

Correlation table – United Nations Global Compact

This table will be directly integrated in the 2016 Annual report next year

Categories	N°	Principles	Correlation in Chapter 04 « <u>Corporate social responsibility : our Elevation plan</u> » of the 2015 Annual report		
			Policies and commitments	Practical actions <i>N.B.: the actions are developed group-wide, except when another perimeter is specified</i>	Measurement of outcomes
Human rights	1	Businesses should support and respect the protection of internationally proclaimed human rights; and	See : <u>4.1 Our vision to grow together</u> p. 38	See : <u>4.1 Our vision to grow together</u> ; <u>4.4 Reinforcing supply channels & partnerships</u> p. 36 ; pp. 53 – 55 <input checked="" type="checkbox"/> Public internal and external (clients, suppliers) statement explaining our commitment to the Global Compact and its meaning; <input checked="" type="checkbox"/> Rolling-out of our Responsible Purchasing Charter for our major suppliers. This Charter gives details about the commitments expected from suppliers regarding respect for human rights and labour conditions, as well as workers' health and security conditions (MHA and S&S) ; <input checked="" type="checkbox"/> Testing with a representative panel of a new CSR rating of suppliers (MHA and S&S); <input checked="" type="checkbox"/> Launching of a Global Quality Charter including CSR criteria with the dealers (FR); <input checked="" type="checkbox"/> Clause in purchases contracts (MHA and S&S); <input checked="" type="checkbox"/> "Good conduct Commitment" sent to the group's subsidiaries general managers for signature. With this document, they commit to respect the 10 principles of Global Conduct.	See table : <u>Societal indicators</u> p. 67
	2	Make sure that they are not complicit in human rights abuses.			
Labour	3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	See : <u>4.1 Our vision to grow together</u> pp. 38 – 40	See: <u>4.3 Our top priority: health and safety</u> ; <u>4.5 Committed employer</u> pp. 50 – 52 ; 56 – 60 Reinforce diversity and equal opportunities <input checked="" type="checkbox"/> Signature of a Charter for the promotion of equality in the workplace, signature of a three-year agreement on gender equality and achievement of 80% out of its 10 targets, creation of a women's network aiming at improving gender equality in the workplace (<i>Women by Manitou Group</i>) (FR); <input checked="" type="checkbox"/> Actions related to the place of seniors in the company, and to the transfer of skills and inter-generation cooperation (FR); <input checked="" type="checkbox"/> Outlining of a new policy for employing people with disabilities (FR); <input checked="" type="checkbox"/> Realization of annual evaluation meetings for every employees of the group; <input checked="" type="checkbox"/> Annual review (<i>Organization and People Review</i>) allowing the implementation of actions aiming at improving the organizations and employees, skills development and identification of talents across the group. Intensify social dialogue	See table : <u>Social indicators</u> p. 66
	4	The elimination of all forms of forced and compulsory labour;			
	5	The effective abolition of child labour; and			
	6	The elimination of discrimination in respect of employment and occupation.			

				<input checked="" type="checkbox"/> Pursuing social dialogue (Work Council, Health, Safety and Work Conditions Committee). Among the themes analyzed in 2015: provisional job and skill management (GPEC), employees with disabilities, work organization, wages, “generation” contracts, short-term inter-site mobility (FR / IT); <input checked="" type="checkbox"/> Signature of an agreement allowing donations of days of leave to employees whose child or spouse is seriously ill (FR); <input checked="" type="checkbox"/> “Exchange of views” meetings, information sharing tools: Global Management Meeting, intranet (Group), Com’n Share meetings, internal magazine (FR); <input checked="" type="checkbox"/> Creation of an Employee Relations Department (FR).	
Environment	7	Businesses should support a precautionary approach to environmental challenges;	See : <u>4.1 Our vision to grow together</u> p. 37	See: <u>4.2 Reducing our environmental footprint</u> pp. 41 – 49 Our products: the REDUCE approach <input checked="" type="checkbox"/> Pursuing the REDUCE Fuel eco-program which aims to measure and transparently communicate the fuel consumptions and CO2 emissions of our machines in order to help our customers reduce their environmental footprint and reduce the environmental impact of our products. I. e.: development of new technologies aiming to reduce fuel consumption such (Stop&Go, hydraulic hybridation concept, implementation of an experimental eco-driving course for end-users; <input checked="" type="checkbox"/> Development of the REDUCE Total cost of Ownership program which aims to provide our customers with transparent information about the distribution of the cost centers of machines and to optimize the profitability of the production base (MHA and S&S). Our sites: our HSE (Health, Safety and Environment) policy <input checked="" type="checkbox"/> Pursuing the HSE action plan (MHA and S&S); <input checked="" type="checkbox"/> Improving our environmental management system : creation of an inter-site HSE business line Corporation enabling good practices to be shared and expertise to be provided on various subjects (FR), pursuing the ISO 14001 certification process of our production sites (FR / IT): 66% of our sites are or soon will be ISO 14001 certified (volume of 2015 turnover); <input checked="" type="checkbox"/> Employees’ education and training: health, security and environment are one of the seven priorities of the group’s training plan. I. e. : presentation of the HSE policy to new recruits (FR), training in the use of decontamination kits and ADR (transport of hazardous goods and training on the new waste classification, HSE prevention plan, general Safety and Environment instructions (MHA and S&S); <input checked="" type="checkbox"/> Actions aiming to reduce energy consumption and greenhouse gas (GHG) emissions. I. e. : realization of an energy diagnostic of all production sites and implementation of an action plan, installation of thermal solar panels (IT), introduction of a bicycle allowance for employees and actions facilitating car-sharing (FR); <input checked="" type="checkbox"/> Actions aiming to reduce emissions associated with paintings (volatile organic	See table : <u>Environment indicators</u> p. 65
	8	Undertake initiatives to promote greater environmental responsibility; and			
	9	Encourage the development and diffusion of environmentally friendly technologies.			

				<p>compounds). I.e.: use of a new paint application process, test of a “high dry extract” product that contain fewer solvents than solvent-based paints, replacement of a degreasing product with an organic product (FR);</p> <p>☑ Actions aiming to valorize and optimize and communicate on waste management. I. e.: provision of wood milling equipment, sorting of plastic strapping (FR);</p> <p>☑ Actions aiming to protect biodiversity. I.e. : soil contamination analyses, redevelopment of an area after the dismantlement of the machining centers (FR);</p> <p>☑ Actions aiming to reduce water consumption and discharges. I. e. : installation of sluice gates valves in the weirs, reuse of waste water (FR);</p> <p>☑ Actions allowing a significant reduction of the printing volume (FR).</p>	
Anti-corruption	10	Businesses should work against corruption in all its forms, including extortion and bribery.	See : <u>4.1 Our vision to grow together</u> p. 38	<p>See : <u>4.4 Reinforcing supply channels & partnerships</u> pp. 53 – 55</p> <p>☑ Training project of the Executive Committee about the issue of corruption (2016);</p> <p>☑ Rolling-out of our Responsible Purchasing Charter for our major suppliers. It gives details about the commitments expected from suppliers regarding respect for professional and ethical practices and good-conduct rules (MHA and S&S);</p> <p>☑ “Good conduct Commitment” sent to the group’s subsidiaries general managers for signature. With this document, they commit to respect the 10 principles of Global Conduct.</p>	See table : <u>Societal indicators</u> p. 67