



Infiniment
expert



GLOBAL COMPACT

Communication on progress

2016



IDEALEC S.A.S
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Introduction

I am pleased to reaffirm IDEALEC's support to the ten Principles of United Nations Global Compact for 2017. This is a fundamental approach to us to respect all business partners and employees.

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

Yours sincerely,

Fabrice VITAL DURAND

HUMAN RIGHTS PRINCIPLES

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

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

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

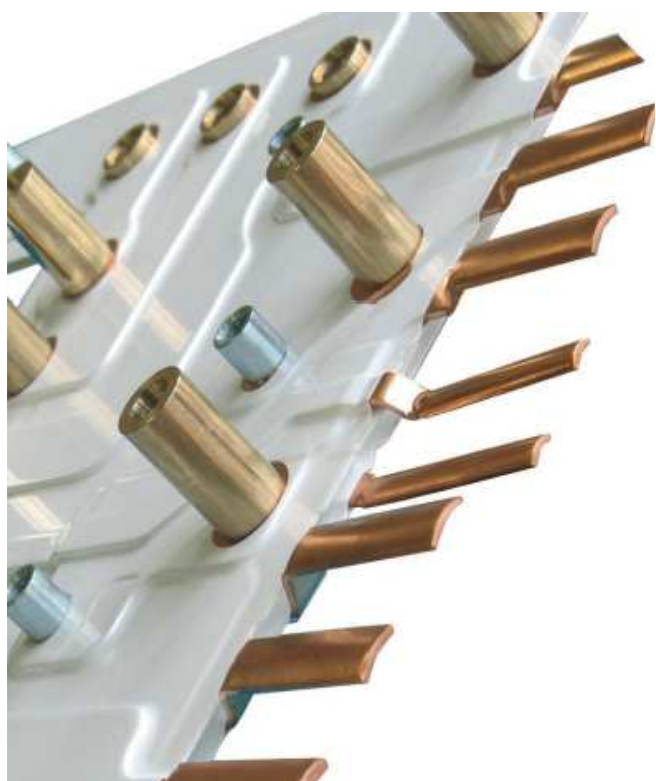
men-women parity at Idealec France :

In %	2013	2014	2015	2016
Women	48	48	19	19
Men	52	52	39	39

our vision and values

VISION

Idealec will continue to offer his customers his expertise in Bus Bars technology. Innovative solutions and our international development will allow us to grow faster than competition.



VALUES

Team prevails over individual

Respect of the human being

Mind opening

Performance

Respect of environment

Our sustainable charter



SUSTAINABLE CHARTER

The sustainable development is a major value for Idealec. This is the reason why Idealec joined the UN Global Compact in 2012. This organization calls the companies to support and apply some fundamental principles in human rights, labor, environmental and anti-corruption fields.

Idealec's main aims are the following ones:

- Respect the human being and the freedom of everyone, the labor rights, specially by developing and recognizing the labor knowledge, by making no employment discrimination,
- Limit and value wastes,
- Use products the least dangerous for people and environment

Idealec so confirms the values which are his, and ask to all the employees to contribute to it, and commit his suppliers to adhere to it.

For any information, please refer to the 10 principles of the Global Compact (www.unglobalcompact.org)

LABOR

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

From 2015, IDEALEC audited workstations. This action enabled us to improve the workstations quality for the comfort of our employees. In 2016 we continued in this way by investing in more ergonomic and comfortable equipment.

In 2016 we have improved the safety at work at 3 key stations and organized trainings on health and safety for the employees. There were no lost days after working injuries.

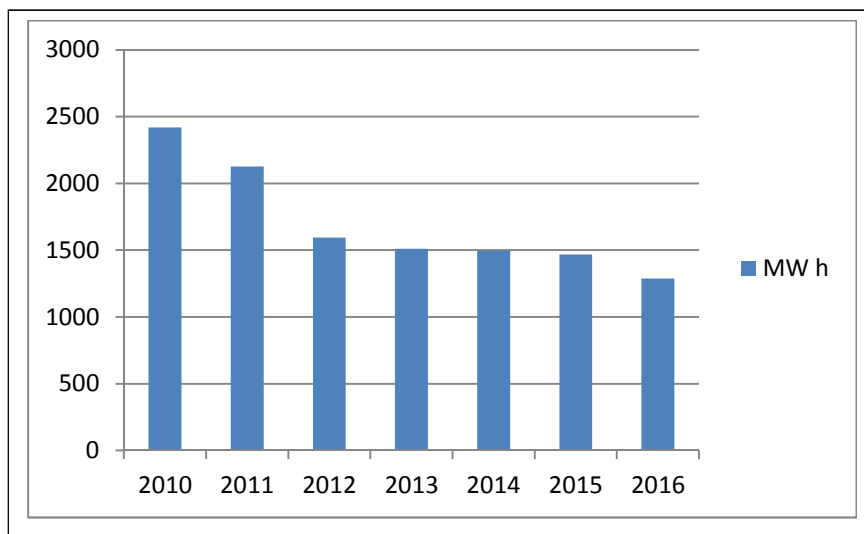
In 2017 we will undertake a massive training program to raise the skill level within the company and provide the employees with higher autonomy in their work

ENVIRONMENTAL PRINCIPLES

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

From several years, we have reduced again our electricity consumption and have increased our share of electricity produced from renewable energies to a 100%, and we will continue to work to reduce the electricity consumption.

IDEALEC ELECTRICITY CONSUMPTION EVOLUTION



Non-ferrous metal wastes (in ton) being collected through authorized companies.

Kind of waste	2014	2015	2016
Plated copper	4.975	3.994	1.124
Aluminium	0.178	0	0.833
total	5.153	3.994	1.957

Wastes of non-recyclable material :

2014	2015	2016
30%	41%	38%

Paper consumption (in number of reams) :

2014	2015	2016
400	300	200

ANTI-CORRUPTION PRINCIPLES

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

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

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

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