

PLASTIC OMNIUM



SUSTAINABLE DEVELOPMENT

SAFETY, A STATE OF MIND

SAFETY INITIATIVES AT ALL TIMES OF INDUSTRIAL ACTIVITY MAKE PLASTIC OMNIUM ONE OF THE INDUSTRY LEADERS IN THIS AREA.



Workstation

Ergonomists are integrated on an ongoing basis with teams, studies are performed with osteopaths and a design and modeling center enable ergonomic optimization of workstations and operator safety.



Top Safety Program

Deployed at all sites, it has resulted in training for 478 employees in 2015 and more than 35,000 visits by managers.

The HSE network

110 employees that are part of the Health Safety and Environment Department ensure the permanent reinforcement of the safety approach throughout the world.



Six non-negotiable rules

Available in 17 languages, cover all risks and measures to be respected by all for pedestrians, the wearing of personal protection equipment, forklifts, suspended loads, consignment/inventory operations, and working at height.



Safety Awards

All managers have individual safety objectives. The annual meeting of the Top 100 is an opportunity to recognize performance with the presentation of the Safety Awards by Chairman Laurent Burelle in three categories: Best Safety Result, Most Improved and Most Consecutive Days without a lost-time accident.

The Company's respect for people's lives and integrity, respect for processes, rules and recognition for employees: at Plastic Omnium, safety means a reciprocal commitment and a state of mind.



World Safety Day

A moment to highlight the attention to safety, the 2nd edition of "World Safety Day" mobilized over 20,000 employees in 30 countries in 2015. The opening, during a joint observation at four plants, was led by Chairman Laurent Burelle with the Executive Committee in attendance, underlining the Group's commitment to safety.

0

serious accidents

This is the goal set by senior management, tracked through real-time monitoring.

4.80

Accident frequency rate with and without lost time (Tf2) in 2015, a figure divided by two in three years.

0.10

severity rate in 2015 (Tg) compared with 0.28 in 2013.

3,704

consecutive days without a lost-time accident or more than 10 years, the absolute record held by the Kyushu plant in Japan.

35,415

Top Safety visits conducted in 2015, or 1.8 per employee.

Observation of an employee at their workstation by the manager to identify risk situations and discuss best practices.

79

OHSAS 18001-certified sites and certification of the central safety department renewed in 2015.

RESPONSIBILITY, A GOAL IN ITSELF

INVOLVED IN SUSTAINABLE DEVELOPMENT THROUGH ITS BUSINESS,
A RESPONSIBLE COMPANY THROUGH ITS RIGOR,
PLASTIC OMNIUM PERFORMS ITS INDUSTRIAL WORK AND STRIVES
FOR THE BEST POSSIBLE PERFORMANCE. A CSR STRATEGY THAT
GOES WITHOUT SAYING AND THAT DELIVERS RESULTS.

2°C to save the planet

At the 21st Climate Conference held in Paris in 2015, 195 UN member countries committed to limiting global warming to less than 2°C and to continue their efforts to try not to exceed 1.5°C. Companies of the world were called on to share this goal. Plastic Omnium is naturally committed to this fight, which is central to its business. Its solutions for reducing the weights and improving aerodynamics of vehicles reduce their CO₂ emissions by 9 g per kilometer on average. Its DINOx system reduces NOx emissions from diesel engines by 95%. Its bins, equipped with waste sensors, reduce waste that must ultimately be treated by cities by 30%. Plastic Omnium's responsible product offer supports automakers and communities and encourages end-users to be part of the virtuous circle that is making 2°C possible.

Producing well, the impact of sites

The ISO 14001 standard guides the Group and progressively mobilizes partners and suppliers. At the end of 2015, 82 sites had been certified ISO 14001. The Top Planet program keeps them one step ahead in moving toward ISO 50001 certification, which structures reductions in energy consumption and greenhouse gas emissions from the industrial network. Added to the eight sites certified in 2014 are four French sites of the Auto Exterior Division and three German sites from the Auto Inergy Division in 2015. To control energy performance, the Group deploys measuring kits for use from site to site. Each kit contains 45 sensors which measure the electricity consumption of machinery over several weeks and provide 10,000 data points per day. A combination of specific measures is deployed to save energy. LED lighting and low power consuming machines are now the rule. Cryogenic cleaning of components before painting is gradually replacing high energy and water consuming Power Wash machines. The use of Waterborne products limits the environmental impact and emissions

from paint lines. Main raw materials used by the Group, plastic are recycled in all divisions, recovered as scrap and re-injected into production, regenerated from used bins and recycled into new products and recycled through a specialized subsidiary that produced 3,600 tons of plastic in 2015.

Well integrated into community life

A global company, Plastic Omnium entrusts country leadership teams to engage in philanthropic actions that respond to local issues. In France, the Group is a partner of the "Fondation de la 2^e chance", which supports people in great difficulty determined to bounce back. The Indian subsidiary supports the "Magic Bus" foundation that allows 1,200 girls to benefit from a health and education program. In the US, the Group's eight plants include one located in Huron (Michigan) near Detroit. Beginning in 2016, it has renewed its support of 1 million dollars over three years to the Focus Hope Foundation, which conducts education projects and manages a food bank for people in need in the region, the country's historic automobile center.

CLOSE-UP
ON CSR

GOLD LEVEL

A new dynamic

For the first time in 2015, Plastic Omnium submitted its environmental and social performance to EcoVadis, an international specialist in the evaluation of corporate social responsibility. The Accreditation of "Gold" level reflects the commitment of the Group, which decided to combine its policies as part of a structured, measured and visible Corporate Social Responsibility initiative.



Energy-efficient LED lighting, low-water-consuming cryogenic cleaning or Waterborne products that reduce emissions from paint-lines: Plastic Omnium is innovating to minimize the environmental footprint of its plants.

13%

of the 395,000 tons of plastic processed in 2015 was recycled.

9g

of CO₂ per kilometer on average through our light-weighting and aerodynamic solutions.

30%

reduction in waste to be treated by the city through sorting and Plastic Omnium data management systems.



In the crisis-ridden Detroit area, Plastic Omnium is committed as a corporate citizen of the world and of the local industrial solidarity network. The Group has provided 1 million dollars to support educational initiatives and the Focus Hope Foundation food bank.





WELCOME TO AN INDUSTRIAL GROUP CONFIDENT IN THE FUTURE

EVERY COMPANY HAS ITS CULTURE, INFUSED
WITH ITS VALUES, IN PRINCIPLE, VISIBLE IN A HANDBOOK.
PLASTIC OMNIUM HAS THE 'PO WAY', A STRONG BUT UNWRITTEN
FRAMEWORK THAT IS EXPERIENCED, SHARED, EVEN TRANSMITTED,
THAT SHAPES A UNIQUE ENTREPRENEURIAL SPIRIT.

Structuring values

The work is the absolute value. At Plastic Omnium, one works a lot, probably more than elsewhere, because nothing is ever won. When you're a leader, you need to know how to stay there. The automobile is changing quickly and you have to know how to question, to do things differently, to invent and reinvent oneself. The entrepreneurial spirit is a value that drives all employees to push the envelope in their specialty, plant or position. Plastic Omnium encourages risk-taking and creativity, recognizes the right to error, "be wrong but decide", the future won't wait, nor will the competition. The Chairman sets the tone and direction, undertaking a historic acquisition in 2015. The Company looks further and counts on each individual. Recognition of individual performance is strong. An approach to motivate generation Z and to satisfy its demand for a win-win relationship with its company.

Industrial at heart

The industrial fiber has been woven for more than a century by the men and women of Plastic Omnium. From the wooden waste bucket to the colored crane lifted bins and the plastic bumpers to the floors made of recycled carbon fibers, there have always been well-designed products, the quality of each component, the smell of the plants, yellow lines to be respected and ramps to be held, the precise dance of the robots and actions performed to the millimeter by men and women at their workstations. Industrial first, then financial. Although the company is publicly listed and financial pressure exists, Plastic Omnium's soul is industrial. To know the profession down to its nuts and bolts is what gives every chance for success to future integrations.

For generations of entrepreneurs

Where is the car going? Where are its markets of tomorrow? What will be its advanced expertise? How far will plastics go? No one knows, but Plastic Omnium will be there. Its long history gives it a sense of time, forging its long-term vision and its yearning for the future. Its products already have changed, its industrial footprint has become global, its research centers have leapt several generations of technologies. Today, the era of smart materials and electronics looms, the digital native wave and designers are taking over to continue Plastic Omnium's adventure with the enthusiasm of its pioneers.

CLOSE-UP ON CSR

PHILANTHROPY

Tribute to the conquerors

The museum Diderot de Langres, home of the first Plastic Omnium plant, acquired this marine chronometer through the Company's support. It is one of the greatest scientific discoveries of the 18th century, enabling the keeping of the exact time and positioning of ships during major voyages. This object has guided conquerors in pursuit of their dreams and contributed to the discovery of the world. A symbolic sponsorship with special meaning for Plastic Omnium teams.



Work, entrepreneurial spirit and engagement are the keys to a career with Plastic Omnium, a global company with a passion for manufacturing and determined to contribute to the story of the automobile. Attention, young engineers with an enthusiasm for electronics, design, digital and tackling all of life's challenges.

This chapter presents the non-financial information about the Plastic Omnium Group, set outs the sustainable development issues and how Plastic Omnium addresses them.

- 3.1 - Issues
- 3.2 - Development of Responsible Products and Services
- 3.3 - Corporate Social Responsibility
- 3.4 - Protection of the Environment
- 3.5 - Societal Commitment
- 3.6 - Methodology
- 3.7 - Cross-reference Table

3.1 Issues

In a global context of the fight against climate change, sustainable mobility issues, challenges raised by global urbanization and increasing population levels are, for Compagnie Plastic Omnium, the opportunity to consolidate its position as leader in the automotive equipment and waste collection sectors by offering innovative solutions and its technological expertise.

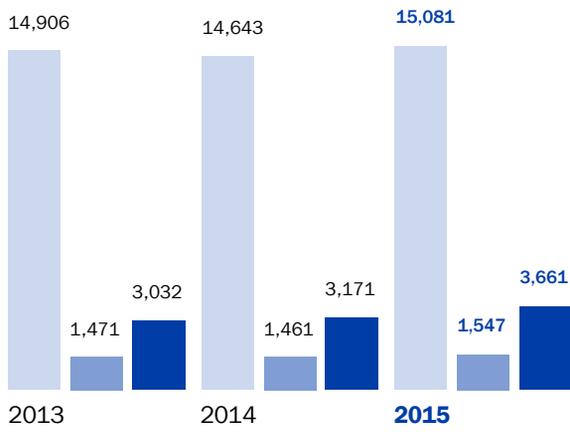
At the forefront of sustainable development through its businesses and targeted markets, Plastic Omnium is also committed to a strategy

of sustainable development. The Group effectively believes that its innovations, support given to its employees, environmental protection, a societal commitment and ethics are powerful levers of sustainable performance and profitable growth for all its businesses worldwide. Plastic Omnium's joining of the United Nations Global Compact in 2003 is fully in line with this conviction.

Taking into account the social and environmental consequences of its activities and always striving to meet its societal commitments in favor of sustainable development also means anticipating and taking the right decisions at the right time, not only for Plastic Omnium but also for its stakeholders. In receiving the "Gold" recognition level right from its first assessment in 2015 by EcoVadis, the international CSR rating specialist, the Group has received confirmation that it is on the right track. EcoVadis has now invited Compagnie Plastic Omnium to adopt a continuous improvement plan, in particular through a Corporate Social Responsibility (CSR) approach and relevant indicators to manage the process and measure its performance. The Group has already endowed its Health, Safety and Environment (HSE) policy, fully integrated into the Company's strategy and management, as well as a human resources policy working for development, with dedicated governance systems that are measured and developed using specific collection tools. We have set out the results of our commitments in favor of sustainable development through the indicators and information in this chapter in compliance with Article R.225 of the French Commercial Code and its implementation decree No. 2012-557 of April 24, 2012 on corporate transparency requirements in relation to social and environmental issues.

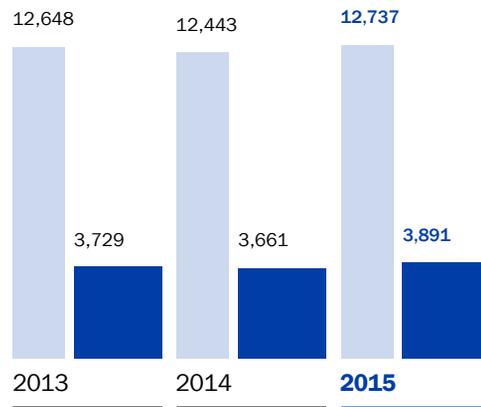
The Company therefore monitors the key performance indicators below both globally and at the level of operational entities:

Breakdown of workforce by contract



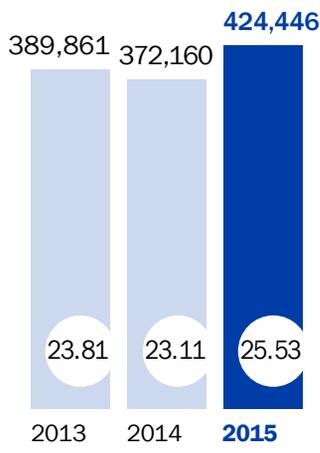
- Permanent employment contracts
- Fixed-term employment contracts
- Temporary staff

Breakdown of workforce by gender (excluding temporary employees)



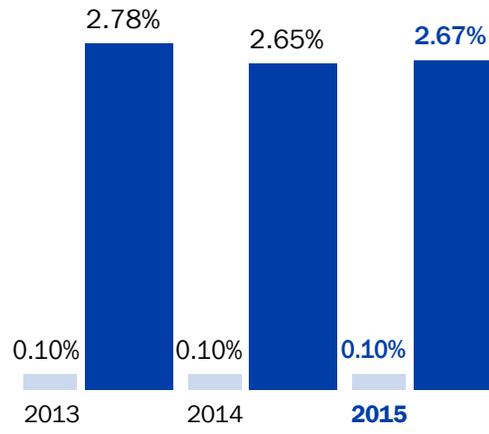
- Men
- Women

Total training hours per employee



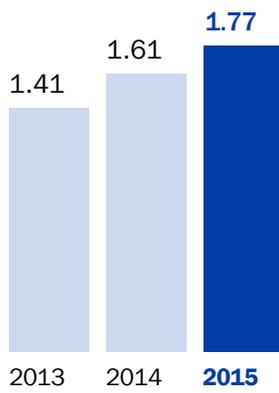
- Training hours per year per employee
- Total training hours per employee

Absenteeism rate

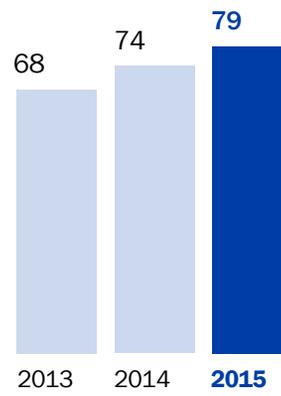


- Absenteeism rate due to workplace accidents
- Absenteeism rate due to other causes

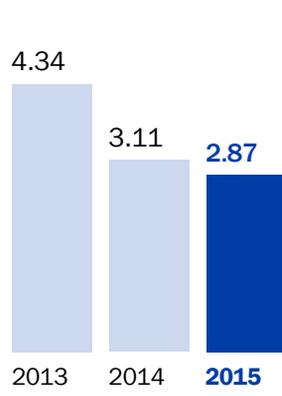
Number of Top Safety visits per employee per year



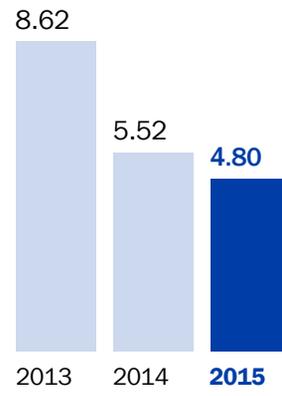
Number of OHSAS 18001 sites



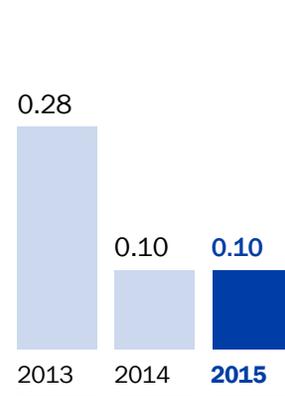
Lost time accident frequency rates Tf1



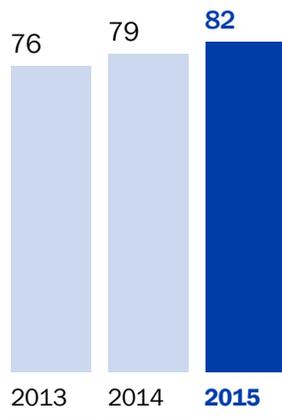
Lost time and non lost time accident frequency rates Tf2



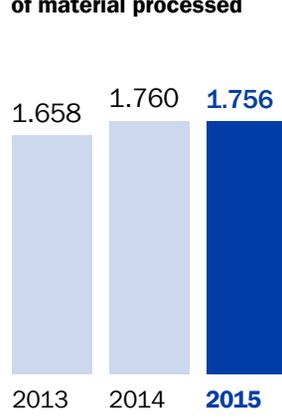
Accident severity rates



Number of ISO14001 certified sites



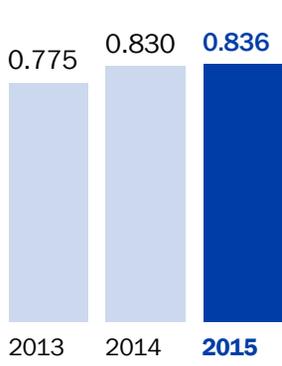
Electricity consumption in kWh per kg of material processed



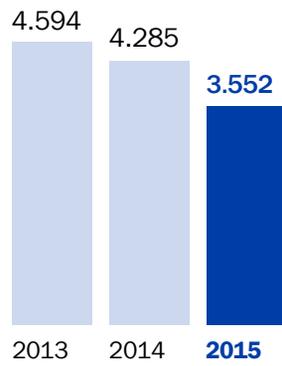
Gas consumption in kWh per kg of material processed



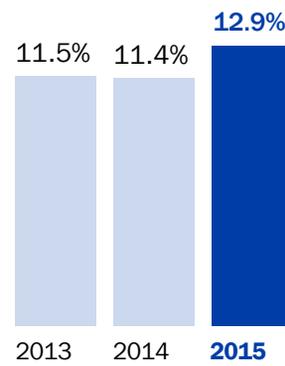
Greenhouse gas emissions in kg of CO₂ per kg of material processed



Water consumption in liters per kg of material processed



Proportion of recycled plastic in the consumption of plastic material



3.2 Development of Responsible Products and Services

The increased awareness of the environmental impacts at the global level is reflected in the continuing tightening of domestic, European and international regulations concerning issues such as lower consumption levels and greenhouse gas emissions. In this context, lighter vehicle weights have become a major and priority challenge for carmakers. This has resulted in the increasing use of plastic and composites for body parts. Innovative solutions to make vehicles lighter (plastic tailgates, parts in composite and carbon fiber), improve aerodynamics (light-air bumper) or DINOx-SCR (Selective Catalytic Reduction) systems to reduce nitrogen oxides (NOx) – irritant gases that aggravate the greenhouse gas effect – are significantly leveraging the growth of Plastic Omnium's businesses. The SCR solutions proposed by Plastic Omnium enable carmakers to meet the most stringent standards in accordance with state-of-the-art technology. Safety-related regulatory standards such as pedestrian impacts represent other growth opportunities for the Group, for instance through the concept of ultra-compact bumpers.

The regulatory pressure exerted on the automotive sector, in particular with the REACH directive on the elimination of dangerous substances in automotive construction and the End-of-Life Vehicle directive, have made ecodesign a strategic necessity for equipment manufacturers. Plastic Omnium has been involved in ecodesign since 2007, in particular through being one of the seven companies behind the creation of the Cluster CREER (Cluster Research: Excellence in Ecodesign & Recycling), in partnership with SERAM and the MAPIE laboratory of the ENSAM Institute in Chambéry. For the Group, CREER is the opportunity to improve its efficiency in ecodesign and to share and benefit from respective research agendas regarding the environment.

Plastic Omnium is also a member of the Plastipolis competitiveness cluster, and in this connection it participates in projects labeled by the Axelera chemical cluster aimed at stepping up the creation of a world-class industrial and scientific sector in the Rhône Alps region, which will combine the chemical industry and the environment. Plastic Omnium initiated the VALEEE project for the sorting and recovery of plastics obtained from waste from electrical and electronic equipment. It also participated in the Triptic project, aimed at improving the identification of polymers, specifically seen in shredder residue, which are subsequently recovered and developed.

For the Environment Division of Plastic Omnium, a world leader for products and services dedicated to waste management, the challenge consists in meeting the expectations of local communities: improvement of sorting efficiency, budget control and environmental protection. The Company proposes sustainable innovations and smart solutions that enable local communities to reach these targets.

Significant design work coupled with massive investment to recreate molds contributed in dividing the carbon balance of wheeled bins by ten: Life Cycle Analysis (LCA) has made it possible to increase the share of integrated recycled material; the quantity of plastic material needed has been reduced, resulting in lighter bins. These bins are now stackable, enabling the conveyance of increased quantities transported in a single truck, and therefore a reduction in greenhouse gas emissions related to transportation. We have also worked on noise levels from the shutting of bin lids and have now significantly reduced noise pollution for residents.

3.3 Corporate Social Responsibility

Innovation and technology are the major focuses of Plastic Omnium's development, and this is achieved through the commitment and expertise of the Company's people. Our human resources policy is a key component of our growth, and thereby, our responsibility to our stakeholders. It is based on the five pillars of the PO Way – Independence, Investment, Innovation, Internationalization, Integration – which have formed the bedrock of the Group's identity since its inception and structured its operations.

The fifth pillar – Integration – marks more particularly the Group's attachment to sharing its fundamentals, beliefs and values with all employees on all continents, all the while taking specific cultural differences into account.

Several major events contribute each year to shaping a common vision, a sharing of the PO Way values, and fast and efficient learning of its processes, a binding agent for integration within the Company.

For example, the annual meeting of the Compagnie Plastic Omnium ("Top 100") managers is an annual highlight, where the Group's senior management shares the Group strategy, the medium-term vision of challenges and priorities with senior managers, and rallies employees around a shared ambition.

Each Operational Division as well as the main support functions (finance, purchasing, human resources, HSE, R&D, legal and IT) organizes a **management convention** during the year, focused on its specific challenges and priorities.

The Executive Committee of the Plastic Omnium Group also holds **Management Meetings** in the major regions where the Company operates. For example, in 2015, all the management teams of the Divisions of each of the key regions shared with the Executive Committee the specific challenges of their activity, an analysis of the competition and the priorities for the coming years. This method ensures a close relationship between the Group's senior management and operational teams. These Management Meetings systematically include visits to the main countries concerned (seven countries during the year). Management Meetings are an integral part of the Group's success. They are a proven and demanding process that requires extensive work, but also provide an opportunity for local teams and the Executive Committee to trade views on corporate culture as well as the regional economic and social context.

The Group's "World Safety Day" was held for the second year running last October and engaged more than 20,000 employees. This event underlines the high level of standards for safety results that Plastic Omnium has set for all its activities in each and every business country.

Workforce by type of employment contract

	2013	2014	2015
Permanent employment contracts	14,906	14,643	15,081
Fixed-term employment contracts	1,471	1,461	1,547
Registered employees	16,377	16,104	16,628
Temporary staff	3,032	3,171	3,661
Total employees (registered and temporary)	19,409	19,275	20,289

Registered workforce by Socio-Professional Category

	2013	2014	2015
Workers	8,898	8,428	8,801
Employees – Technicians and supervisors	4,147	4,251	4,146
Managers & Engineers	3,332	3,425	3,681

Internal and international mobility

These figures reflect the need for a strong and ambitious human resource policy that can draw on modern and efficient resources to anticipate the Group's development and transformation. It must enable the Group to reinforce existing teams and promote internal mobility while aiming at expressing the Group's diversity, cohesion and agility. It must also enable the Group to attract the best talents and guide them in their career development.

Career opportunities offered to Managers & Engineers are constantly on the rise. 13.4% of Managers & Engineers underwent a career move in 2015, compared with 13% in 2014. Internal promotions thus

Integration and development of employee loyalty to boost growth

Workforce trend

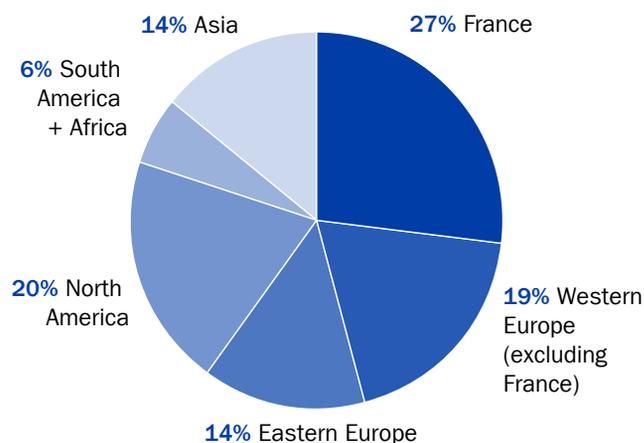
Workforce

At the end of 2015, the Group had 20,289 employees, up 5.3% year on year (an additional 1,014 employees), a reflection of Compagnie Plastic Omnium's growth. This is expressed in a change in the scope of sites, in particular with the opening of two sites in Warrington (United Kingdom) and Fairfax (United States) representing 113 additional employees.

The increase in the number of managers (7.5%) is a key indicator testifying to increased business and the expansion of the Group's technological content worldwide. The 16.8% increase in the average number of temporary staff compared with 2014 provides additional evidence of the Group's development and dynamism and reflects the increase in its revenue.

allowed us to fill more than 70% of vacant key positions in 2015. To facilitate internal mobility, we have deployed a career management tool, OPteam, worldwide to enable each employee to indicate their desires in terms of mobility and to complete their internal résumé. It also allows them to consult internal job postings and submit an application. International mobility within Plastic Omnium is a career development lever. The Company has set itself the ambitious target whereby in 2016, 75% of senior management positions will be filled in-house. Our expatriate profile has changed and there are now more than 30% of assignment missions for which one's home country is not France.

Breakdown of workforce by region, contract and category



	Permanent employment contract	Fixed-term employment contract	Total registered employees	Temporary staff	Total
France	4,454	40	4,494	1,039	5,533
Western Europe excluding France	2,911	203	3,114	790	3,904
Eastern Europe	1,736	645	2,381	448	2,829
North America	2,921	534	3,455	569	4,024
South America + Africa	1,076	7	1,083	52	1,135
Asia	1,983	118	2,101	763	2,864
Total	15,081	1,547	16,628	3,661	20,289

	Manufacturing workers	Administrative staff, technicians and supervisors	Managers	Total
France	1,820	1,236	1,438	4,494
Western Europe excluding France	1,606	949	559	3,114
Eastern Europe	1,447	600	334	2,381
North America	2,218	618	619	3,455
South America + Africa	643	294	146	1,083
Asia	1,068	448	585	2,101
Total	8,801	4,146	3,681	16,628

Executive mobility rate

	2015
France	11.5%
Western Europe excluding France	9%
Eastern Europe	15.5%
North America	19%
South America + Africa	23%
Asia	17%
Total	13.4%

The Group's appeal

In a dynamic business sector, attracting the best talents from all over the world, in particular engineers and future managers, and supporting them in their development, is a nonstop priority for the Group's Human Resources Division. The development of the employer brand, evolved across the social networks and particularly on LinkedIn, and on our "careers" website, is a strong and defining focal point of the Group's recruitment policy. In 2015, the "careers" website recorded more than 90,000 unique visitors, while the LinkedIn page has more than 19,000 followers. Given its growth outlook, Compagnie Plastic Omnium is planning to hire more than 2,000 managers by 2019. This is more than 500 persons per year with a special focus on electronic and R&D skills, in order to reinforce and develop the Company's innovation and technology capabilities.

Recruitment and integration

Plastic Omnium also pays special attention to the recruitment of young talent, with the objective of hiring between 25% and 30% of newly graduated managers or managers with a first experience each year. To do this, the Company has reinforced its partnerships with prestigious universities and engineering schools in Brazil, China, the United States, France, India, Mexico, Poland, Russia and Thailand. At Group level, a partnership has been set up with École Centrale, through the Raid Centrale event, which in addition to being a rigorous sports competition is also a unique opportunity to bring together students and companies in a non-professional setting. It is also the occasion to present internship offers, VIE (Volunteers for International Experience) or jobs with profiles that the Company is looking for from among the participating schools. For several years now, the Group has set up an active VIE integration program that is an excellent pool for the future recruitment of young talents.

Number of employees hired during the year

	2013	2014	2015
Managers & Engineers hired	429	543	611
Non-Managers hired	2,650	2,269	2,958
Total	3,079	2,812	3,569

Number of Managers & Engineers hired during the year per region as at december 2015

	Managers & Engineers
France	186
Western Europe excluding France	108
Eastern Europe	68
North America	114
South America + Africa	16
Asia	119
Total	611

After recruitment comes the integration and retention of talents. An orientation seminar enables us to welcome new Managers & Engineers recruited during the year in France and abroad and create genuine cohesion between employees by passing on the Group's values.

Skills management, a major focus of integration and retention

In 2013, Plastic Omnium introduced "My Learning Place", a comprehensive training management tool aimed at strengthening the acquisition and development of knowledge and skills, at defining indi-

vidual training paths and at diversifying learning paths (e-learning, on-site training, virtual classrooms, mixed learning, etc.). In 2015, 13,286 employees were registered on the training management platform, a 39% increase over 2014. E-learning currently accounts for 10% of the training modules created. For instance, modules for Code of Conduct, Group HSE Policy and Finance for non-financial employees have been introduced since 2013. The Group's training schemes are completed with three corporate universities (one per Division). They are responsible for developing technical skills. For example, in Spain, a diploma course in plastics has been introduced. The 279-hour course which is intended for technical operators enables them to acquire a professional diploma in plastic injection mold techniques.

	2013	2014	2015
Training commissions	28	32	38
Number of employees who received training	37,809	86,227*	106,405
Number of training sessions per employee per year	2.31	5.35	6.40
Total training hours	389,861	372,160	424,446
Training hours per year per employee	23.81	23.11	25.53
Total expenditure on external training bodies (in € thousands)	4,130	4,335	4,779

* As from 2014, all training hours, regardless of their duration, are now recorded in the number of trainees.

Talent loyalty development and retention

The Group has implemented new development programs in order to ensure high-quality management and to develop employee leadership skills. Managerial and leadership abilities are essential to guarantee Plastic Omnium's continued growth and profitability.

The Starter program, designed with all Group Divisions, was launched in China and North America at the end of 2014, then rolled out in Central Europe and Western Europe in 2015. This program aims to develop executive leadership skills during the early years of their career as well as to grow their understanding of Plastic Omnium's

culture and history through the PO Way. About 100 participants are concerned with this program which benefits from the involvement of members of the Executive Committee. It has helped to instill greater loyalty into these young managers.

Additionally, the Human Resources Department carries out an automatic exit interview for resigning employees through a single online questionnaire deployed across all Compagnie Plastic Omnium entities. Replies are regularly analyzed to identify the main causes of departure and to implement remedial actions such as the improvement of annual appraisal reviews (APR).

Number of departures during the year

	2013	2014	2015
Redundancies	384	359	338
Terminations for other reasons	694	676	565
Other departures	758	1,001	1,238
Total	1,836	2,036	2,141

Developing the loyalty of young talents requires an ability to assess them correctly in order to take the best decisions over the support they need. To enable managers to improve annual interviews and better support the Company's performance, the Group's Human Resources Office has developed and organized workshops. This initiative, which has been rolled out worldwide, involved more than 750 managers at the end of 2014 to prepare the 2015 interviews, thereby significantly helping to improve the quality of the teams' performance management. The annual appraisal review is conducted using a global process for managers, based on a form translated into eight languages that can be accessed from the Group intranet. Executive employees are assessed on their general as well as managerial skills. The Group's objective is to integrate all the general and managerial skills into its training programs. Furthermore, under the career management and detection of potential program (people review) and to optimize internal mobility, as many as 1,500 non-managerial staff were also given an annual review supported by the OPteam career management tool: the other employees were given an interview using a local process. In 2015, the Group recorded a global APR rate of 99% for managers.

Compensation

Through its Code of Conduct and membership of the UN Global Compact, Plastic Omnium has undertaken not to practice any form of discrimination whether for hiring employees or during their professional career path. Every year, comparative analyses of compensation for men and women are carried out in each different country. Gender equality agreements have been signed within the perimeter of France.

An analysis of salaries of managerial staff resulting in an action plan is also conducted each year to ensure consistency and internal equity as well as competitiveness with relation to the market. Each country defines social benefits based on local social best practices, and compliance with applicable regulations is a prerequisite. A very large majority of countries have set up collective bonus schemes, such as profit-sharing and incentives in France.

In France, at December 31, 2015, the 1,475 employee members of the Group stock ownership plan held 1,639,959 Compagnie Plastic Omnium shares purchased on the market, representing 1.1% of share capital. Employees do not hold other shares in respect of shareholding as provided for by Articles L. 225-129 and L. 225-138 of the French Commercial Code, nor in respect of Company profit-sharing.

Employee benefit expense

In thousands of euros	2013	2014	2015	Change in 2014/2015
Wages and salaries	(576,133)	(587,135)	(628,169)	7%
Payroll taxes	(165,250)	(159,115)	(170,757)	7%
Non-discretionary profit-sharing	(10,753)	(11,307)	(14,008)	24%
Pension and other post-employment benefit costs	(994)	(1,077)	(800)	-26%
Share-based compensation	(2,060)	(2,354)	(3,025)	29%
Other employee benefits expenses	(23,485)	(29,030)	(42,216)	45%
Total employee benefit expenses excluding temporary staff costs	(778,675)	(790,018)	(858,975)	9%
Temporary staff costs	(77,453)	(95,430)	(119,588)	25%
Total employee benefit expenses including temporary staff	(856,128)	(885,448)	(978,563)	11%

Safety management at the heart of our strategy

A commitment upheld by the management and managers

The safety of people at Compagnie Plastic Omnium worldwide, regardless of their activity, has always been at the heart of the Company's concerns. It constitutes a major commitment upheld by Senior management and shared by all managers and all the HSE and Human Resources teams.

The Group's Health, Safety and Environment Division manages the safety of people and property in conjunction with senior management. It ensures that all entities comply with legal requirements and makes sure that each one has adopted a continuous improvement approach relating to the management of health and safety at work to reach the objective of "zero serious accident", a goal set by the General Management with the ambition of achieving the "accident-free" workplace. To reach these objectives, serious accidents must be reported to Senior Management, supported by the software for collecting and managing non-financial information that is used by each of the Group's industrial facilities. Each entity declares every kind of event in real time (safety of people and property, health, environment). Near accidents and dangerous situations concerning Group personnel as well as temporary employees are also recorded. Every month, an analysis of serious accidents carried out by the Health, Safety and Environment Division is presented to Senior Management.

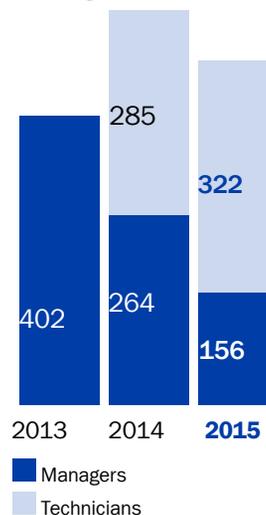
The annual "Top 100" meeting is the occasion to engage managers around the Top Safety program. On this occasion, the Chairman and CEO, Laurent Burelle, presents the Safety Awards. For each Division, a prize is given for the best safety result, another is awarded for the best improvement and there is a third prize for the largest amount of consecutive days without accidents and downtime. The last indicator has been monitored for twelve years now, and there are sites that always meet this criterion. Furthermore, during the 2014 "Top 100" meeting, the HSE Division presented seven booths that demonstrated the main risks faced by the Group's employees in order to increase the awareness of managers and provide them with the resources for prevention and action. These booths were designed as a roadshow for Group entities and the rollout of the managerial awareness campaign. By the end of 2015, nearly 1,000 managers had benefited from this campaign by HSE teams.

The Company's commitment is also reflected in the Compagnie Plastic Omnium Code of Conduct. There is a chapter dedicated to employee Health and Safety, which states that the Company undertakes to create a work environment that protects the health and safety of all. Each employee is invited to become involved in the compliance with procedures and to employ their best efforts to avoid accidents and propose all initiatives that contribute to improving safety, whether for procedures, equipment or facilities. Employees are encouraged to notify their managers or the Group's Human Resources Division in case of situations that create risks for them or for their colleagues.

The building and sharing of the safety culture within the Group is based on the five pillars of the Group's "Top Safety" program: machines and equipment, employees and managers, sites and pro-

jects, standards and management, and work conditions. This program is widely deployed in each of the Group's businesses and on all sites, in order to reinforce the collective and individual commitment required for its application. 35,415 Top Safety visits were made across all Compagnie Plastic Omnium sites (the number of visits per employee and per year increased from 1.61 in 2014 to 1.77 in 2015). All Group managers have individual safety objectives. The implementation of the Top Safety program is also based on training sessions provided in Europe, the United States, Mexico, South America and Asia. 156 managers took part in 12 sessions in 2015, which brings the total number of people trained since the launch of the Top Safety program in 2005 to 1,857. 322 technicians also attended the Top Safety Maintenance training course launched specifically for them in 2014. Moreover, awareness was raised among 1,544 people in 2015, which brings the total number of people informed by the Top Safety program since 2005 to 15,151.

Number of employees who have received Top Safety Training



"World Safety Day", mobilization of all employees around safety

To complete the system and operationally reflect the Group's global commitment to health and safety, a first "World Safety Day" was held in October 2014. The second edition of this event took place on October 21, 2015 and was inaugurated with live link-ups between four facilities moderated by the Chairman and CEO of Compagnie Plastic Omnium and in the presence of the Executive Committee. The rest of the day, organized in the 17 languages spoken throughout the Company, enabled more than 20,000 employees in 29 countries to experience this event and trade views with the Executive Committee. The agenda included one hour of activities and work in groups around videos illustrating concrete situations. The aim was to have each employee understand the causes of accidents and know how to identify good and bad practices. Several entities took advantage of this day to develop the concept of educational booths, used to concretely explain the risks related to the Company's business. These included risks related to the "6 non-negotiables": pedestrian circulation, wearing of personal protective equipment (PPE), forklifts, suspended loads, lockout-tagout operations and working at heights.

Improvement in working conditions

Compagnie Plastic Omnium's health and safety culture is also expressed in its 79 OHSAS 18001 certified sites. This represents 85% of the scope used for the publication of the non-financial section

of this document. Moreover, OHSAS 18001 certification for the Compagnie Plastic Omnium system, that centrally manages the safety of people and property obtained in December 2006, was renewed in December 2015.

Number of sites certified to OHSAS 18001 standards

	2013	2014	2015
Sites certified to OHSAS 18001 standards	68	74	79

The "Alphavision" virtual reality room created in the Auto Inergy Division is an illustration of the Group's determination to optimize working conditions for its employees. It is a center for the design and modeling of workstations that contributes to improving production both in terms of workstation ergonomics as well as operator safety, all the while adopting the best possible position of tanks. Wearing a 3D helmet and sensors, an operator reproduces the movements needed to accomplish his future task. The tool generates a workstation ergonomics score, thereby helping to optimize workstation conditions.

At the same time, several preventive and remedial initiatives have been implemented to reduce employees' exposure to noise and odors. A mapping of noise exposure levels was updated in 2014 across all our sites. In the wake of this mapping, the Group carried out actions to reduce noise at source on most of its sites in order to reduce employee exposure. The identified best practices were integrated into the standards for designing new facilities. Ambient air quality studies (fumes and dust) were also conducted by specialized firms in the Compagnie Plastic Omnium's three Divisions. CMR substances (Carcinogenic, Mutagenic, Reprotoxic) and SVHCs (substances of very high concern) are being replaced according to criteria that exceed current regulation.

90% of the workstations at the Auto Inergy Division were assessed based on a method for rating physical strain. Similar processes have been implemented in the other two Divisions. The Company has decided to include ergonomists in its permanent teams and conducts ad hoc studies with osteopaths.

In the first quarter of 2016, the health and safety of employees will be addressed in the in-house satisfaction survey that will be circulated on all sites. By renewing the survey conducted in 2013 that enabled the Group to roll out specific local action plans, the Group is aiming, over and above the excellent results obtained, to remain vigilant and take the measures needed to bring the Company in line with a continuous improvement approach that meets its requirements and the expectations of employees.

Fire risk management

The management of fire risk is also at the heart of Plastic Omnium's concerns with respect to the safety of people and property. The Group carried out an overhaul of its fire prevention/protection standards through new procedures available on the Compagnie Plastic Omnium intranet: "New Constructions", "Paint Lines", "Injection Presses", "Protection of IT rooms" and "Air-Conditioning". Ten sites have now been awarded the HPR (Highly Protected Risk) label by the Group's insurers. Thanks to the efforts deployed, a new site obtained this label in 2015. In terms of industrial risk management, a site must meet the most stringent criteria to obtain the HPR label. For a site, it reflects an optimal standard of protection and is an additional token of confidence.

A mature policy

As a result of the effectiveness of the Health, Safety and Environment policy, the number of work-related accidents and their severity have dropped steadily since the measures were introduced. The targets set for 2015 in terms of frequency and severity have been met, in particular the Auto Exterior Division, which recorded an excellent performance with a 23% improvement in frequency compared with 2014 (Tf2)⁽¹⁾, representing 24 fewer accidents.

In one year, the entire Group saw a 8% improvement in the frequency rate of workplace accidents with lost time⁽²⁾ (temporary staff included), which came to 2.87 compared with 3.11 in 2014, while frequency rate for workplace accidents with and without lost time⁽¹⁾ (temporary staff included) was 4.80, compared with 5.52 in 2014, an improvement of 13%.

With respect to the severity rate⁽³⁾ (temporary staff included), an improvement in the management of safety conditions and, in particular, the introduction of the "6 non-negotiables" helped keep the figure steady at 0.10 as in 2014.

(1) Tf2 = Number of workplace accidents with and without lost time, including temporary staff × 1,000,000 / Number of hours worked.

(2) Tf1 = Number of workplace accidents with lost time, including temporary staff × 1,000,000 / Number of hours worked.

(3) Tg = Number of days of workplace accident-related lost time x 1000/Number of hours worked.

Safety indicators (including temporary staff)

	2013	2014	2015
Number of first aid cases	1,782	1,945	2,186
Number of workplace accidents without lost time	159	91	76
Number of workplace accidents with lost time	161	117	113
Number of days of workplace accident-related lost time	10,524*	3,928	3,803

* Includes 6,000 days of lost time due to a fatal accident at a Group facility in Thailand.

Accident Frequency and Severity Rates (temporary staff included)

	2013	2014	2015
Tf1: Frequency rate of workplace accidents with lost time in number of accidents per million hours worked	4.34	3.11	2.87
Tf2: Frequency rate of workplace accidents with and without lost time in number of accidents per million hours worked	8.62	5.52	4.80
Tg: Severity rate of workplace accidents in number of days lost per thousand hours worked	0.28*	0.10	0.10

* Includes 6,000 days of lost time due to a fatal accident at a Group facility in Thailand.

Accident Frequency and Severity Rates (excluding temporary staff)

	2013	2014	2015
Tf1: Frequency rate of workplace accidents with lost time in number of accidents per million hours worked	4.13	3.01	2.95
Tf2: Frequency rate of workplace accidents with and without lost time in number of accidents per million hours worked	8.54	5.51	4.87
Tg: Severity rate of workplace accidents in number of days lost per thousand hours worked	0.33*	0.12	0.11

* Includes 6,000 days of lost time due to a fatal accident at a Group facility in Thailand.

Absenteeism related to workplace accidents was also stable compared with 2014, as a result of the continued mild severity of accidents.

	2013	2014	2015
Absenteeism rate due to workplace accidents	0.10%	0.10%	0.10%
Absenteeism rate due to other causes	2.78%	2.65%	2.67%
Total absenteeism rate	2.88%	2.76%	2.77%

Occupational illnesses rose compared with 2014. Each illness declared is analyzed according to the 8D method of root cause analysis (an eight-stage collaborative method that solves problems by finding the

root causes). Most of these illnesses are linked to musculoskeletal disorders, which the Company aims to reduce through its policy to improve working conditions.

	2013	2014	2015
Number of occupational illnesses declared	19	23	34
Number of occupational illnesses recognized	18	26	32

Health and safety over and above the workstation

In France, after a year of consultation, an agreement was signed by all the labor unions that now makes it possible for employees to obtain coverage of medical expenses. This collective Group-wide agreement

which establishes a supplemental guarantee of reimbursement of medical expenses, covers 3,200 employees (7,800 persons including beneficiaries), regardless of their professional category.

Respect for people as a founding value

Diversity and the fight against discrimination

The Group's joining of the UN Global Compact has affirmed its founding value: respect for Ethics to which its senior managers are firmly attached. It has also expressed the Group's commitment not to practice any form of discrimination whether for hiring employees or during their professional career path.

Membership of the Global Compact requires compliance with international labor standards as defined by the International Labor Organization International (ILO): respect freedom of association and recognize the right to collective bargaining, contribute to the abolition of all forms of forced or compulsory labor, the effective abolition of child labor and the elimination of all discrimination in employment and trades. The Company's Code of Conduct affirms this commitment: Compagnie Plastic Omnium undertakes to maintain, worldwide, a professional environment where employees are treated with respect. It unambiguously prohibits all forms of discrimination or harassment, whether linked to gender, race, age, color, origin, religion, sexual orientation or disability.

	2013	2014	2015
Number of incidents of discrimination ⁽¹⁾	0	0	1 ⁽²⁾
Number of measures taken following incidents of discrimination	0	0	0

(1) The number of incidents of discrimination is reported within the global scope via the non-financial data reporting software application.

(2) The incident of discrimination, which occurred in the United States, is being investigated by the competent authorities.

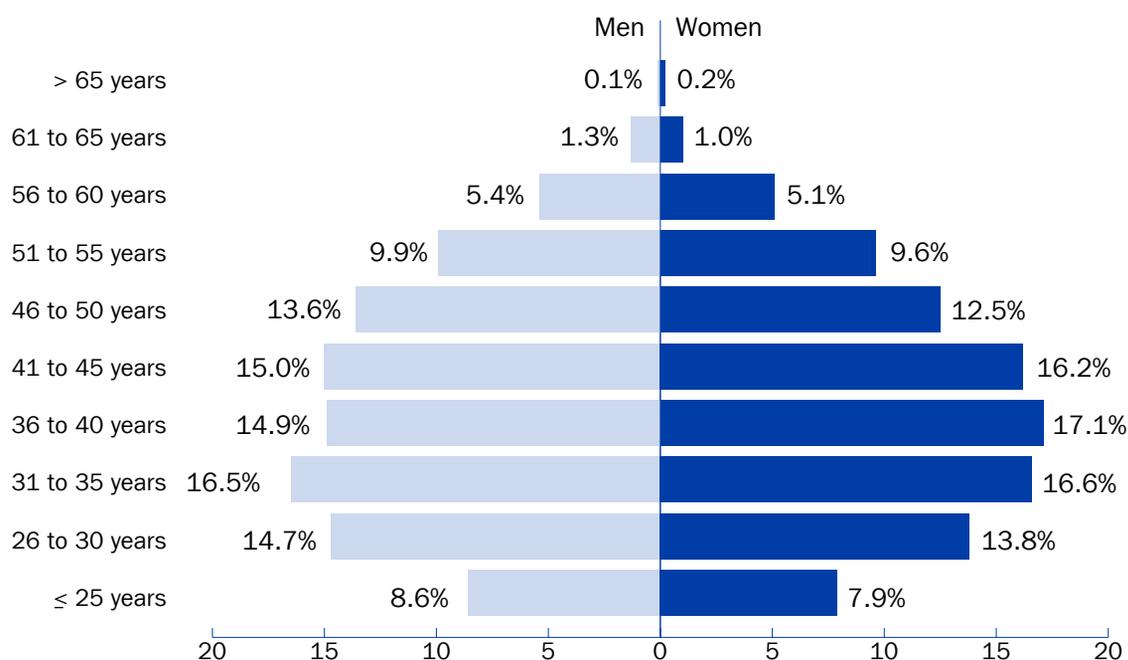
In France, the fight against discrimination has been reinforced by the signing of an agreement on gender equality that concerns 4,800 employees. Furthermore, since 2012, Plastic Omnium has

been a partner of the association "Elles bougent" created to promote female engineer and technician jobs.

	2013		2014		2015	
Men	12,648	77.2%	12,443	77.3%	12,737	76.6%
Women	3,729	22.8%	3,661	22.7%	3,891	23.4%

	2013		2014		2015	
Number of women Managers & Engineers at December 31	648	19.4%	695	20.3%	758	20.6%
Number of women Managers & Engineers hired during the year	95	22.1%	114	21.0%	125	20.5%

Breakdown of employees by gender and by age range



In 2015, the taking into account of disability translated to the recruitment of 26 persons with disabilities. Many French sites use the services of workshops promoting the occupational integration of people with disabilities for their outsourced work (catering, reprography, etc.). The Bort-les-Orges site (Environment Division) called upon a service provider to further the professional integration of disabled workers.

The French subsidiaries Mixt Composites Reyclables and Plastic Omnium Composites have set an example by employing 26% of employees with disabilities in France, which exceeds the legal 6% target.

	2013	2014	2015
Number of disabled workers	284	310	310
Workstations adapted for disabled workers	38	33	31
Number of disabled workers recruited in the year	5	19	26

Open social dialogue

Plastic Omnium has an employee relations policy which aims to develop dialogue and cooperation in all its business countries. For this purpose, 63% of employees around the world are covered under a collective agreement and 120 agreements have been signed this year. As part of the proactive approach toward health, safety and the environment, the Group has signed 15 agreements related to health and safety at work, in addition to the 31 agreements signed in 2014. A Group-wide agreement was signed in 2015. Today, 3,200 employees in France (71% of the French workforce of permanent and fixed-term contracts), Managers & Engineers and non-Managers & Engineers, benefit from the same healthcare coverage.

With respect to dialogue with Personnel Representative Bodies (IRP), the European Consultation Committee has met once a year since 1996. This consultative committee comprises of 31 employees representing eight countries.

The number of labor unions represented within the Group is relatively stable with 31 unions.

Aside from France, the Human Resources Divisions of each country, Division are in charge of labor relations. The Corporate Human Resources Division is involved in the implementation of defining social projects. The objective is, in particular, to ensure maximum uniformity of the decisions and practices implemented on sites within one and the same country.

	2013	2014	2015
Existing committees	153	154	165
Of which Works Councils	59	59	62
Other committees (training/ideas)	67	68	74
Number of trade unions represented	30	31	31
Number of Company agreements signed during the year	146	125 ⁽¹⁾	120
Agreements on health and safety at work	18	31	15
Percentage of employees covered by a collective agreement	58%	63%	63%

(1) The number of agreements signed during the year decreased due to a clarification of the definition: when an agreement has been signed at the Economic and Social Unit level (a grouping of distinct legal entities), this agreement is recorded at that level and not at each of the sites where it is applicable.

	2013	2014	2015
Total contribution to works council employee welfare programs (in € thousands)	1,517	1,439	1,456

Organization of work

Because of its manufacturing business, the organization of Compagnie Plastic Omnium's activity requires shift work and night work.

Total number of employees working in shifts

	2013	2014	2015
Employees working in shifts	9,364	9,615	9,873
Of which employees working only nights	987	1,026	1,025
Of which employees working only weekends	121	63	122
Part-time employees	300	290	295

Weekly working hours and the use of overtime to cope with peaks in business activity comply with applicable legislation in each different country. Operations remained strong in 2015, as shown by overtime

levels (999 after conversion into full-time equivalents) and the 16.8% increase in the average number of temporary workers compared with 2014.

Overtime

	2013	2014	2015
Hours worked per week	35 to 48 hrs	35 to 48 hrs	35 to 48 hrs
Overtime (full-time equivalent)	1,168	1,027	999

3.4 Protection of the Environment

As a global leader of exterior components and modules, emission control systems and plastic fuel systems, as well as a global leader in leader waste management and containerization, Plastic Omnium designs and produces solutions to improve the environmental performance of vehicles together with solutions to optimize waste sorting and recycling. Contributing to reducing the environmental impacts of the sectors it serves lies at the heart of the Group's strategy, research and development and production facility. Environmental protection makes sense for a Company that has been conducting its business in compliance with Ethics for more than sixty years now. The reduction of the impact of its own activities on the environment is consequently a commitment that concerns all Group entities.

Environmental protection is broken down around three focal points:

- taking on board environmental impacts at Group level;
- the Top Planet program for responsible management of energy;
- the management of each site's environmental footprint.

Taking on board environmental impacts at Group level

The taking into account of sustainable development issues is championed by the Senior management and adapted in each of the three Divisions worldwide and at each site, regardless of its business.

This involvement at the highest level of the Company is expressed by the implementation of defining actions for the entire Group.

The Code of Conduct, published for the first time in 2003, dedicates one chapter to the environment. It states that over and above regulatory compliance alone, Plastic Omnium wishes to develop and implement its own rules when there are no legal provisions or when its considers these provisions to be inadequate.

To do this, in 2001 Compagnie Plastic Omnium began the formalization of its environmental management. The Group's environmental management and reporting is based on the involvement of all players through the ISO 14,001 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 senior management and the implementation of a safety and environmental management system since 2002 are reflected in sustained improvements of indicators, as seen once again with this year's results. Furthermore, the ISO 14001 certification program was continued in 2015, with 82 out of 93 sites currently certified, representing 88% of the scope of certification, versus 79 out of 87 sites at year-end 2014. The remaining 12% are the sites that joined the Company

recently and are currently implementing their environmental management system. The scope of certification covers all production sites in which Compagnie Plastic Omnium holds at least a 50% share. Supply-in-line sequence facilities (SILS) are included in the certification of the production sites to which they belong.

Number of sites certified to OHSAS 14001 standards

	2013	2014	2015
ISO 14001 certified sites	76	79	82

Since 2007, Compagnie Plastic Omnium has been pursuing a proactive policy to reduce its energy consumption and greenhouse gas emissions with the launch of the Top Planet program. This program was drawn up because the Company wanted to make its contribution to preserving the planet, complying with local and international regulations on sustainable practices, and also to reduce its energy expenditure. Since then, Top Planet has emerged as a priority for the entire Group. It benefits from the commitment of the Group's senior management and aims to optimize the energy performance of all Group sites.

A dedicated operational organization

The Health, Safety and Environmental management organization launched in 2001 is supported by:

- a Group HSE Department, which implements the HSE strategy defined by the Executive Committee and leads and coordinates action plans related to the Safety management system;
- an HSE director for each of the three Divisions, who is in charge of a team of between two and four people;
- an HSE network of 100 dedicated correspondents on the reporting scope.

This agile structure enables regular and effective operational stewardship:

- the Group HSE directors and the three Division directors meet every month to analyze the indicators reported each month, the deployment of the HSE plan, the implementation of HSE awareness campaigns, the results of audits conducted for the Environmental Management System, etc.;
- 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.

The deployment of the HSE plan introduced by the Executive Committee in 2012, which reflects Compagnie Plastic Omnium's commitment to developing its HSE strategy in all its activities worldwide (enhancing the safety of people and property and minimizing the environmental impact of its operations), increased by 4% in 2015 (77% of objectives reached in 2015 versus 74% in 2014).

A key success factor in the deployment of the HSE plan and the accounting for environmental impacts on all sites, ISO 14001 certification is based in particular on the raising of employee awareness. The 82 sites with ISO 14001 certification (88% of the reporting scope) must make sure that all employees are aware of the following:

- the Company's environmental policy;
- the significant environmental aspects and the real or potential environmental impacts related to their work;
- the importance of their contribution to the effectiveness of the environmental management system, including the positive effects of the improvement of environmental performance;
- the repercussions of non-compliance with the requirements of the environmental management system, including non-compliance with the organization's conformity obligations.

The Group also organized Safety & Environment information and awareness-raising sessions during the year under review. 80,061 hours were provided in 2015 (62,476 hours in 2014) to 54,249 participants (covering 100% of board members). 90,786 hours of HSE were provided in 2015 (96,790 hours in 2014) to 35,992 participants.

These sessions also included raising awareness to selective sorting. The Top Planet program aimed at reducing energy consumption consists of six best practices to be implemented. Four new actions will be added in the near future. These best practices are presented in the form of sheets and posters and are regularly sent to all employees.

The Top Planet program for responsible energy management

The commitments made by governments during the Climate Conference (COP21) held in Paris in December 2015 invite all companies worldwide to participate actively in the fight against climate change by reducing their direct impacts and by assisting their clients to follow suit with sustainable products and services. With its position as leader in the automotive and waste sorting and collection sectors, Plastic Omnium contributes to the reduction of the indirect impacts of its clients. The Group decided to act on its direct impacts as far back as 2007, when it fell in with the momentum of the Grenelle Environment Forum by deciding to launch the Top Planet program.

From the raising of employee awareness to the sharing and implementation of best practices, the optimization of the energy performance of all its sites has, over the years, become established as a priority for the Group. Top Planet constitutes the solid foundations of its low carbon strategy and its commitment to reduce greenhouse gas effects for each of its businesses. It enables the Group to work ahead of the Energy Transition Act (Act No. 2015-992 published in the *Official Journal* of August 18). To do this, the Management has defined four undertakings:

- promote the deployment of the ISO 50001 standard to ensure that sites with a developed energy management system obtain certification;

- define annual Group targets of reduction in greenhouse gas effects (GHG) and energy use;
- integrate the concept of energy efficiency into the purchase of services, the design of products, production facilities and infrastructure;
- assess and control the quality of energy efficiency with the deployment of Top Planet Best Practice sheets.

The Top Planet program is sponsored by the Co-CEO and Chief Operating Officer and deployed by the Corporate HSE Division. A steering committee meets five times a year to monitor and analyze the program's deployment and results.

Promote the deployment of the ISO 50001 standard

The Group's environmental strategy projects that all sites already certified to ISO 14001 will take a step further in this direction by aiming for ISO 50001 certification. To meet regulatory requirements, European sites that are obliged to conduct an energy audit have decided to go the extra mile by setting up an energy management system and aiming for ISO 50001 certification. Accordingly, in 2015 the eight entities certified in 2014 were joined by four sites in France for the Auto Exterior Division: Amiens, Guichen, Langres and Ruitz, and three sites in Germany (Eisenach, Rottenburg and Neu-Isenburg) for the Auto Inergy Division. The certification process will continue in all Divisions in 2016. Furthermore, European sites subject to energy audit regulations have met their obligations by demonstrating good energy management, with relevant avenues of improvement that will be implemented in the very near future.

Define the annual targets for a reduction in greenhouse gas emissions (GHG) and energy use

The Group obligates sites that are not subject to energy audit regulations and are not sufficiently mature to deploy ISO 50001 certification to achieve annual energy efficiency targets (kWh/kg of processed material) set by each of the three Divisions. To help production sites to measure and manage their energy efficiency, the Group has decided to deploy measurement kits (INeco kit) that are used from site to site. Each kit contains 45 sensors that measure the electricity consumption of machines used over several weeks according to the products being manufactured; 10,000 items of consumption data are thus collected every day. At the end of this self-audit period, the sites analyze the data and then decide on the action plan to be implemented. It should be noted that some sites have decided to acquire this measurement kit in order to monitor the consumption of certain machines continuously and so improve their energy efficiency management.

87% of sites have implemented local improvement actions in order to reduce their energy consumption and thereby their greenhouse gas emissions. 3% of sites are now using renewable energies.

Integrate the concept of energy efficiency into the purchase of services, the design of products, production equipment and infrastructure

In 2015, the Divisions worked to define energy consumption targets per kilo of processed material with the aim of setting up Group-wide targets for 2016. They consisted of the following: 1,700 kWh of electricity per kilo of material processed and 0.500 kWh of gas per kilo of processed material. Energy efficiency criteria are therefore added to purchases with an impact on energy consumption such as production and infrastructure facilities. At the same time, as mentioned earlier, products are subjected to a life cycle analysis in order to assist clients in improving their own energy efficiency via lighter or more streamlined vehicles, for example.

Assess and control the quality of energy efficiency with the deployment of Top Planet Best Practice sheets

Energy audits and the deployment of measurement kits have enabled Compagnie Plastic Omnium to identify sources of reductions in energy consumption and greenhouse gas emissions. Best practice sheets are drawn up, updated and disseminated to all sites in order to encourage and boost the implementation of the Group's reduced consumption drive. This involves cutting off unused energy, the use of the consumption measurement kit by facilities, the installation of variable frequency drives, the setting up of an ISO 50001 energy management system, the recovery of heat from compressors and the replacement of combustion engines with electric engines.

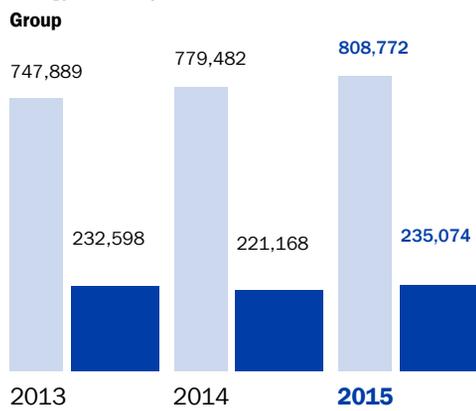
The Top Planet Awards were created in 2008 to reward sites that have implemented the most effective reductions in energy consumption and greenhouse gas emissions in each Division. Two maturity levels have been defined to encourage emulation among sites: the Silver and Gold Awards. 15 criteria are used on four themes: energy management (including personnel awareness raising) – change in key performance indicators (KPIs) between the present and previous year – compliance with regulations – protection of the planet and initiatives for prevention (including the use of renewable energy). In 2016, the Award attribution criteria will be reviewed to adapt to changes in sites and in their results.

In 2015, 16 sites from the Auto Inergy Division were rewarded for their 2014 results:

- the Pfastatt, Compiègne, Rottenburg, Herentals, Stavrovo, Togliatti, Vigo Plastics and Yangzhen sites received Gold Awards;
- the Laval, Brits, Arevalo, Tanger, Delhi, Wuhan, Gyeongju and Rayong sites received a Silver Award.

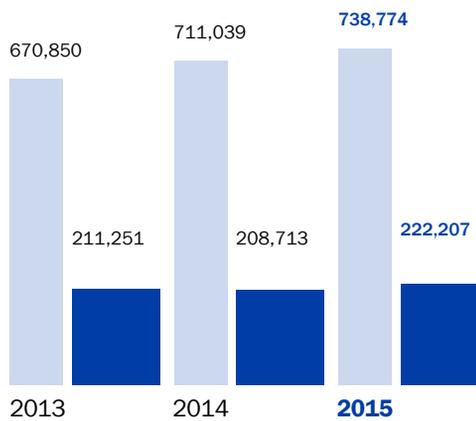
These showcased sites are the reflection of a global policy, the results of which have steadily improved since 2012.

Energy consumption



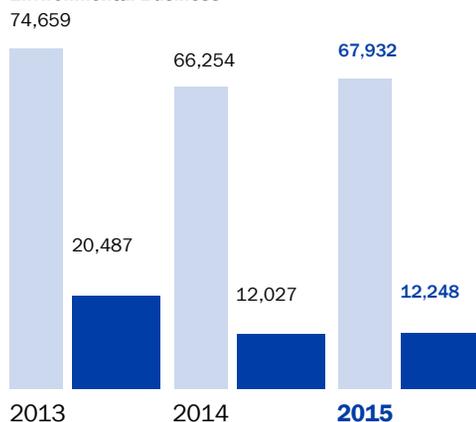
■ Group Electricity Consumption (MWh)
■ Group Gas Consumption (MWh)

Automotive Business



■ Automotive Electricity Consumption (MWh)
■ Automotive Gas Consumption (MWh)

Environmental Business



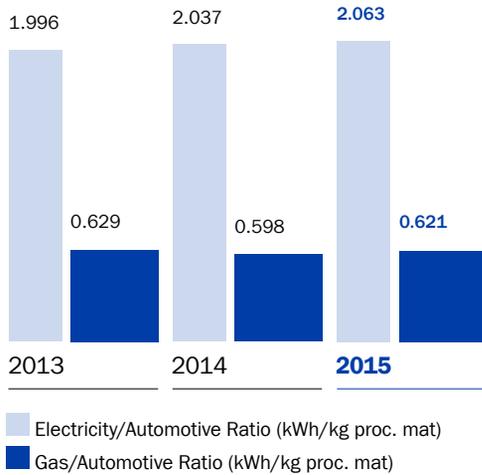
■ Environment Electricity Consumption (MWh)
■ Environment Gas Consumption (MWh)

Ratio of energy consumption in kWh per kg of material processed

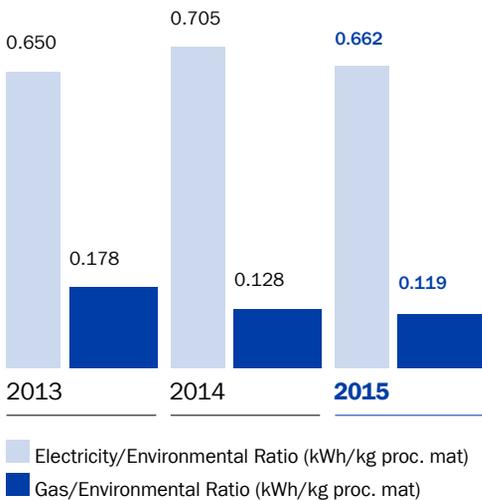
Group

	2013	2014	2015
Electricity	1.658	1.760	1.756
Gas	0.516	0.499	0.510
Total	2.174	2.259	2.266

Automotive business



Environmental business



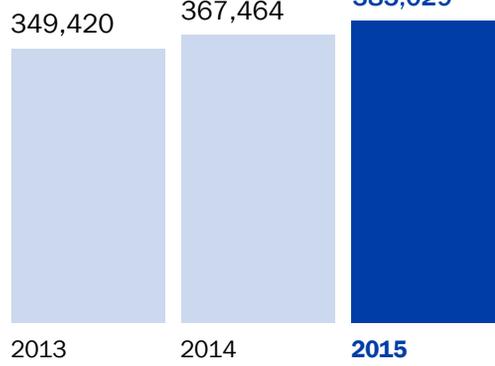
To calculate these ratios, we took into account all the processed raw materials that go into the manufacturing of products and that require energy consumption for implementation: plastics, paint, wood and metals.

When new plants are commissioned, energy consumption begins before production starts: this has a negative impact on the ratio of energy consumption per kilo of processed material. The same applies during the launch of products that use up a lot of energy at the beginning of production to make the necessary settings. The many launches made in 2015 combined with plant openings explain the stability of ratios of energy consumption per kilo of processed material. At the same time, CO2 emissions stem mostly from electricity consumption, the emission factors of which depend on the country's energy mix. In 2015, Compagnie Plastic Omnium expanded for the most part in countries where energy policies include a low proportion

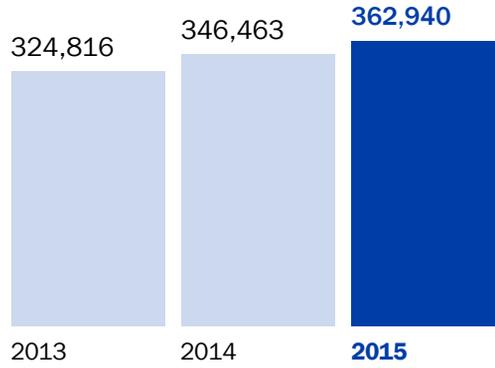
of low impact energies. Emission factors and, therefore CO2, emissions were consequently more significant. This, combined with site openings and numerous launches, explains the slight increase in emissions.

Greenhouse gas emissions in metric tons of CO₂ equivalent

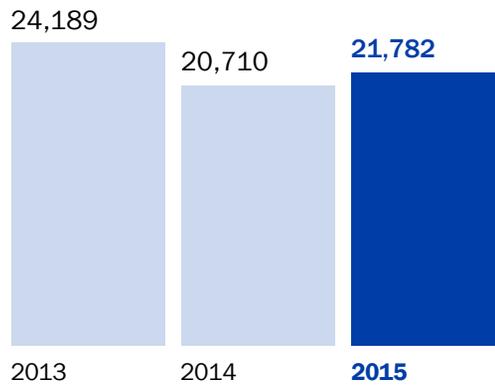
Group



Automotive business



Environmental business

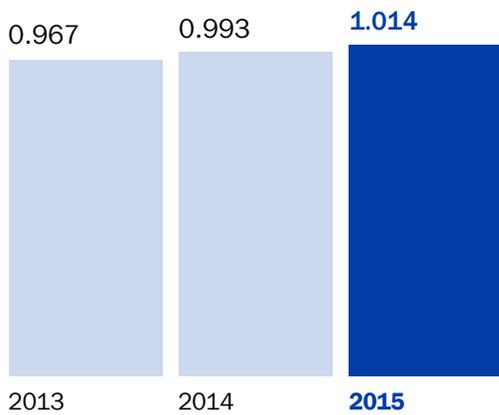


Ratio of greenhouse gas emissions in kg of CO₂ equivalent per kg of material processed

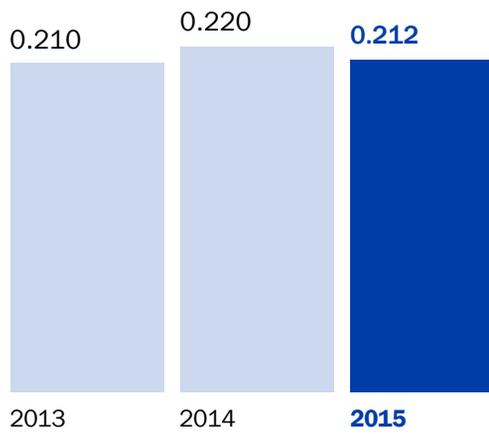
Group

	2013	2014	2015
Greenhouse gas emissions in kg of CO ₂ eq per kg of processed material	0.775	0.830	0.836

Automotive business



Environmental business



Greenhouse gases (GHG) in 2015

In metric tons of CO ₂ equivalent	2013	2014	2015
CO ₂ *	348,807	367,175	384,289
N ₂ O	0	0	0
CH ₄	12	16	5
HFCs	601	273	735
Total GHG (in equivalent metric tons of CO₂)	349,420	367,464	385,029

* These figures correspond to CO₂ emissions from energy consumed in industrial facilities.

In addition to greenhouse gas emissions related to energy consumption, some sites are likely to discharge VOCs (Volatile Organic Compounds) into the air. Generated primarily by the use of paints and solvents, these molecules, which are harmful for health, contribute to the formation of lower atmosphere ozone and therefore have an indi-

rect impact on global warming. To limit these discharges, sites that use paints and solvents now have incinerators that destroy VOCs. We also use, whenever possible, water soluble paints which give off fewer VOCs.

Consumption of paint and solvents and VOC emissions

Annual consumption of raw materials (metric tons)	2013	2014	2015
Paint	5,485	5,915	6,070
Solvents	6,166	7,011	7,676
Total	11,651	12,925	13,745
VOC emissions (metric tons)	2013	2014	2015
VOCs	1,714	1,611	1,170

Management of the environmental footprint of sites

The Top Planet program is emblematic in the drive to get sites to account for their environmental footprint. In addition to the control of energy consumption and greenhouse gas emissions, our sites are implementing actions to prevent, reduce and correct local impacts on the ground, biodiversity and water resources, in particular by way of

ISO 14001 certification. Complaints from residents are also monitored and processed because they reveal potential local environmental problems or nuisances related to our activity. In 2015, as was the case in 2014, there were no complaints thanks to our sound management of sites.

The management of raw material consumption lies at the heart of the Company's business and is a key theme for the Company's develop-

ment. Compagnie Plastic Omnium provides sites with resources adapted to their need to harness their environmental footprint and to prevent risks.

Environment- and safety-related spending and investments

- Safety and Environmental spending: €14.4 million.
- Specific Safety and Environmental spending: €11.7 million.
- Environmental risk provision: €9.7 million.

Adaptation to the impacts of climate change

The Risk Management Department, in collaboration with the HSE Department, has mapped the Group's industrial activities in order to establish the environmental challenges facing all its sites and to assess the risks of natural disasters such as typhoons or floods, which are on the rise because of global warming.

In addition to energy consumption, managed by the Top Planet program, the use of raw materials for product manufacturing contributes to the impact of Plastic Omnium's activity on climate change. It carries out actions to take into account and reduce these effects such as the maximization of recycled materials (see the section "Consumption of materials and waste management" on page 63).

Soil use and prevention of discharges into the soil

Sites also use up a lot of floor space. Each site is therefore responsible for the area where it is located. 62% of our sites say they have put in place measures to prevent, reduce, and/or remedy air, water and ground emissions that are harmful to the environment.

Sites have set up storage areas with containment areas for liquid products that can pollute soils or water, such as paints, solvents and oils. The products used are studied in order to replace CMR (Carcinogenic, Mutagenic and Reprotoxic) and SVHC (substance of very high concern) products, which are classified for their risk to health as well as their adverse impact on the environment. Restricting their use and replacing them as far as possible and whenever possible are priority issues. To do this, the Company works closely with a chemical hazard management agency which helps the sites to manage the product database according to CMR or SVCH content. Plastic Omnium has currently chosen to go further than the regulations by deciding to replace all these classified products, even when their use is permitted. As a result, of the 3,500 and more products used by Group entities, now fewer than 50 products remain on the replacement list.

Furthermore, the Company's environmental policy requires compliance with applicable environmental regulations in each business

country. It also compels sites to protect natural environments and the quality of life of residents as best as possible, with continuous improvement always an imperative. For example, an impact study is carried out before the construction or purchase of a site. A Phase 2 environmental assessment, also called a preliminary environmental characterization, makes it possible to confirm or refute the presence of contaminants in higher concentrations than the law allows. This information is essential for controlling knowledge of the environmental challenges faced by all our sites.

Preservation of biodiversity

The implementation of an environmental management system means that each ISO 14001 certified site must have identified all direct significant impacts on biodiversity.

We encourage sites to take local initiatives to protect biodiversity. In France, the construction of the α -Alphatech site may be cited as an example: 2,839 trees and shrubs of 32 different species were planted as well as nearly 9,000 strains of grass, ground cover, ferns and wetland plants. In Spain, we can cite the awareness raising campaign on the importance of waste sorting and recycling that was carried out in Marbella, in the city and with 38 schools: efficient sorting enables optimized recycling leading to a drop in the consumption of biodiversity resources and a drop in the impacts of waste in the natural environment. In Mexico, Plastic Omnium is actively involved with other manufacturers in the reforestation project for the Izta-Popo national park. The site ensures the maintenance of 5 hectares (over 12 acres) of forest, has planted 300 Hartweg's pines and takes part in the wildlife inventory of its sphere of influence.

Water resource management

Plastic Omnium also monitors the impact on water resources: it manages water consumption by ascertaining the various sources of withdrawal. None of its sites are located in areas where there is a restriction on water consumption or which were subject to restrictions or water cuts in 2015. The widespread use of closed-loop water circuits for cooling has helped to reduce the use of water and to prevent the discharge of effluents. Only the Saint-Désirat site in France is in open circuits and accounts for 43% of the Group's water consumption. To operate, it withdraws water from the Rhône River to cool facilities and then discharges it back into the river. In agreement with the local authorities, measurements and checks are made regularly, in particular to check the quality and temperature of water when it leaves the plant. The results are compliant with applicable legislation.

On the sites with activities involving paint, the Group has set up paint sludge treatment facilities to eliminate any emissions that could be harmful to water.

Water consumption*	2013	2014	2015
Annual consumption (in m ³)	2,071,920	1,898,100	1,636,441 <i>Of which 702,238 m³ at Saint-Désirat</i>
Consumption in l/kg of processed material	4.594	4.285	3.552

* Sources of water supply: of 96% of the water consumed in 2015, 92% came from urban water and 8% from groundwater.

Consumption of materials and waste management

Plastic represents the main material used by all three Divisions. Aware of the need to control its consumption of resources, Compagnie Plastic Omnium is developing innovative technologies to reduce or even replace this component.

The Phoenix approach, conducted by the Environment Division, aims at increasing the proportion of recycled materials in the composition of wheeled bins. Regenerated materials from used products are integrated into the production of new bins, just like recycled material from household packaging. This process, which enables us to divide the carbon balance of a bin by 10, has a considerable impact since 45% of production costs are linked to the material used. With the integra-

tion of recycled materials, in 2014, the Division identified its primary source of productivity and wishes to improve this further in 2015. The Environment Division has also worked on the replacement of plastic of mineral origin by 100% vegetal polyethylene. This "green" or biosourced plastic obtained from sugarcane is used in two products: 2-wheeler and 4-wheeler bins.

With respect to the Automotive Divisions, the systematic recycling of faulty components or cuttings removed during the manufacturing of parts reduces the consumption of new feedstock and the production of waste. This internal recycling varies, depending on the parts manufactured, but can be as high as 60% of the weight of parts in the Auto Inergy Division.

Annual consumption of plastics (metric tons)

	2013	2014	2015
New plastics	332,968	337,678	343,229
Recycled plastics	43,478	43,627	50,807
Biosourced plastics	467	1,623	1,036
Total plastics	376,913	382,928	395,072

The other raw materials used by the Group are wood, aluminum, and steel. They are primarily used by the Environment Division for the pro-

duction of playgrounds, metal drums, buried containers and urban furniture.

Consumption of raw materials (metric tons)

	2013	2014	2015
Plastics Consumption	376,913	382,928	395,072
Paints/solvent Consumption	11,651	12,925	13,745
Steel/Aluminium Consumption	62,319	47,024	51,835
Wood Consumption	93	72	52

Compagnie Plastic Omnium has harnessed its manufacturing processes and the process of integration of recycled materials, resulting in the control over generated waste.

Waste generated annually per type of waste (metric tons)	2013	2014	2015
Plastic parts	20,029	20,937	29,141
Common industrial waste	10,255	9,938	11,035
Metals	10,209	9,383	8,477
Cardboard	5,422	4,567	4,666
Wood	3,031	2,878	3,456
Plastic packaging	624	992	1,122
Glass	5	0	21
Solvents	3,126	3,764	4,036
Paint sludge	3,090	3,805	3,968
Oils	593	570	908
Other waste*	2,779	4,142	6,008
Waste generated annually per type of waste	59,162	60,978	72,837

* Other waste: washing and maintenance water, sundry special industrial waste

The increase in plastic parts waste in 2015 compared with 2014 is related to the increase in launches, which use up a lot of plastic material during the adjustment phases. However, these parts are

recycled in-house, as shown in the increase in recycled waste in 2015 compared with 2014.

Waste generated annually per treatment type (metric tons)	2013	2014	2015
Recycling	40,354	41,167	50,608
Recovery	9,387	11,782	13,461
Incineration or disposal in landfills	9,421	8,029	8,768
Total waste	59,162	60,978	72,837

Waste is reprocessed using several methods. A portion is resold for recovery by participating in the manufacture of new products. Proceeds from resale reached €9,475 million in 2015. Although waste recovery is on the rise, recycling remains the most common type of treatment within the company. Thus, 88% of waste is not disposed of or incinerated without energy recovery.

In 2015, the total cost of waste retreatment was €6,035 million.

3.5 Societal Commitment

Compagnie Plastic Omnium has placed its employees as well as the environment at the heart of its concerns. A key component of a global value chain, the Company also has a responsibility toward its stakeholders, not only locally but also at the Group level. This responsibility translates to a societal commitment that includes the taking into account of the Company's territorial, economic and social impact, the desire to build constructive and responsible relationships with stakeholders, especially suppliers through a responsible purchasing policy, and lastly the placing of ethics at the heart of its *modus operandi*.

Territorial, economic and social impact of the Company's business on local residents and on employment and regional development

The Company has operations in 30 countries through its 120 plants and 21 R&D centers. The Company's development and the gaining of new markets have led to the creation of dynamic industrial areas where suppliers and clients all contribute to regional economic development and the creation of local jobs. This proximity-based strategy has resulted, on one hand, in the establishment of Plastic Omnium sites at the sites of its clients, in particular for the Automotive Division, and on the other hand the regular creation of new local production sites. Whenever possible, the Group endeavors to have local suppliers benefit from this economic momentum for non-centralized purchasing categories.

The deployment of a new business or the takeover of a site leads not only to the recruitment of local employees, but also to the sharing of skills through our internal mobility policy. With its skills management policy and "people review" process, Compagnie Plastic Omnium aims to develop motivating local career paths and identify local high potential executives for the region.

Parallel to the development of local jobs, the construction and management of new sites always proceed in compliance with applicable local regulations and laws. In particular, environmental impact studies are carried out upfront to ensure that the Group will avoid, reduce or offset impacts on the natural environment. The environmental strategy described in the previous chapter, and particularly the ISO 14001 certification process for all sites, whether acquired or built, attests to this determination to reduce environmental impacts. Local impacts are thus controlled and any complaints from local residents are monitored and taken into account (see page 61).

Interactions with local associations

To contribute to the local development of the regions where it operates, the Company leaves country managers the latitude to engage in sponsorship activities that respond to local issues.

In France at the end of 2015, the Company launched a partnership with the association NQT (formerly *Nos Quartiers ont du Talent*) to invite employees to volunteer for a skills sponsorship program to assist young people from priority neighborhoods and/or underprivileged backgrounds. In the space of one month, 10 sponsors had registered for the program.

Plastic Omnium is also a partner to the "*Fondation de la 2^e Chance*", which aims at providing human and financial support for people in highly vulnerable and unstable situations who have demonstrated a genuine wish to bounce back and undertake a realistic and sustainable professional project: skills training, creation or takeover of a business.

In France, Compagnie Plastic Omnium also supports exhibitions. In particular in 2014, it sponsored an exhibition at the "Bibliothèque Nationale" on the history of nautical charts.

In the United States, Plastic Omnium works with the association "Focus Hope" which acts in favor of deprived people in the region by providing them with educational projects and managing a food bank. In 2015, Plastic Omnium donated over €100,000 to the NGO to help it accomplish its missions, and has pledged to give a total of €1 million over five years. Each year, the association organizes a solidarity march: in 2015, 240 employees participated and helped us to win the "Corporate Cup" awarded to the Company with the largest number of participants.

At the beginning of 2015, Plastic Omnium's Indian subsidiary went into a partnership with the "Magic Bus foundation". It donated €18,000, which enabled 1,200 young girls to benefit from actions in the field of health and education.

In Spain, the Environment Division took part in awareness raising campaigns concerning the challenges and importance of selective

sorting and recycling with children from 38 schools, using an educational kit.

These actions carried out by the Company to assist local populations, in particular through educational projects, represent a part of all the actions carried out locally, at the initiative of countries, sites and employees.

Over and above local populations, Plastic Omnium maintains constructive relationships with all its stakeholders.

Stakeholder relations

As front-running stakeholders, employees are particularly involved in the life of the Company. A collaborative area (TopShare) has been successfully created to promote a high degree of responsiveness in the execution of projects together with constant and meaningful dialogue. There are many actions of internal communication and exchanges, such as the "World Safety Day", the "Top 100 Managers" convention, Management Meetings, the biannual 30-page information magazine and open days for families. Every three years, a satisfaction survey is carried out enabling employees to anonymously express their views on a large range of themes such as working conditions, safety, professional careers, management, recognition and communication. The 2013 survey, which was conducted in 26 countries and received a 91% reply rate from the employees polled (from all professional categories), resulted in the setting up of two to three actions chosen and implemented per site, monitored by the Division's Human Resources Department. In 2015, a total of over 400 actions were carried out at some 100 sites.

Plastic Omnium actively participates in R&D clusters made up of clients, suppliers, federations, certifying bodies, laboratories, and schools (see section 3.1).

The Company also takes part in the work of professional organizations such as Institut de l'Entreprise, Plate-forme de l'Automobile, MEDEF and the AFEP.

As a leader in its sector, the Company is present at many international trade shows such as the Internationale Automobil Ausstellung, the Autoshow Frankfurt or the National Shanghai Center, the world's largest exhibition center. In March 2015, during an international composite trade show organized by JEC Europe (the largest network of composites worldwide), Plastic Omnium won two JEC Europe 2015 Innovation Awards for innovative and exclusive developments in composites for the automotive industry.

In its business, the Company employs the finest specialists who assist with specific themes: Eco Mundo participates in the assessment of chemical hazards through the management of the chemical product database or the database for CMR and SVHC products (see section 3.4); a law firm studies changes in international regulations for high risk substances; insurance companies are included in the fire prevention/protection policy and award the HRP label to new sites each year. Through this collaborative work, sites audited by insurers have an above-average prevention/protection rating.

Plastic Omnium also threads a very close relationship with its suppliers in the aim of creating genuine partnerships based on the long term, dialogue and transparency. For example, in the second half of 2015 the Auto Inergy Division launched a satisfaction survey with 150 in order to identify areas of improvement and organize dedicated information days. In 2015, there were four events in Europe, North America, South America and Asia.

Over and above constructive dialogue with suppliers, Compagnie Plastic Omnium is keen to put in place an advanced responsible purchasing approach built around ethical, social and environmental criteria.

Responsible purchasing approach

Purchases are made primarily from suppliers listed at Group level for business-related components. This listing is based on economic and technical criteria as well as social and environmental factors.

The terms of purchase drawn up by the Plastic Omnium Divisions are an entry point in supplier relationships and comprise clauses related to the supplier's societal responsibility. The Company asks its suppliers to endeavor to comply with international texts that govern labor law such as the ILO conventions pertaining to refusal of forced labor, child labor, concealed work discrimination and respect for human rights. Compagnie Plastic Omnium also includes in its terms of purchase criteria relating to environmental protection (via the setting up of the environmental management system and compliance with ISO 14001) and the health and safety of employees (via compliance with OHSAS 18001). Of its suppliers, 638 have provided proof of their management of environmental impacts through ISO 14001 certification.

The suppliers concerned also undertake to respect the European REACH (Registration, Evaluation, Authorization and restriction of CHemicals) regulations and not to use CMR (carcinogenic, mutagenic or reprotoxic) substances in their products.

Through its purchasing terms, Compagnie Plastic Omnium reserves the right to conduct supplier audits on social and environmental themes. New suppliers are audited when first listed. Follow-up audits can then be conducted to ensure that a continuous improvement process has been established.

In 2015, over 128 audits were carried out, completing the 138 already conducted in 2014. 176 safety-specific audits were also carried out. This was 5% more than in 2014 (167).

Ethics, the foundation of stakeholder relations

In 2003, the Plastic Omnium Group decided to formalize its ethics commitments through a Code of Conduct. This is a key element of corporate culture, which is distributed to all new managers. It governs the conduct of each employee within the Company and toward Company stakeholders. It is the responsibility of each manager to ensure that all employees have access to, understand and apply the guidelines set out in the code. To reach this objective, the Code of Conduct is available in seven languages on the intranet and training sessions are provided, specifically through an e-learning module. In 2015, this course was followed by 1,249 employees. The Internal Audit Department verifies, through site audits, that the Code of Conduct has been given to employees and that employees know and understand it. In 2015, over 37 sites were audited, completing the 36 sites audited in 2014. On average, sites are audited every three years.

Through this Code of Conduct, the Company affirms its commitment to comply with 13 undertakings including the fight against corruption, management of conflicts of interest as well as respect for safety and the environment.

A principle of the United Nations Global Compact of which Compagnie Plastic Omnium is a member, the fight against corruption includes the refusal to receive or give gifts likely to influence business relations, in particular in relations with government authorities, and to propose employment or a financial benefit. This undertaking is implemented through anti-corruption clauses included in the terms of purchase.

The Code of Conduct was rounded off in 2010 by a "competition" Code of Conduct distributed to the employees concerned such as buyers and sales personnel. This code, translated into 13 languages, is also the subject of instructor-led training and e-learning courses, which were followed by 323 employees in 2015.

3.6 Methodology

Compagnie Plastic Omnium, which is listed on NYSE Euronext Paris, is a company with industrial operations and employees.

The CSR indicators are collected separately by the HSE and Human Resources Departments from all sites included in the reporting scope, and are subject to consistency checks during the central data consolidation.

The Plastic Omnium Group's social, environmental and societal reporting approach is based on:

- the regulatory provisions related to Article R. 225-105-1 of the French Commercial Code;
- the 10 principles of the UN Global Compact;
- the HSE policy integrated into the Company's strategy and management.

Scope of the report

The reporting scope aims to represent all the businesses of Compagnie Plastic Omnium. For the 2015 fiscal year therefore, social, environmental and societal reporting covered the entire 2015 consolidated revenue of Compagnie Plastic Omnium.

Only one point of service of the Environment Division 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 the Auto Exterior Division and the Auto Inergy Division are also taken into account, together with their CO₂ emissions.

The Group has 16 environmentally-regulated facilities (ICPE) subject to authorization. These facilities are integrated into the Group's HSE scope with the exception of one site of the Auto Exterior Division (Plastic Omnium Recycling) which is outside the IFRS scope.

- 1.1 The workforce by type of contract and temporary employees at December 31 includes all the legal entities in the management account scope of consolidation from the time they are consolidated.
- 1.2 Likewise, registered employees are divided up by men/women, by operators/employees/managers, as well as by age group, and temporary employees are included in all of the legal entities in the scope of consolidation.

Changes in scope of consolidation:

Site acquisitions and creations are included in the scope of HSE data as from the date of start of operations. The Auto Exterior Chattanooga, Auto Inergy Saint Petersburg, Auto Inergy α-Alphatech, Auto Inergy Fairfax, and Auto Inergy Ningbo sites were therefore consolidated.

For social reporting, the sites are integrated into the reporting scope as from the first recruitment. In 2015, the sites concerned were Auto Exterior Warrington and Auto Inergy Fairfax.

Sites disposed of during the year were not included in the scope.

Indicator calculation methods

Indicators are approved on December 31 2015, except for the following indicators:

- 2.1 The indicators approved on November 30 2015 and extrapolated to December 31 based on the ratio of employees at December/employees at November: gender breakdown, breakdown by operators/employees/managers, employees working in shifts or part-time, number of women managers.
- 2.2 The indicators approved on November 30 2015 and extrapolated to December 31 based on the 12/11 ratio: internal and external training hours, invoices from training organizations, number of interns, number of employees trained since January 1, all environmental data (except for the number of ISO 14001-certified sites, approved on December 31).

2.3 The indicators approved on November 30 2015 and considered as valid for the entire year: hours worked per week, percentage of employees covered under a collective agreement, number of disabled workers, workstations adapted for disabled workers, expenses and investments related to the environment and safety.

2.4 The indicators approved on October 31 2015 and considered as valid for the entire year: number of discrimination incidents, number of measures taken following incidents of discrimination, committees, other commissions, number of labor unions represented, agreements on health and safety at work.

All the indicators for 2013 and 2014 were recalculated on the IFRS scope to enable comparability with 2015 data, calculated over the same scope.

External procedures and controls

A specific reporting protocol for the HSE and Human Resources Departments was developed and provides information about the collection and validation procedure as well as definitions for the indicators identified, in a single document. This protocol is sent to all contributors and validators of non-financial data. The data is collected into a non-financial reporting software application, Enablon.

The CSR procedure and the consolidated results of the CSR data are reviewed by senior management.

For 2015, the non-financial indicator reporting procedures were checked externally by an independent third party, Mazars. In this context, audits were held based on a selection of social, environmental and societal indicators on 10 sites representative of Plastic Omnium's activities in order to validate the quality and overall credibility of the reporting system:

Sites audited in 2015 (AI: Auto Inergy, AE: Auto Exterior):

- Poland: AE Gliwice, AE Tulipan, AI Lublin;
- Slovakia: AE Lozorno plant + Technical Centre, AI Lozorno;
- Germany: AI Rottenburg;
- United Kingdom: AE Measham plant + Technical Centre;
- United States: AI Adrian, AE Anderson;
- France: AE Saint-Désirat

The nature of the audits and the related conclusions are presented in a specific certification at the end of this chapter.

The glossary of indicators may be obtained upon request from the Group Human Resources and HSE divisions.

3.7 Cross-reference Table

Categories of Article 225 (Grenelle Act)	Information	Pages	Correspondence between Article 225 and GRI G4	Correspondence with the UN Global Compact
General reporting principles				
Comparability	The information published is presented so as to enable a comparison of data (Law of July 7, 2010). The report from the Board of Directors or the Management Board presents the data observed during the year under review, and if necessary the previous year, to enable data comparison (decree of April 24, 2012)	66, 67	G4-22 ; G4-23	
Comply or explain	The report presents, among the information listed by the implementation decree, which disclosures cannot be produced or do not appear to be relevant, given the nature of the Company's activities or organization, and provides all the explanations stating why this is so (Decree of April 24, 2012).	68, 69, 70		
Voluntary compliance with a standard	Where a company complies voluntarily with a national or international social or environmental standard, the report may mention this by giving the recommendations of this standard that were chosen and how this standard may be consulted (decree of April 24, 2012)	44	G4-15	
Disclosure scope	When a company draws up the consolidated financial statements, the information provided is consolidated and concerns the Company itself together with all its subsidiaries or the companies that it controls (Act of July 12, 2010)	66, 67	G4-17 ; G4-18	
Verification by an independent third party	The social and environmental information presented or that must be presented under legal and regulatory obligations is verified by an independent third party [...]. This verification is confirmed by an opinion submitted to the shareholders' meeting at the same time as the report from the Board of Directors or Management Board (Act of July 12, 2010). The independent third party is appointed for a term that may not exceed six years. It is subject to incompatibilities provided for under Article L. 882-11 of the French Commercial Code (Auditors may not provide consultancy services to the companies whose accounts they certify, or their subsidiaries) (Decree of April 24, 2012)	72	G4-33	

Categories of Article 225 (Grenelle Act)	Information	Pages	Correspondence between Article 225 and GRI G4	Correspondence with the UN Global Compact
I. Social information				
I. a) Employment	Total workforce and breakdown of the workforce by gender, age and region	48, 49, 55	G4-9; G4-10; LA1 partially, LA12	
	New hires and terminations	50, 51	EC6; LA1	
	Compensation and changes in compensation	51	G4-51 partially; G4-52; LA2	
I. b) Organization of working hours	Organization of working hours	56	G4-10	
	Absenteeism	54	LA6	
I. c) Labor relations	Organization of industrial dialogue, procedures for informing and consulting employees and negotiating with them	56		3. Companies are invited to uphold freedom of association and to recognize the right to collective bargaining
	Review of collective agreements	56	G4-11	
I. d) Health and safety	Conditions of occupational health and safety	52 to 54		
	Review of agreements signed with labor union organizations or employee representatives regarding occupational health and safety	56		
	Occupational accidents, in particular their frequency and severity, as well as occupational illnesses	54	LA6; LA7	
I. e) Training	Training policies	50, 51	LA10; LA11	
	Total number of training hours	50, 66	LA9; HR2	
I. f) Equal treatment	Measures taken in favor of gender equality	51, 55	LA12 (see also Section 2.1.1 Composition and independence of the Board of Directors)	2. Companies are asked to ensure that their own entities do not become party to violations of human rights 4. Elimination of all forms of forced or compulsory labor 5. The effective abolition of child labor 6. Elimination of discrimination in respect of employment and occupation
	Measures taken to promote the employment and inclusion of persons with disabilities	55, 56	LA12	
	Anti-Discrimination Policy	51, 55, 65	LA12; HR3	
I. g) Promotion and enforcement of the provisions of the core conventions of the International Labour Organization (ILO) relating	• to the upholding of freedom of association and the right to collective bargaining	55, 56	HR4 partially	
	• to the elimination of discrimination in respect of employment and occupation	51, 56	HR3	
	• to the elimination of forced or compulsory labor	55, 65	HR6 partially	
	• to the effective abolition of child labor	55, 65	HR5 partially	

Categories of Article 225 (Grenelle Act)	Information	Pages	Correspondence between Article 225 and GRI G4	Correspondence with the UN Global Compact
II. Environmental information				
II. a) General environmental policy	Organization by the Company to take environmental issues into account and, where appropriate, take into consideration assessment or certification processes concerning the environment	44, 57 to 59	G4-1 partially; G4-44	7. Companies are invited to apply a precautionary approach to environmental issues 8. To take initiatives that will promote greater environmental responsibility
	Training and information of employees conducted on the subject of environmental protection	58	G4-43 partially	
	Resources devoted to the prevention of environmental risks and pollution	61 & 62	EN31 partially	
	Amount of provisions and guarantees for environmental risks, provided that such information is not likely to cause serious damage to the Company in an ongoing dispute	62	EN29; EN34	
II. b) Pollution and waste management	Measures for the prevention, reduction or compensation for air, water and soil emissions seriously affecting the environment	47, 58, 61 & 62	EN10 partially; EN20; EN21; EN27	7. Companies are invited to apply a precautionary approach to environmental issues 9. To favor the development and dissemination of environmentally friendly technologies
	Measures for prevention, recycling and disposal of waste	63 & 64	EN23; EN25	
	Accounting for noise pollution and other forms of pollution arising from a specific activity	47, 53, 61 & 62	EN27	
II. c) Sustainable use of resources	Water consumption and water supply according to local constraints	62	EN8	7. Companies are invited to apply a precautionary approach to environmental issues. 9. To favor the development and dissemination of environmentally friendly technologies
	Consumption of raw materials and measures to improve efficiency in their use	61, 63 & 64	EN1; EN2	
	Energy consumption, measures to improve energy efficiency and use of renewable energy	58 to 60	EN3; EN5; EN6	
	Land use	62		
II. d) Climate change	Greenhouse gas emissions	61	EN15; EN16; EN18; EN19	
	Adaptation to the impacts of climate change	62		
II. e) Protection of biodiversity	Measures taken to preserve or develop biodiversity	62	EN13 partially	

Categories of Article 225 (Grenelle Act)	Information	Pages	Correspondence between Article 225 and GRI G4	Correspondence with the UN Global Compact
III. Information relating to societal commitments to sustainable development				
III. a) Regional, economic and social impact of the Company's activity	With respect to employment and regional development	64 & 65		
	On local or neighboring populations	64 & 65		
III. b) 1 Relationships with persons or organizations with an interest in the Plastic Omnium Group's businesses, in particular vocational integration associations, educational institutions, environmental protection associations, consumer associations and local residents	Conditions for dialogue with these people or organizations	65	G4-24; G4-26; G4-27	
	Partnership or sponsorship actions	64 & 65		
III. c) Outsourcing and suppliers	Taking social and environmental challenges into account in the purchasing policy	65	EN33; LA15; HR11; S010	1. Companies are invited to promote and protect international law relating to human rights within their sphere of influence 2. They must ensure that their own entities do not become party to infringements of human rights
	Importance of outsourcing and taking the social and environmental responsibility of suppliers and subcontractors into account	65	EN32; LA14; HR10; S09	
III. d) Fair practices	Measures taken in favor of consumer health and safety	47		
	Actions undertaken to prevent corruption	66	G4-56; G4-58; S03; S04; S05	1. Companies are invited to promote and protect international law relating to human rights within their sphere of influence 2. They must ensure that their own entities do not become party to infringements of human rights 4. Elimination of all forms of forced or compulsory labor 5. The effective abolition of child labor 10. Companies are invited to act against corruption in all its forms, including extortion and bribery
III. e) Other actions carried out in favor of human rights		54 to 56, 65 & 66	G4-56; G4-57; HR2; HR9	

3.8 Independent Third-Party Report on the Consolidated Social, Environmental and Societal Information Published in the Management Report

Financial year ended December 31, 2015

To the Shareholders,

As the independent third-party (members of the Mazars' network), Statutory Auditors of Plastic Omnium, whose accreditation was accepted by Cofrac under number 3-1058⁽¹⁾, 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, 2015, (hereinafter referred to as the "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 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 CSR reporting protocol used by the Company (hereinafter the "Reporting Criteria"), a summary of which is given in the management report and is available on request from the Company's head office.

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 independent third-party

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 six people during a nine-week period between October 2015 and February 2016.

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⁽²⁾.

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 to the list set forth in article R. 225-105-1 of the French Commercial Code.

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

We checked 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 and the companies that it controls within the meaning of article L. 233-3 of the French Commercial Code, subject to the limits set forth in the methodological Note presented in the Registration Document (Chapter 3 "Sustainable Development"), which includes the management report.

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.

(1) The scope of which is available on the website www.cofrac.fr.

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

II – Fairness report with respect to CSR Information

Nature and scope of procedures

We conducted 20 or so interviews with those responsible for the preparation of CSR information from the departments in charge of the processed of gathering information and, where appropriate, those responsible for internal control and risk management to:

- assess the appropriateness of the Reporting Criteria in terms of 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⁽³⁾:

- at Group level (Human Resources Development and HSE Departments), we consulted source documents and conducted interviews to corroborate the qualitative information (organization, policies, actions); we used analytical procedures and sampling techniques for the quantitative information and verified the calculations and consolidation of the information, as well as its consistency and correspondence with the other information contained in the management report;
- at the level of a representative sample of sites and departments selected⁽⁴⁾ 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 techniques, to verify the calculations performed and reconcile the data with the supporting documentation.

The selected sites contribution to Group data equals to 24% of headcount and between 15% to 55% of the quantitative environmental information tested.

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 would lead 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.

Done in Paris-la Défense, on February 24, 2016

The Independent third-party,

MAZARS

Jean-Luc Barlet

Partner

Emmanuelle Rigaudias

CSR & Sustainable Development Partner

(3) Social information: Workforce by type of employment contract, status, gender, age and region, training hours, absenteeism rate, workplace accident frequency rate with and without lost time, number of employees who have received Top Safety Training.

Environmental information: electricity consumption, gas consumption, water consumption, recycled and recovered waste, greenhouse gases (GHG).

Societal information: number of supplier CSR audits, number of people trained in the Code of Conduct.

(4) For all selected social and environmental data cited above: AE Gliwice AE Tulipan, AI Lublin, AE Lozorno, AI Lozorno, AI Rottenburg, AE Measham.

For the societal information: centrally from the AI and AE Human Resources and Supplier Quality Departments.

In addition, for information on electricity consumption, gas consumption, recycled and recovered waste, greenhouse gases (GHG): AI Adrian.

In addition, for social information: AE Anderson.

In addition, for information on the workforce (by type of employment contract, status, gender, age and region), training hours, absenteeism rate (by reason), water consumption and electricity consumption: AE Saint-Désirat.