

COMMITMENTS	2018 ACHIEVEMENTS	INDICATORS
ANTI-CORRUPTION	Ensure the Company is respectful of laws regarding anti-corruption practices	Completion of the world wide protected warning line deployment for employees and subcontractors
		Anti-corruption certification delivery
LABOUR	Safety improvement	2,95 TRIR in 2018 vs 30 in 2008
HUMAN RIGHTS	Strengthen actions for employees health protection	Creation of a "Group Health committee"
	Better balance male /female diversity	Stable women ratio in the management line ( 22% of total staff )
ENVIRONMENT	Deploy the "carbon policy"	Subscription to the SBT initiative
	Continue " CMR" products substitution	86 % substitution ratio in 2018 vs 67 % in 2017 regarding the new industrial footprint
	Reduce the mills' water intake	Ratio intake vs production : lowest ratio ever in 2018