



Infiniment
expert



GLOBAL COMPACT

Communication on progress

2015



IDEALEC S.A.S
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Introduction

IDEALEC is proud to reaffirm its support to the ten Principles of United Nations Global Compact for 2016. These are a fundamental way of managing the company and of opening policy to all business partners and employees.

One of our main objectives is the constant satisfaction of our customers: the way to get this aim is a daily innovation and continuous improvement of our teams, and a strengthening of our direct contacts with professional interlocutors, either customers or suppliers.

Yours sincerely,

Fabrice VITAL DURAND

HUMAN RIGHTS PRINCIPLES

Idealec 's goal is to engage its employees and all business partners to respect and join the Global Compact principles relative to human rights protection. We published on our website a code of conduct as well as our Sustainable Development Charter to make our engagement clear to all of our partners.

The IDEALEC's entities policies and practices in the matter of labour, governance, environmental protection are assessed by an external audit company.

When recruiting employees, IF takes care to make no discrimination (race, sex, religion...)



Idealec Infiniment expert

VISION

Idealec continuera à apporter à ses clients sa maîtrise de la technologie Bus Bars. L'intégration de solutions nouvelles et notre développement international nous permettront de croître plus vite que le marché.





VALEURS

- L'équipe prime sur l'individu
- Le respect de la personne
- L'ouverture
- La performance
- Le respect de l'environnement



CHARTRE DE DEVELOPPEMENT DURABLE

Le développement durable est une valeur essentielle pour Idéalec. C'est pour cette raison qu'en 2012, Idéalec adhère au Pacte Mondial des Nations Unies qui invite les entreprises à adopter, soutenir et appliquer un ensemble de valeurs fondamentales dans les domaines des droits de l'homme, des normes de travail, de l'environnement et de lutte contre la corruption.

Les objectifs d'Idéalec sont plus particulièrement les suivants :

- Respecter la personne humaine et les libertés de chacun, le droit du travail, notamment en développant, valorisant et reconnaissant les compétences des salariés, en éliminant la discrimination en matière d'emploi,
- Limiter et valoriser les déchets,
- Utiliser des produits et matériaux les moins dangereux pour l'homme et pour l'environnement.

Idéalec confirme ainsi les valeurs qui sont les siennes, et demande à l'ensemble des salariés d'y contribuer, et engage ses fournisseurs à y adhérer.

Pour de plus amples informations, se référer aux 10 principes du Pacte Mondial sur www.unglobalcompact.org

LABOR

Our company handbook and policies states the right for collective bargaining. Our handbook covers policies concerning our employee rights and responsibilities. Furthermore, we have put a strong emphasis on safety at work, individual protection equipment and safe practices.

IDEALEC ran internal audits in order to monitor any discrepancies in our working methods and highlight any issues that may be affecting our workforce. In relation with this CSR policy, our aim for 2015 was to audit 9 workstations. We completed this objective and edited a report in collaboration with the Health Services. This action enabled us to improve the workstations quality for the comfort of our employees, in particular by investing in production material to avoid painfulness. The report is available to any employee for reading.

men-women parity : due to retirements, the 2015 rate changed.

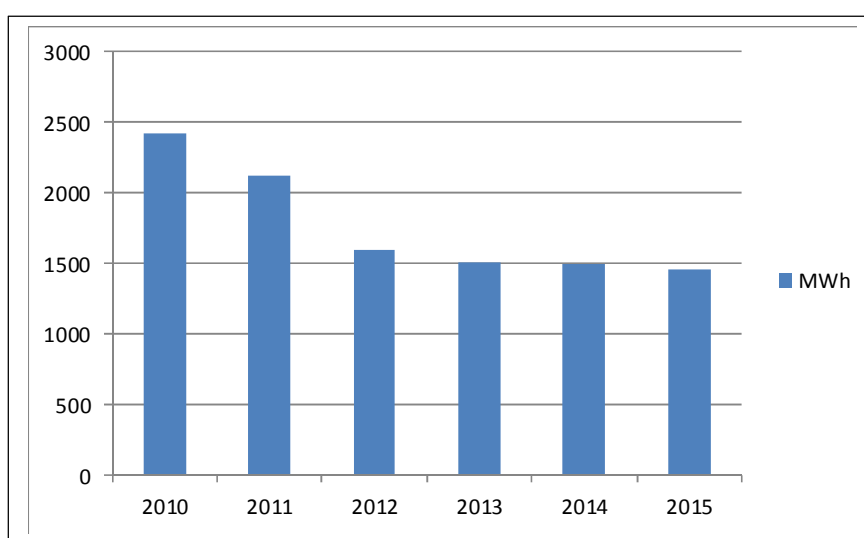
In %	2013	2014	2015
Women	48	48	42
Men	52	52	58

ENVIRONMENTAL PRINCIPLES

IDEALEC has a limited impact on environment (assembly of components). Nevertheless, we are confronted with the absolute necessity to manage this resource, and need to be aware of the impact of its consumption on the environment.

In 2015, we have reduced again our electricity consumption and have increased our share of electricity produced from renewable energies in a 100%.

IDEALEC ELECTRICITY CONSUMPTION EVOLUTION



In our Chinese subsidiary, we have reduced by 10% our consumption of Electricity.

In order to reduce the wastes in polluting and dangerous materials, we recruited a doctor in “chemistry of the materials” who works on the way to find alternatives to the use of polluting and dangerous products.

We make the non-ferrous metal wastes (in ton) being collected through authorized companies.

Kind of waste	2014	2015
Plated copper	4.975	3.994
Aluminium	0.178	0
total	5.153	3.994

Idealec also quantifies and trades in the wastes of insulating film and rubber.

We have maintained our paper consumption in comparison with 2014.

ANTI-CORRUPTION PRINCIPLES

IDEALEC is in compliance with all relevant laws including anti-corruption laws.

IDEALEC still pushes its suppliers to act against the corruption in the Supplier charter.

In 2015, our Chinese subsidiary, Idealec Electronics Shanghai, developed an Ethic Charter, including anti-corruption ideology.

Should suppliers send gifts to IDEALEC, we take care to share these out to all employees, even if they have no direct contacts with suppliers.