



June 2015

SOGEXI

Communication On Progress



SOGEXI
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H.E. Ban Ki-moon Secretary-General
United Nations
New York, NY 10017
USA

July 30st, 2013

Dear Mr. Secretary-General,

I am pleased to confirm that SOGEXI supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our intent to advance those principles within our sphere of influence.

We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

SOGEXI will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely yours,


Mr. Marc WILLEZ
CEO



CORPORATE CHARTER

SOGEXI's corporate charter is part of a continuous quality improvement and sustainable development initiative. It points out the various commitments taken by the executive management and the employees in order to support SOGEXI's values concerning the human policy, the customer service, the products and the quality and environment program.

This progress initiative is vital for the future and it implies a total accession and participation of everyone. « We commit ourselves, individually and collectively, to do everything we have to in order to respect the regulatory and legal requirements on technical or social levels. »

SOGEXI is awarded ISO9001 and ISO14001 and has been supporting the Global Compact of the United Nations since August 2013.



HUMAN POLICY

First Undertaking: Focus on training, empowerment and motivation of staff, rigorous respect for the fundamental rights of the employees (full parity women / men, integration of disabled people, cultural and ethnic diversity,...).

« Within a few months of coming to office, new recruits often report that what stroke them at first when coming at SOGEXI, was the space and clarity of the office, the cleanliness of the workshop and the special quality of the atmosphere ... ».

This reflects part of SOGEXI's corporate philosophy, demanding, yet relaxed, built on mutual respect for people and for the working tools.

The remuneration policy is motivating and fair, and internal promotion is preferred in terms of evolution and motivation of the staff. SOGEXI is committed to seek continuous improvement of work organization and working conditions, because SOGEXI knows that team's efficiency is the primary ingredient for success on the market

Training

	2013	2014
Total training	61 775 €	37 640 €
Compulsory training	36 978 €	33 230 €

Disabled Levy

	2013	2014
Legal duty (disabled 6% employees)	3	3
Number of disabled including use of "CAT" (center of disabled employees)	4,5	3,4
Number of disabled without "CAT"	1,5	1,5

Employee Turn Over

	2013	2014
Rate	2,745	1,78

Parity

	Men	Women
2013	27	28
2014	27	28

CUSTOMER SERVICE

Second Undertaking: Focus on proximity to customers and fieldwork, due to our specific reactive organization. Strive for the highest quality and service level, above market standards, with the aim of delivering 98% of our orders in the announced delay, and delivering more than 85% of the orders within 48h.

Third Undertaking: Constant improvements of the quality and performances of our products: listening to our clients, anticipating their needs, innovating. SOGEXI pursues the objective of technological performances. SOGEXI is compelled to seek constant innovation and responsiveness, and to offer optimized solutions every time to its customers.

Fourth Undertaking : Focus on medium and long term, joined with the respect of an absolute ethical behavior toward our customers and our competitors.

SOGEXI is committed to be receptive to customers, and ensures to maintain its good reactivity. This permanent commitment brings SOGEXI to reconcile continuous launches of new innovative products along with follow-ups and evolutions of existing products ranges. SOGEXI continually seeks to improve its productivity to increase constantly its current competitive edge.

Service rate

	2013	2014
Average	95.6%	96.9%

Service rate :

Number of delivered orders respecting delivery time and quantities

Total number of orders

Supplier non-compliance rate

	2013	2014
Number	19	14

Supplier non-compliance :

Major quality problem of a product due to the supplier

Research and development staff

	2013	2014
Number of R&D employees	12	13
% R&D employees Total employees	20	21

QUALITY & ENVIRONMENT

Fifth Undertaking: Voluntary process of SOGEXI's management to maintain total quality and constant improvement process, from the design of the products to their proper use by the customers.

Sixth Undertaking: Strict policy regarding our suppliers and partners, about ethical and environmental matters. Highly depending on purchasing and sub-contracting (around 1/3 of the turnover), SOGEXI has to watch carefully its performances.

Seventh Undertaking: Focus on local partnerships, to optimize reactivity and to relate it to our environmental and social policy. Focus on partnerships with our main suppliers, in order to be prompt to offer innovative solutions at the best prices.

Eighth Undertaking : Focus on proximity and reactivity of the staff.

Ninth Undertaking : Introduction and follow-up of the environmental program.

Tenth Undertaking : Strict follow-up, with the increasingly asserted advance goal, on products standards and European or international installation standards proper to our business.

Clients complaints

	2013	2014
Number of customer complaints	49	52
% number of complaints Total number of orders	0.40 %	0.46 %

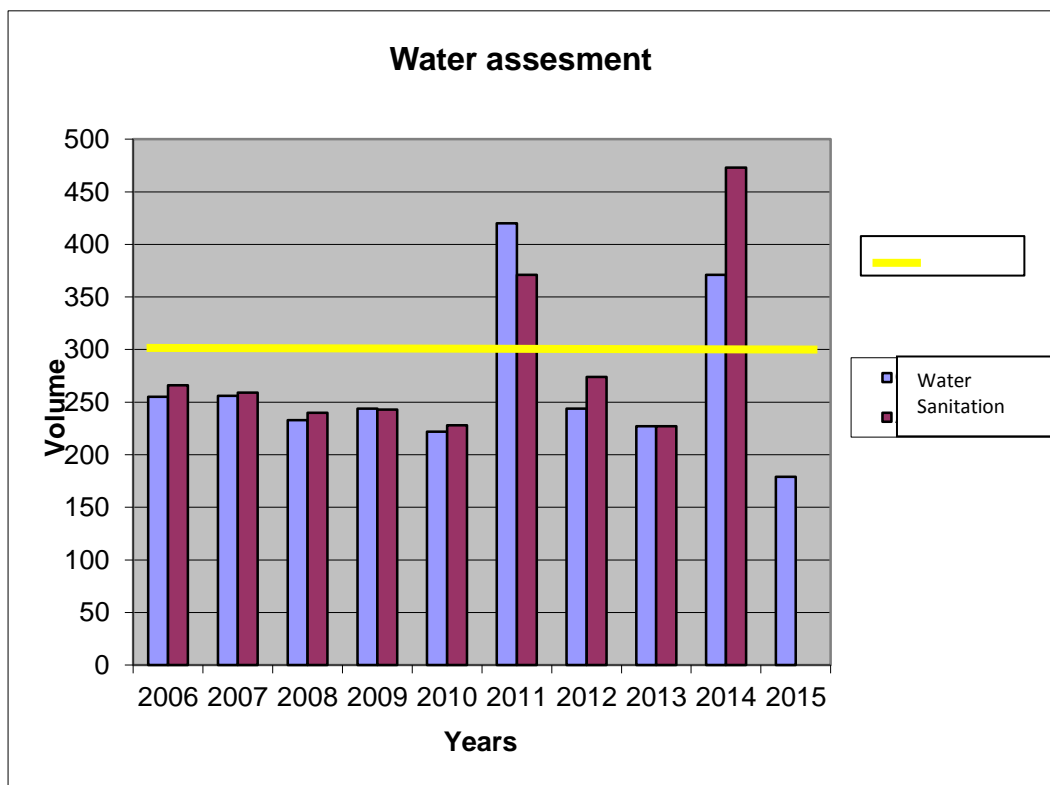
Supplier evaluation

	2013	2014
Average grade based on 15 evaluations (rating on 20)	19.65	19.83

Supplier origin

	Rhône Alpes	France	Europe
Top 20 strategic suppliers	13	17	19

Water consumption + sanitation



Clients evaluation

	2013	2014
Average grade from client 1	18.6	19.2
Average grade from client 2	19.3	19.7

Rating on 20

Vehicle fleet for 8 cars SOGEXI

	2013	2014
Co2 consumption in g / km	149.75	149.25
TVTS (tax on company car)	13024	13724

Staff geographic proximity

	2013	2014
Average distance between the place of residence and work	17.16 km	17.16 km

SOGEXI is committed to follow the guidelines made in Kyoto Agreement, at the Grenelle Environment, and François FILLON's mail from 2012/08/03 developed in "JORF" of 2009/02/12.

SOGEXI is also committed to respect the compliance EU of our products, and to guarantee their capacity to meet the requirements of the Energy Savings Certificates for our range 'Intelligent Management for Street Lighting'. SOGEXI also insures that our products follow the WEEE, EUP, REACH and RoHS directives.

From 2010, ahead of what was done nationwide, SOGEXI initiated in the WEEE PRO sector as an adherent founder of the eco-organization RECYLUM, for the actions and process related to the recycling of our products.

Also, to build a sustainable growth, SOGEXI is based on an efficient organization, awarded ISO since the beginning of year 2000: ISO 9002: 1994 certification in October 2000, ISO 9001: 2000 certification in January 2004, and ISO 9001 : 2008 from April 2009.

Even though SOGEXI is a "nonpolluting" company, the management insists on focusing its industrial activity on a strategy based on sustainable development. « In geographical terms, SOGEXI is located in Les Chères plain, 20 km north of Lyon, in a natural environment that we really care to preserve». We are sure that it belongs to every single person to see environmental protection as a full part of our daily job. This is the reason why we chose to merge the ISO 9001 framework with the ISO 14001 framework.

We pursue the following goals:

QUALITY

- ✓ Total quality to bring satisfaction to our customers, sign of the increase of our sales revenue and results
- ✓ Constant innovation and responsiveness to stay at the cutting edge and to offer our customers optimum solutions
- ✓ Improved productivity accepted by all, to stay competitive
- ✓ Staff satisfaction thanks to a motivating human resources policy

ENVIRONNEMENT

- ✓ Improve the control and follow-up of the wastes induced by our activities
- ✓ Identify and comply with the legal and regulatory requirements and the requirements of our partners
- ✓ Integrate the environmental concern as one of the main criterion of every decision-making process of the company
- ✓ Control the impact of our activity on the environment by reducing as far as possible the various consumptions and emissions directly linked to our actions

At SOGEXI, we are convinced that the success of our « Quality and Environment » policy only makes sense if everyone feels concerned. Therefore, it implies everyone's commitments, responsibility and actions.

Every member of SOGEXI's staff is committed to listening to our clients, and to offer them the best services, improved each time. We commit ourselves to the continuous evolution of our ranges, our products and our organization. We strictly aim to follow an ethical behavior and pro sustainable development actions. We have the greater care to preserve the security of our employees and our products users, and to prevent any kind of pollution.

This is a top priority for SOGEXI's executive committee. Management is committed to take every possible step, specifically respecting the engagement made and written in our "quality assurance manual", to support continuous improvement.

SOGEXI'S EXECUTIVE COMMITTEE



Eric FOSSORIER
Plant Manager

Marc VILLEZ
President

Rémy DE FRAMOND
Sales & Marketing Director

Laurent HUOT
Research & Development Director