and other post-employment benefit costs	51	(994)
Share-based compensation	(1,220)	(2,060)
Other employee benefit expenses	(22,284)	(23,485)
Total employee benefit expenses excluding temporary staff costs	(766,818)	(778,675)
Temporary staff costs	(62,660)	(77,453)
Total employee benefit expenses including for temporary staff	(829,478)	(856,128)

Other 2013 data**Scope of consolidation:**

1) Employees at December 31:

The breakdown of employees is calculated based on the total scope of consolidation of the Company, including joint ventures, according to the consolidation percentage.

2) Other indicators:

YFPO and HBPO are not included.

Indicator calculation method:

The indicators were approved on December 31, 2013, with the exception of the following indicators:

- The indicators approved on November 30 and extrapolated to December 31 based on the ratio of employees at December/employees at November:
Gender breakdown; operators/employees/managers breakdown; employees working in shifts or part-time; number of women managers; number of disabled workers

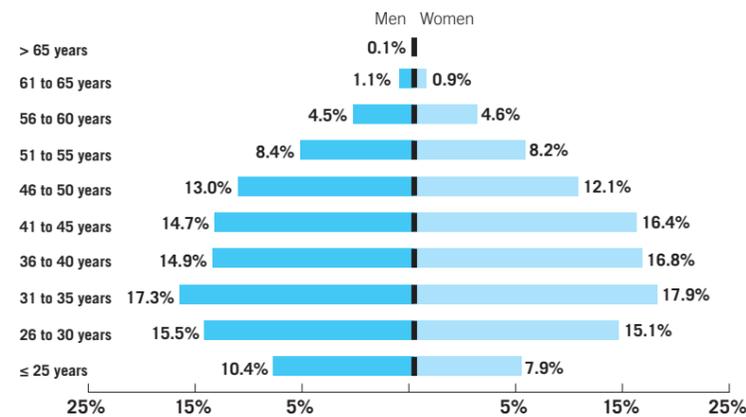
- The indicators approved on November 30 and extrapolated to December 31 based on the 12/11 ratio:
Hours of training; expenditure on outside training; the number of employees on work experience
- The indicators approved on November 30 and considered to be valid for the entire year:
Hours worked per week; committees; other commissions; number of unions represented; Company-level agreements; agreements on health and safety at work; % of employees covered by a collective agreement
- The indicators for the gender breakdown and the operators/employees/managers breakdown for HBPO employees were distributed proportionally to the information provided for the rest of the scope applicable to the whole year.

The data not shown for 2011 and 2012 is new data established in 2013

Registered Employees at December 31

	2011	2012	2013
Registered employees	17,068	18,341	17,971
Permanent employment contracts	14,984	16,143	16,500
Fixed-term employment contracts	2,084	2,198	1,471
Men	13,397	14,206	13,914
Women	3,671	4,135	4,057
Operators	9,794	10,042	9,423
Administrative staff, technicians and supervisors	4,298	4,975	5,046
Managers	2,976	3,324	3,502
Temporary workers at year-end	2,696	2,693	4,096
Total employees (registered + temporary)	19,764	21,034	22,067
Temporary workers (full-time equivalent)	2,820	2,898	3,741

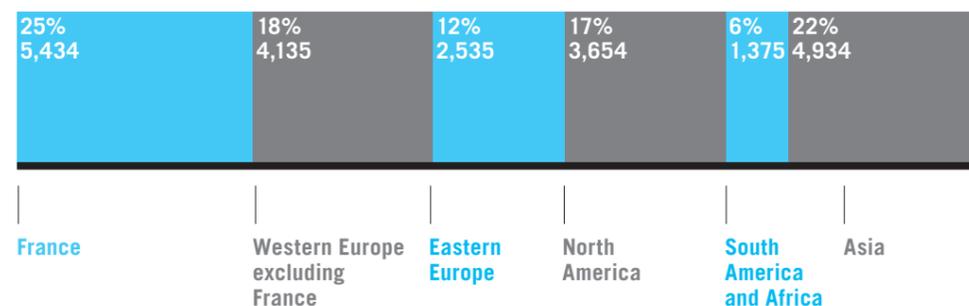
Gender Breakdown for Registered Employees – Age Pyramid



Employees by Region

	Permanent employment contract	Fixed-term employment contract	Total registered employees	Temporary staff	Total
France	4,652	40	4,692	742	5,434
Western Europe (excluding France)	3,151	223	3,374	761	4,135
Eastern Europe	1,668	397	2,065	470	2,535
North America	2,428	701	3,129	525	3,654
South America and Africa	1,244	25	1,269	106	1,375
Asia	3,357	85	3,442	1,492	4,934
Total	16,500	1,471	17,971	4,096	22,067

Total staff



	2011	2012	2013
Number of employees hired during the year			
Managers hired	–	–	429
Non-managers hired	–	–	2,711
Terminations during the year			
Redundancies	66	87	388
Terminations for other reasons	436	473	744
Total terminations	502	560	1,132
Overtime			
Hours worked per week	35 to 48 hours	35 to 48 hours	35 to 48 hours
Overtime (full-time equivalent)	669	1,026	1,179
Total employees working in shifts			
Employees working in shifts	8,307	10,034	9,564
Of which employees working only nights	1,313	1,157	987
Of which employees working only weekends	156	118	121
Part-time employees	337	366	338
Absenteeism in the year and reasons (% of hours worked)			
Absenteeism rate due to workplace accidents	0.11%	0.07%	0.10%
Absenteeism rate due to other causes	2.66%	2.61%	2.74%
Total absenteeism rate	2.77%	2.69%	2.84%

Gender Equality

Through its Code of Conduct and membership of the UN Global Compact, the Plastic Omnium Group has undertaken not to practice any discrimination upon hiring employees or during their working careers. Every year, comparative assessments are carried out based on compensation for men and women in the different countries. In France, Compagnie Plastic Omnium has partnered with an association striving to promote engineering and technician professions among women and to encourage women to choose these careers.

	2011	2012	2013
Number of women managers at December 31	515	649	654
Number of women managers hired during the year	102	149	95

Employee Relations

Since 1996, the European Cooperation Committee holds one meeting per year. This advisory body is comprised of 31 employee members representing eight countries.

	2011	2012	2013
Existing committees	162	156	157
Of which Works Councils			60
Other committees (training/ideas)	69	77	71
Number of trade unions represented	32	32	30
Number of Company agreements signed during the year	139	114	147
Percentage of employees covered by a collective agreement	–	–	57%

Anti-Discrimination Policy

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

	2011	2012	2013
Number of incidents of discrimination	–	–	0
Number of measures taken following incidents of discrimination	–	–	0

Training

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

	2011	2012	2013
Training commissions	–	–	29
Number of employees who received training	26,148	37,683	38,927
Number of training sessions per employee per year	1.80	2.24	2.31
Total expenditure on external training bodies (in € thousands)	3,776	4,364	5,020
Total training hours	313,615	392,892	455,223
Training hours per year per employee	21,54	23,41	27,06

Disabled Employees

The Plastic Omnium Group has a policy of non-discriminatory recruitment. The Plastic Omnium Group has a policy of retaining disabled workers in employment. The Plastic Omnium Group outsources work to workshops promoting the occupational integration of people with disabilities whenever possible (catering, reprography, etc.).

	2011	2012	2013
Number of disabled workers	293	301	285
Workstations adapted for disabled workers	–	–	48
Number of disabled workers recruited in the year	–	–	5

Social Welfare (France only)

	2011	2012	2013
Total contribution to works council employee welfare programs (in € thousands)	1,574	1,608	1,517

Promotion of and Compliance with the Provisions of Fundamental ILO Conventions

Across all its countries of operation, the Group complies with the fundamental principles of the ILO charter in its human resources policy regarding: freedom of association and right to collective bargaining, elimination of discrimination in terms of employment and occupation, elimination of forced or compulsory labor, and abolition of child labor. Compagnie Plastic Omnium signed the UN Global Compact and renews its commitment every year through a letter signed by the Chairman.

— 3.4 — Societal Information

Societal issues

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

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

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

In 2014, the codes of conduct will be subject to a comprehensive review, in particular to take into account new social media practices.

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

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

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

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

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

Plastic Omnium is an industrial group with operations in 29 countries worldwide. It manufactures automotive body components and modules, automotive fuel systems, and waste containers intended for local authorities and companies. Plastic Omnium ensures its proximity to customers and its automotive division in particular, by fostering a local production policy, as close as possible to customer plants. Plastic Omnium also strives to develop a local supplier base.

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

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

The Group's Code of Conduct confirms Plastic Omnium's commitment to conduct an active policy to reduce its environmental impact wherever it operates. This policy is based on an ISO 14001 certification process which aims to guarantee the application of international standards across all the Group's plants. At December 31, 2013, 85 out of 102 sites within the environmental scope of certification had obtained this certification.

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

• Conditions for dialogue with these people or organizations

The Plastic Omnium Group acts locally in cooperation with associations. For example, in 2013, local management in Troy (Michigan, USA) supported the Focus: Hope organization in its food aid and training program for people in difficulty.

In Sainte Julie (France), employees joined forces to raise funds for the charity association "Vivre aux éclats", which provides help for sick children in hospital.

• Partnership and sponsorship actions

In cooperation with the corporate units, the Group's subsidiaries carry out targeted partnership and sponsoring actions with various associations and institutions linked to the social, educational and cultural fabric of the local community.

Outsourcing and suppliers

Taking social and environmental challenges into account in the purchasing policy

Importance of outsourcing and taking social and environmental responsibility into account when working with suppliers and sub-contractors.

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

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

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

Environmental and social issues are included in the standards applied by the Plastic Omnium Group to supplier audits conducted prior to their inclusion in supplier panel, and for audits to monitor suppliers already included in the panel: 103 supplier audits were thus conducted in 2013.

The Plastic Omnium Group also conducts safety-specific audits on its suppliers: accordingly, 86 audits were conducted in 2013.

Lastly, the Group does everything in its power to encourage suppliers to commit to an environmental approach aiming at ISO 14001 certification. In 2013, 360 of its suppliers had already obtained this certification.

Fair practices

- **Actions undertaken to prevent corruption**

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

The Code of Conduct is provided to each new manager hired. It is also available in seven languages on the Group's intranet. In 2013, 879 people were trained to apply this code through an e-learning module implemented from the last quarter of 2013.

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

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

- **Measures taken in favor of consumer health and safety**

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

Furthermore, with Plastic Omnium Auto Inergy's SCR (Selective Catalytic Reduction) technology, the Group offers carmakers a suitable solution which enables them to comply with new regulations in terms of reducing nitrogen oxide emissions (NOx).

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

- **Other actions carried out in favor of human rights**

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

— 3.5 — Report of one of the Statutory Auditors, as designated independent third-party body, on consolidated social, environmental and societal information published in the management report of Plastic Omnium

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

Financial year ended December 31, 2013

To the Shareholders,

As independent third-party, member of statutory auditor's network of Plastic Omnium, whose accreditation application was accepted by COFRAC, we hereby present our report on the consolidated social, environmental and societal information provided in the management report prepared for the year ended December 31, 2013, (hereinafter referred to as "CSR Information"), pursuant to Article L. 225-102-1 of the French Commercial Code (Code de commerce).

Responsibility of the Company

The Board of Directors of Plastic Omnium is responsible for preparing a management report including the CSR Information required under Article R. 225-105-1 of the French Commercial Code, in accordance with the reporting criteria (the "Reporting Criteria") of the Company and available on request from the HSE Department and the Human Resources Department.

Independence and quality control

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

Responsibility of the Statutory Auditors

Based on our work, our role is to:

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

Our work was carried out by a team of 6 people at the various stages of our work, between mid-October 2013 and mid-February 2014. We requested the assistance of our CSR experts to conduct this verification work.

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

I – Attestation of completeness of the CSR Information

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

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

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

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

We verified that the CSR Information covers the consolidated scope, which includes the company and its subsidiaries within the meaning of Article L. 233-1 of the French Commercial Code (Code de commerce) and the companies that it controls within the meaning of Article L. 233-3 of the French Commercial Code (Code de commerce), subject to the limits set forth in the methodological note presented in chapter 3 of the management report (in the introduction to paragraph 3.2 for HSE information, and in the introduction to paragraph 3.3. for social information).

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

II – Fairness report with respect to CSR information

Nature and scope of procedures

We conducted about twenty interviews with 22 persons responsible for the preparation of CSR Information from departments in charge of the process of gathering information in order to:

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

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

Concerning the CSR information that we considered to be most significant⁽²⁾:

- at Group level, we consulted source documents and conducted interviews to corroborate the qualitative information (organization, policies, actions), we implemented analytical procedures on the quantitative and verified, on the basis of sampling techniques, the calculations and consolidation of the information and we verified its consistency with the other information contained in the management report;
- at the level of a representative sample of entities⁽³⁾ that we selected based on their activity, their contribution to consolidated indicators, their location and a risk analysis, we conducted interviews to verify the proper application of procedures and conducted substantive tests, using sampling basis, to verify the calculations performed and reconciled data with supporting evidence. The selected sites' contribution to group data equals to 11% of headcount and from 6% to 18% of the quantitative environmental and safety information.

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

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

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

Conclusion

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

Paris La Défense, February 27, 2014

One of the Statutory Auditors, MAZARS

Emmanuelle Rigaudias
Partner, CSR and Sustainable Development Department

Jean-Luc Barlet
Partner

⁽²⁾ Headcount as of December 31; Training hours; Recycled and recovered waste; Water consumption; Electricity consumption; Gas consumption; Releases of GHG (CO₂, N₂O, CH₄, HFC, PFC, SF₆); Frequency rate 1; Frequency rate 2; Number of employees trained to Top Safety; Number of persons trained on the Code of Conduct; Number of suppliers CSR audits.

⁽³⁾ Sites of POAE Langres, POAE Ruitz, POAE Arevalo, POAE Lozorno, POAI Lozorno, POAI Anderson, POSU Langres & Bort les Orgues.