

## United Nations GLOBAL COMPACT Communication on the 2019 Progress



COMMUNICATION ON  
PROGRESS

This is our **Communication on Progress**  
in implementing the principles of the  
**United Nations Global Compact** and  
supporting broader UN goals.

We welcome feedback on its contents.

Developing tomorrow's networks, today

# CONTENT

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<b>I. General manager's editorial.....</b>	<b>3</b>
<b>II. Telenco networks.....</b>	<b>4</b>
<b>III. Reminder : The Global Compact and its 10 principles .....</b>	<b>6</b>
<b>IV. Principles of Human Rights .....</b>	<b>7</b>
<b>V. Principles of international labour standards.....</b>	<b>9</b>
<b>VI. Principles related to the protection of the environment .....</b>	<b>11</b>
<b>VII. Principles related to fight against corruption .....</b>	<b>14</b>
<b>VIII. Conclusions on 2019.....</b>	<b>16</b>



# I. GENERAL MANAGER'S EDITORIAL

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*Moirans, 20/05/2019*

For its 20th anniversary, Telenco networks is celebrating three years of involvement in the United Nations Global Compact. Looking back over the past years, we are still convinced that our success is partly due to our business strategy based on sustainable development.

On the occasion of this editorial, I renew this year, on behalf of the entire Telenco networks company, our commitment to the United Nations Global Compact, as well as our adhesion to its 10 principles. Now, at the GC Active level, we are taking a new step further in our progress in terms of sustainable development through full application of the Global Compact's 10 principles.

In this communication we will present you the guidelines chosen by Telenco networks, the progress that we have made, as well as our results. We hope our experience feedback will be beneficial to the community, just as we were able to benefit from the other participants' experience feedback in the past.



*Denis Falliex  
CEO at Telenco networks*

A handwritten signature in black ink, consisting of a stylized 'D' followed by a flourish and a period.

*Denis Falliex*



## II. TELENCO NETWORKS

Telenco networks designs a range of innovative solutions for copper and fiber wired telecommunications networks both in France and abroad. The company manufactures or assembles its products at Moirans production unit (France) and Porto (Portugal) and commercialize its offering to EMEA and South America markets.

Telenco networks is a leading brand on the accessories market for fixing and connecting aerial copper and FO networks. With a particularly innovative R&D team, the company is a major player on the market of full-service solution for FTTH deployment in built-up and residential areas. Telenco's offering fully covers connectivity from external poles to the subscriber optical terminal port.





## II. TELENCO NETWORKS

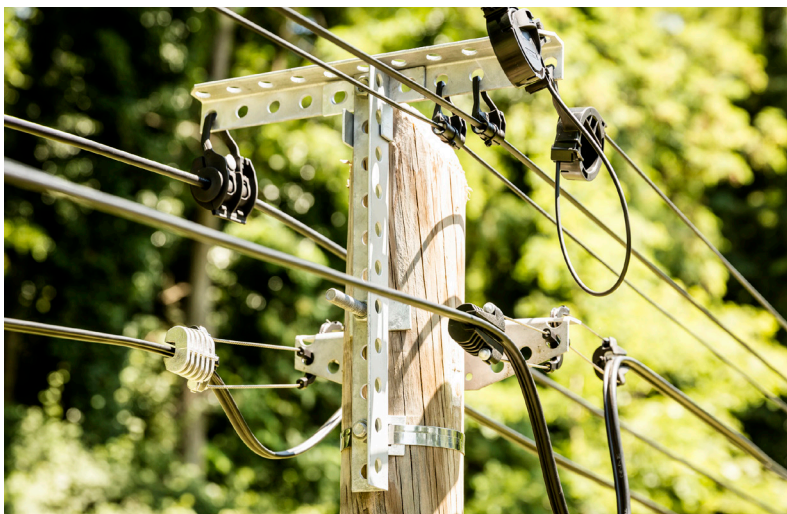
### Our offer

A wide range of material and solutions for telecommunication fixed networks:

- Fixing solutions for aerial copper and fiber cables
- Connexion solutions for copper and fiber cables
- Deployment solutions for copper and fiber cables

### Our skills

Telenco networks' optical and copper production units – based in France and Portugal-, allow us to offer our customers a wide range of anchoring and connection products and to ensure short supply deadlines. The integration of the optical, mechanical and electrical testing laboratory within the company empowers Telenco networks to increase responsiveness towards its customers by entirely respecting their technical specifications.



**155**  
employees

2018 Turnover

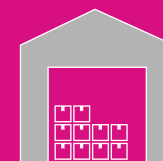
**45**  
millions



**2000m<sup>2</sup>**  
manufacturing hub



**6700m<sup>2</sup>**  
logistics hub



Exports to over

**50**  
countries



# III. THE GLOBAL COMPACT AND ITS 10 PRINCIPLES

The compact global is a voluntary initiative, led by the United Nations. Today, this organization brings together more than 12,000 entities from 170 countries, adopting a social responsibility approach. Signatory companies and organizations are committed to respecting and upholding the 10 universally recognized principles.



## HUMAN RIGHTS

1. Companies are encouraged to promote and respect the protection of international human rights law.
2. Companies are urged to be careful not to be complicit in human rights abuses.



## INTERNATIONAL LABOUR STANDARDS

3. Companies are encouraged to respect freedom of association and to recognize the right to collective bargaining.
4. Companies are encouraged to contribute to the elimination of all forms of forced or compulsory labour.
5. Companies are encouraged to contribute to the effective abolition of child labour.
6. Companies are encouraged to contribute to the elimination of all discrimination in employment and occupation.



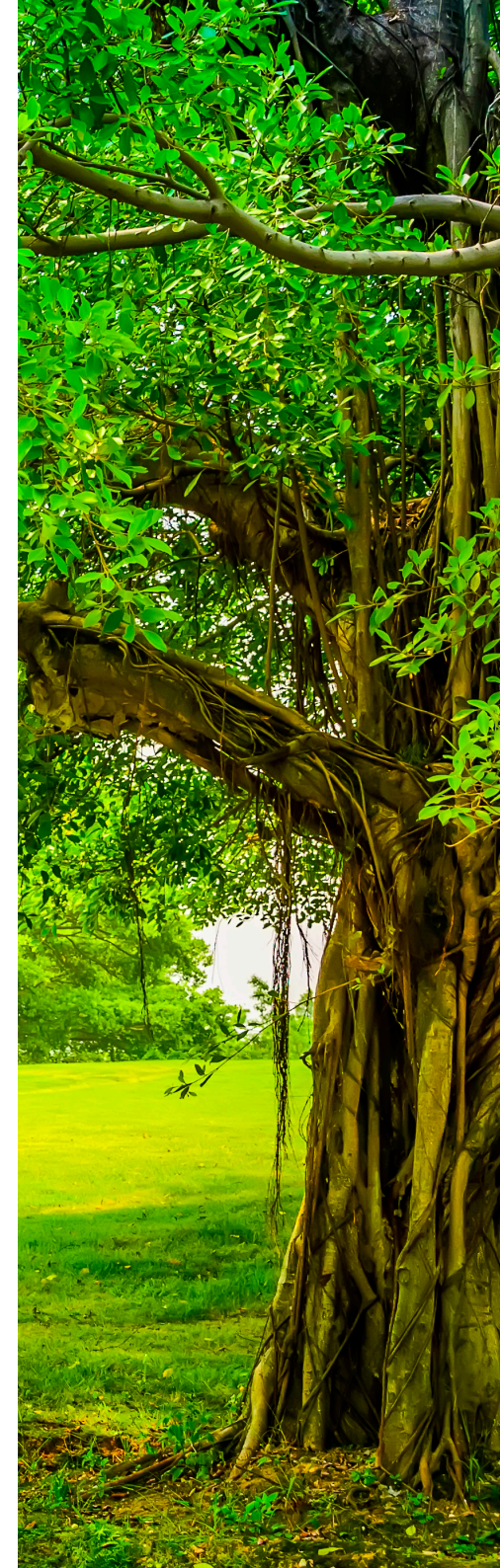
## ENVIRONMENT

7. Companies are encouraged to help apply the precautionary approach for environmental issues.
8. Companies are encouraged to take initiatives to promote greater environmental responsibility.
9. Companies are encouraged to promote the development and diffusion of environmental friendly technologies.



## FIGHT AGAINST CORRUPTION

10. Companies are encouraged to take action against corruption in all its forms, including extortion and bribery.



## IV. PRINCIPLES OF HUMAN RIGHTS

### HUMAN RIGHTS

- Companies are encouraged to promote and respect the protection of international human rights law.
- Companies are urged to be careful not to be complicit in human rights abuses.



### Our policy

Telenco networks respects the principles enunciated by the Universal Declaration of Human Rights (UDHR), as well as by the French law in the interest of its teams. Telenco networks also encourages its suppliers, as far as its influence capacities allow, to respect international rules and to closely follow the Global Compact values.

### Our actions

Telenco networks respects the French law, and more specifically the Labour code for its contractual relations with its employees. Moreover, we also respect the Commercial code for our relations with our suppliers of goods and services.

In order to promote our approach to all the third parties that we can reach, it has been two years since we have clearly displayed our social commitments on all of our group's websites.

Although this is not required in the European Union, we apply the Dodd Frank Act. This American law outlaws the use of «blood ores». This term refers to gold, tungsten, tantalum and tin from the Democratic Republic of Congo and its surrounding areas.

Indeed, in this region of the world, mines are presumed to be under control of militias, using bloody repression to maintain their influence over the local population. Telenco therefore rejects that its suppliers use resources extracted under these conditions. We are committed to our customers and guarantee them compliance with the Dodd Frank Act.

### Thus, you can find these pages at:

[www.telenco-networks.com/fr/notre-engagement-pour-le-developpement-durable](http://www.telenco-networks.com/fr/notre-engagement-pour-le-developpement-durable)  
[www.telenco.com/groupe\\_engagement.php](http://www.telenco.com/groupe_engagement.php)  
[www.telenco-distribution.com/pa7012/notre-engagement-social-et-environnemental](http://www.telenco-distribution.com/pa7012/notre-engagement-social-et-environnemental)  
[www.telenco-services.com/fr/engagement-social-et-environnemental](http://www.telenco-services.com/fr/engagement-social-et-environnemental)

## Our results and objectives

# 13,6

The injury frequency rate  
for 2018 per million of  
worked hours  
(national average: 23)



# 0,46

The injury severity rate  
for 2018 per thousand of  
worked hours  
(national average: 1,5)

# 10 540€

have been collected for  
« Les Enfants de l'Ovale »  
in 2018



# 13 000€

have been collected for  
«FCG dans ma ville»  
in 2018





## IV. PRINCIPLES OF HUMAN RIGHTS

Finally, we are actively involved with “Les Enfants de l’Ovale” since 2014: we support them through actions aimed mainly at spreading awareness of the association and raising funds. Through sports competitions such as trails or marathons, Telenco networks’ volunteers run each year in order to help “Les Enfants de l’Ovale” from France but also from Madagascar, Ivory Coast, Mali, Morocco, Niger and Senegal.

In line with the initiatives carried out for Les Enfants de l’Ovale, Telenco has been involved with le FCG dans ma ville since 2018. The Grenoble Rugby Club’s endowment fund is dedicated to school children in Grenoble, with priority given to so-called « delicate » areas. The actions are mainly focused on education through the conveyance of rugby values. They are applied on a daily basis through the implementation of an educational and sports cycle that aims at helping the child at and outside school. Telenco is especially committed to the school rugby day, which consists in a tournament for the children of the program. During this day, the Telenco employees actively take part as set leaders but also in supporting the children.



Discover associations :  
[www.enfantsdelovale.org](http://www.enfantsdelovale.org)  
[www.fcgrugby.com/fr/fcg-dans-ma-ville](http://www.fcgrugby.com/fr/fcg-dans-ma-ville)





# V. PRINCIPLES OF INTERNATIONAL LABOUR STANDARDS

## INTERNATIONAL LABOUR STANDARDS

- Companies are encouraged to respect freedom of association and to recognize the right to collective bargaining.
- Companies are encouraged to contribute to the elimination of all forms of forced or compulsory labour.
- Companies are encouraged to contribute to the effective abolition of child labour.
- Companies are encouraged to contribute to the elimination of all discrimination in employment and occupation.



## Our policy

Telenco networks applies the Syntec collective agreement, which is more favorable to employees than the Labour code. We expect our suppliers to respect at least international labour law, as well as the local law if this last one protects even more their employees. We refuse to collaborate with suppliers who use child labour or corporal punishment. We deny ourselves any discrimination.

## Our actions

The sole employee representative body (called DUP) is responsible for ensuring that employees' rights are preserved. This committee has access to the company's data in order to ensure that they are properly managed by the executive board. They also make sure that the company implements the necessary actions to protect the health of its workforce. They may also have to defend an employee in case of individual issues with the company or with another employee. Finally, they have a budget allowing them to organize events or to improve the daily work lives of employees.

This winter, Telenco networks' DUP teamed up with Telenco distribution's Social and Economic Committee to plan an outstanding Christmas, to the delight of our team's families!



## V. PRINCIPLES OF INTERNATIONAL LABOUR STANDARDS

Telenco networks applies French law and therefore does not practice compulsory labour or child labour. Minors hired by Telenco would be in compliance with the labour code, that is to say only in the context of studies (internship, work and studies programs...). Our subsidiaries in Portugal are no exception to this rule. For its suppliers, Telenco networks includes in its General Conditions of Purchase (CGA) the n°6 requirement of Annex 1:

«The supplier agrees to proscribe:

- discrimination in respect of employment and the practice of a profession
- all forms of forced and compulsory labour
- child labour
- mental and corporal punishment »

The commitment of our suppliers is verified by our purchasers during their regular visits to our suppliers' production sites.

Finally, Telenco networks clearly prohibits any discrimination within the company itself (the articles of law with respect to this subject are notably displayed). This year, a harassment and discrimination referent has been appointed within the staff representatives. He or she may be warned by the victim or a simple witness. If the referent determines that the acts meet the legal definition of harassment or discrimination, he or she will submit the matter to the Human Resources Department. The victim, if he/she wishes, can also directly contact the Human Resources Department, which is on site 3 times a week. A three-way interview will then be scheduled with the victim, the Human Resources Director and the harassment and discrimination referent. The appropriate measures will be taken towards the responsible party, depending on the seriousness of the facts and in line with the scale of penalties determined by the internal regulations (from a warning to discharge).

### Our results and objectives



3

**3 unique staff representatives**  
(2 workers, 1 manager)

87%

**87% of the workforce is on permanent contract – 13% on fixed-term, temporary or assisted contract**

0

**Minor employee**

0



**Worker without employment contract**

We do not keep statistics about origins, religious beliefs or other such criteria about our team. For us, these individual particularities must not be taken into account in the professional sphere and are not part of the selection or the evaluation criteria of our employees.





# VI. PRINCIPLES RELATED TO THE PROTECTION OF THE ENVIRONMENT

## ENVIRONMENT

- Companies are encouraged to help apply the precautionary approach for environmental issues.
- Companies are encouraged to take initiatives to promote greater environmental responsibility.
- Companies are encouraged to promote the development and diffusion of environmentally friendly technologies.



## Our policy

### La charte



#### Lors de la conception de ses produits, Telenco networks s'engage



##### « Penser cycle de vie »

- Prendre en compte l'environnement dès l'expression et l'analyse du besoin
- Analyser les impacts dans leur globalité : de l'extraction des ressources à la fin de vie du produit, sans se concentrer uniquement sur la fabrication
- Considérer les différents aspects de l'environnement (époulement des ressources, pollutions, effet de serre, altération des écosystèmes,...)



##### « Choisir ses matériaux »

- Ne pas recourir à des matériaux interdits par les réglementations européennes REACH et ROHS ou la loi américaine Dodd-Frank
- Favoriser l'usage de matériaux recyclés dans les produits et les emballages (taux d'acceptation de matière recyclée/recherche de fournisseurs de matières premières recyclées en R3 et R4)
- Opter pour les matériaux les moins énergivores en limitant la production de déchets (matériaux d'origine naturelle/matériaux produits avec des processus faiblement énergétiques et à faible taux de rebuts/ajustement du raffinage au besoin : pas de blanchiment ou d'additifs inutiles)



##### « Produire responsable »

- Privilégier les processus les moins polluants et produisant le moins de déchets (technologies récentes, acceptations de taux de rebuts rebroyés,...)
- Limiter le transport nécessaire à la fabrication en évitant le choix de technologies pouvant conditionner une provenance éloignée et aborder les impacts et coûts globaux du transport en réunion R3 et R4.



##### « Anticiper la fin de vie »

- Faciliter le démontage des produits en fin de vie et la séparation des matières, en privilégiant les assemblages démontables au moyen d'outils standards et en évitant les matériaux « sandwichs »
- Restreindre le nombre de composants et de matières différentes afin de réduire les étapes de valorisation
- Favoriser les matériaux recyclables dans les produits et les emballages : carton, métaux, bois, ou à défaut plastiques recyclables non-chargés (PET, PEHD, PS, ABS, PVC,...)

### La charte



#### Au quotidien, le personnel et les dirigeants s'engagent



##### « Trier/ Recycler »

- Recycler les cartons, emballages, papiers, bois, métaux et capsules à café pendant le travail, mais également sur les temps de pause
- Jeter les cartouches d'encre, piles et déchets électroniques selon la réglementation DEEE en vigueur
- Gérer le recyclage des produits dangereux utilisés lors de la conception des produits



##### « Consommer avec modération »

- Utiliser les faces verso des ratés d'impression en brouillon
- Développer l'archivage informatique
- Ne pas imprimer systématiquement les courriels



##### « Maîtriser les énergies »

- Éteindre les lumières dans les bureaux et les locaux communs en les quittant
- Éteindre systématiquement les postes informatiques, imprimantes...
- Couper le robinet après utilisation
- Trouver le bon équilibre chaud/froid l'été et l'hiver
- Aménager les locaux en utilisant dès que possible des technologies éco-responsables



##### « Bouger autrement »

(Réduction des émissions de gaz à effet de serre liés aux transports)

- Adopter une éco-conduite
- Développer le covoiturage
- Privilégier les rendez-vous téléphoniques plutôt que les déplacements systématiques
- Favoriser les modes de transports doux

#### La société s'engage

##### « Former et informer » (pour mieux agir)

- Diffuser la Charte à l'ensemble du personnel
- Mettre à disposition et signaler des zones de tri

##### « Acheter mieux »

- Privilégier les achats éco responsables et les fournitures à longue durée de vie ou rechargeables
- Favoriser le partenariat avec les acteurs locaux et/ou ISO 14001
- Approvisionner des composants RoHS compliant pour nos besoins de réparations électroniques

##### « Communiquer »

- Sensibiliser les salariés et les impliquer dans les initiatives environnementales de l'entreprise
- Communiquer à nos parties intéressées notre engagement en faveur du développement durable, notamment via le Global Compact des Nations Unies auquel Telenco networks est adhérent.

##### « Assurer le suivi de la charte »

- Réaliser un suivi annuel de la consommation énergétique et mettre en place des actions pour résoudre les problèmes soulevés.

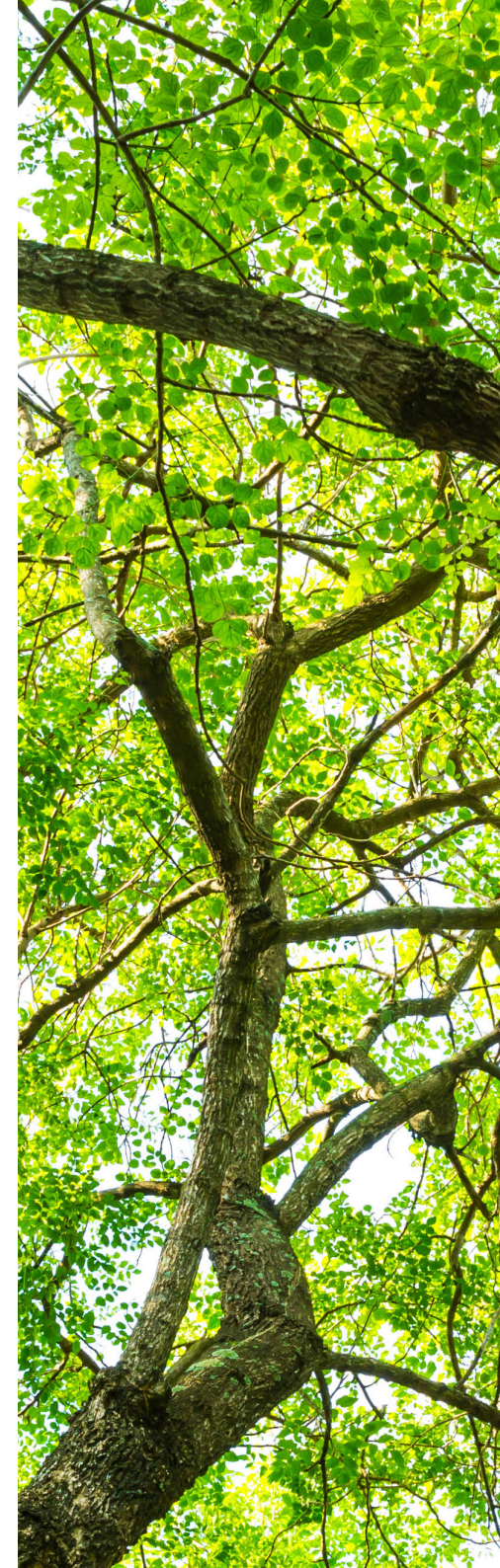


# VI. PRINCIPLES RELATED TO THE PROTECTION OF THE ENVIRONMENT

## Our actions

The European Union has one of the most restrictive chemical substances legislation in the world. The Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) develops a series of lists of chemicals. Some are banned, for reasons of environmental and human health. Telenco networks therefore guarantees that they are not used by its suppliers. However, the SVHC (Substances of Very High Concern) list goes further. It includes chemicals that raise public health issues (cancerous, mutagenic, toxic for reproduction) and that can potentially be banned within 5 to 7 years. Telenco networks, as a cautious approach, ensures that the substances on this list are not used in its products.

To promote cleaner and alternative mobility among our employees, we participate to the eco-mobility challenge organized by the Region which consists of rewarding, during a day, the company whose largest number of employees came to work otherwise than alone by car. To encourage them to adopt the alternative mobility, that day the company offers the breakfast to all employees who came to work by train, on foot, by bike or by carpool to motivate them to « give it a try ». We give to the employees information on environmentally friendly modes of transport and the compensation to which they are entitled if they adopt them. For example, there





## VI. PRINCIPLES RELATED TO THE PROTECTION OF THE ENVIRONMENT



are two train stations in the municipality where we are installed and we reimburse half of the public transport price and/or bike rental subscriptions.

Finally, Telenco networks is trying to minimize the impact of its products during their development. Enhancing the value of our products, using recycled plastics, replacing plastic packaging with cardboard, reducing the quantity of material used, optimizing logistics circuits or ensuring the longest lifespan of our products: these are all measures that we implement on a daily basis.

### Nos résultats et objectifs

**97%**

**of the waste is recovered**  
(related to the number of  
dumpster retrieve)



**6 charging stations:**  
4 for bicycles and 2 for cars



**2 254€**

**compensation for public  
transport was paid by Telenco  
networks in 2018**

**1 515km**

**has been traveled otherwise  
than by car by 82 of Telenco  
employees on 7<sup>th</sup> june of 2018**





# VII. PRINCIPLES RELATED TO FIGHT AGAINST CORRUPTION

## FIGHT AGAINST CORRUPTION

- Companies are encouraged to take action against corruption in all its forms, including extortion and bribery.




## Our actions


For five years now, Telenco networks has its own ethical code, signed by all its employees, no matter their level of responsibility. This code was extended to the entire Telenco group last year and among the members of the Board of Directors, an Ethics Referent Officer has been appointed. A memorandum defines the notion of an «acceptable» gift, a gift acceptance procedure, contract or transaction procedure in case of doubt, as well as an alert procedure.

To translate words into action, we implemented in 2017 a training against corruption, based on a training support conceived by Transparency International. This training concerns all the employees who are internationally exposed as well as decision-makers: the Board of Directors, marketers, sales representatives and buyers.

## Our policy

### Code de conduite éthique



	<b>1. Assurer la sécurité de nos collaborateurs</b> <ul style="list-style-type: none"><li>• Garantir un milieu de travail sûr et de bonnes conditions de travail pour tous</li><li>• Suivre les règles et procédures indispensables à la sécurité de chacun (garder nos lieux de travail libres d'alcool et de drogues, porter en tout temps l'équipement de protection individuel exigé,...)</li></ul>
	<b>2. Traiter les autres avec respect et dignité</b> <ul style="list-style-type: none"><li>• Comprendre et apprécier l'importance de la diversité et de l'inclusion</li><li>• Favoriser un environnement de travail libre de comportements choquants, insultants, hostiles ou intimidants</li></ul>
	<b>3. Protéger l'environnement</b> <ul style="list-style-type: none"><li>• Réduire nos émissions, préserver l'énergie et les autres ressources, réutiliser ou recycler les produits dérivés</li></ul>
	<b>4. Mener les affaires avec intégrité et uniquement au profit de la société</b> <ul style="list-style-type: none"><li>• S'abstenir de tout comportement qui nuirait à la réputation de l'entreprise</li><li>• Éviter toute situation où l'acceptation d'un cadeau serait inappropriée</li></ul>
	<b>5. Mener nos activités de manière licite et équitable</b> <ul style="list-style-type: none"><li>• Respecter les lois et règlements nationales et internationales</li><li>• Fournir seulement des informations honnêtes et exactes quant aux produits ou services</li><li>• Prohiber le travail d'enfant ou le travail forcé</li></ul>
	<b>6. Garantir la sécurité des données et la protection de la vie privée</b> <ul style="list-style-type: none"><li>• Préserver et protéger tous les renseignements personnels dont nous disposons</li><li>• Ne pas utiliser des informations confidentielles à l'extérieur de nos responsabilités ou pour un bénéfice personnel</li></ul>

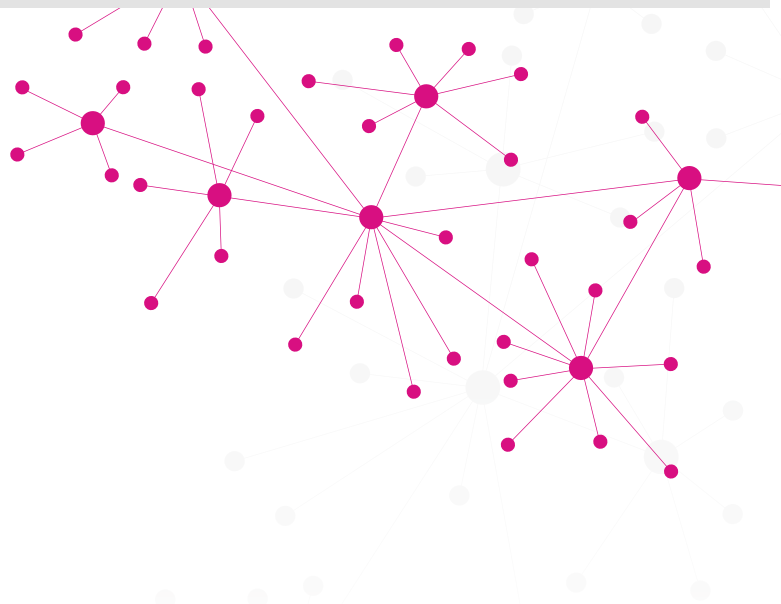


## VII. PRINCIPLES RELATED TO FIGHT AGAINST CORRUPTION

A training session for existing staff was held at that time. But we couldn't stop there. Indeed, Telenco networks is a booming company and we are hiring new employees every year. This year 3 training sessions allowed each of these newcomers to be at the same standard as our existing teams.



Discover the training support on:  
[www.fairedesaffairesanscorruption.com](http://www.fairedesaffairesanscorruption.com)



### Our results and objectives

**100%**

For five years, 100% of the employees are signatories of the Telenco Code of Ethics

**3**

Ethical referents within the Telenco group, including 1 for Telenco networks

**3**

Training sessions against corruption



**0**

Tolerance 0 in case of proven corruption event, even for very small market values



## VIII. CONCLUSIONS ON 2019

Last year had been the year of «major works». Indeed, to reach the GC Active level, we had to implement a series of measures and slightly change our organisation. To keep our efforts on track, 2019 will be a time for stabilisation.

This year, we have carried out what was decided last year and set up the adjustment processes to the developments in our company and in the context. Training new employees, continuous improvements in control processes, research and development, etc. are all keys to ensure that our commitment is permanent.



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