

COMMUNICATION ON PROGRESS

OMERIN GROUP

omerin

2018

omerin



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.

1 | RENEWED MANAGEMENT COMMITMENT

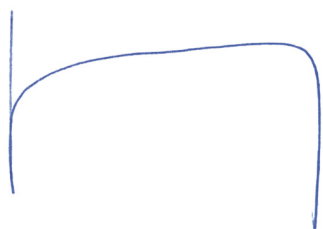
Our group operates in a multicultural environment, in numerous sectors on international markets, and has 13 production sites in Europe, Tunisia and the USA.

In November 2018 we signed the United Nations Global Compact, demonstrating our desire to support the ten universally recognised principles in the areas of human rights, international labour rights, environment and anti-corruption.

This communication on progress enables us to renew the OMERIN Group's commitment to supporting these principles and to implement the necessary actions that show our willingness to integrate them across our organisation and strategy.

Our corporate foundation set up in January 2015 also makes a significant contribution to our corporate responsibility. The foundation finances restoration projects for monuments that are part of our cultural and religious heritage, and supports numerous associations involved in cultural, educational and charitable activities.

We invite you to read our first communication on progress, which provides an overview of actions undertaken in 2018 and our future projects in coming years.



Xavier Omerin
CEO & Chairman



Pierre Sanvoisin
General Manager

2 | PRESENTATION OF OMERIN GROUP

As a leader in products for extreme conditions, the Omerin Group works hard every day to maintain its world leadership in the manufacture of special cables and wires for use between -190 °C and +1400 °C.

Stringent requirements, know-how, innovation, leading-edge technologies, investment in equipment and human resources have been our leitmotiv since 1959, helping us develop ever-more effective products that meet the needs of our customers.

Omerin operates via four «business units»

- Electrical wires & cables and braided sleeveings,
- Flexible heating elements,
- Sanitary and HVAC hoses,
- Medical devices and primary pharmaceutical packaging.

Omerin employs 1200 research specialists, engineers, qualified experts, production and administrative personnel, working with a passion for success, organised within a structure that provides flexibility and responsiveness.

Our head office and main production division («division principale») are in Ambert, in Puy de Dôme (département 63), France.

We operate 13 production sites:

- 9 in France: Rhône-Alpes / Auvergne (42, 43, 63, 69),
- 4 international: Tunisia, Spain and USA.

Our worldwide presence is ensured through 11 business development subsidiaries and sales offices in: UK, Germany, Singapore, Poland, China, India, Brazil, Spain, Mexico, Turkey and Argentina.

Our commercial representatives all around the world work alongside the network of offices. Our expertise is recognized in over 120 countries.

The OMERIN Group competes directly with international groups and holds leadership positions on its markets:

- The world's leading manufacturer of silicone-insulated wires and cables
- Europe's leading manufacturer of glass-yarn braids,
- France's leading manufacturer of fire safety cables,
- France's leading manufacturer of flexible heating elements.

Our wide range of products also extends to braided insulated sleeveings, flexible heating elements, oven door seals, fireproof sleeveings, thermocouple, extension and compensation cables, industrial braids, low pressure hoses, medical devices and primary pharmaceutical packaging.

3 | REMINDER OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT



HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.



INTERNATIONAL LABOUR RIGHTS

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should uphold the effective abolition of child labour.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

4 OVERVIEW OF 2018 ACTIONS

Support for human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Between the end of 2017 and the start of 2019, the OMERIN Group initiated a vast project to remove asbestos from its building roof structures, replacing corrugated sheets containing asbestos across all industrial sites with roof structures of this type. The project covers four industrial sites including the head office in Ambert. It represents an investment of approximately €450,000.

The operations consisted in the removal of the fibre cement boards in accordance with the asbestos removal directive, by a certified asbestos removal contractor. The OMERIN Group replaced 9,000 m² of roofing and sent over 120 tonnes of asbestos waste to specialised asbestos waste processing channels.

OMERIN Group sites impacted by the asbestos removal operations are:

Site	Roof surface replaced	Waste tonnage processed
OMERIN division principale	7,000 m ²	98 T
OMERIN corporate foundation (Moulin de Nouara project)	400 m ²	8 T
Improvision	860 m ²	20 T
IFT Groupe OMERIN	1,150 m ²	27 T

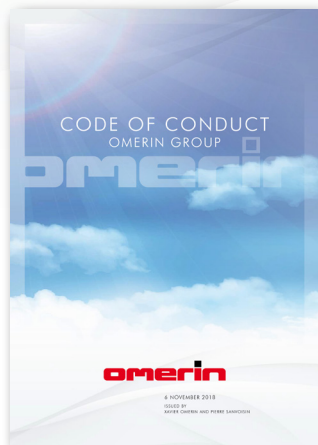


Asbestos removal on the roof of the OMERIN division principale building



Support for human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.



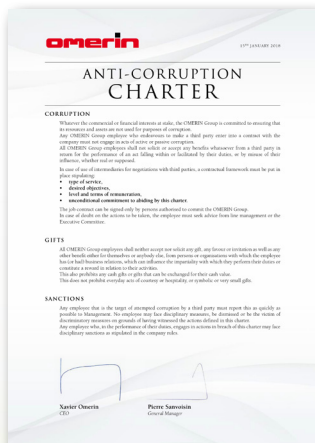
In November 2018, CEO Xavier Omerin and Managing Director Pierre Sanvoisin drafted the Group Code of Conduct. This will be signed by all members of the board of directors and by the directors of each OMERIN Group site. It will also be distributed to the staff representative bodies on each site. This code of conduct sets out the OMERIN Group's values and the commitment of its Management and employees to respect these values.

OMERIN Group values are the very foundation of this code of conduct, in terms of economic development and environmental performance, respect for all cultures, for rule of law, for health and safety regulations, as well as for the environment and for sustainable development. These values extend to respecting trade secrets, integrity at all levels and the corporate responsibility of the OMERIN Group. The code of conduct also sets out the rules of respect for competition law, intellectual property law and personal data protection laws applicable to data collected on behalf of the OMERIN Group.



Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



To fight corruption, the OMERIN Group adopted an anti-corruption charter applicable to all group employees in November 2018. This charter stipulates that any OMERIN Group employee who endeavours to make a third party enter into a contract with the company must not engage in acts of active or passive corruption, and that they shall not solicit or accept any benefits whatsoever from a third party in return for the performance of an act falling within or facilitated by their duties, or by misuse of their influence, whether real or supposed.

All OMERIN Group employees shall neither accept nor solicit any gift, any favour or invitation as well as any other benefit either for themselves or anybody else, from persons or organisations with which the employee has (or had) business relations, which can influence the impartiality with which they perform their duties or constitute a reward in relation to their activities.

This also prohibits any cash gifts or gifts that can be exchanged for their cash value.

This does not prohibit everyday acts of courtesy or hospitality, or symbolic or very small gifts.

Furthermore, the charter stipulates that no employee may face disciplinary measures, be dismissed or be the victim of discriminatory measures on grounds of having witnessed the actions defined in this charter. However, any employee who, in the performance of their duties, engages in actions in breach of this charter may face disciplinary sanctions as stipulated in the company rules.

The OMERIN Group anti-corruption charter has been issued to all members of the board of directors, each site manager and the staff representative bodies for implementation.

5 | OMERIN GROUP PROJECTS

2019 will be marked by the launch of large corporate responsibility projects for the OMERIN Group, in an effort to support the UN Global Compact.



HUMAN RIGHTS

- Celebration of the 60th anniversary of the OMERIN Group
- Creation of personal protective equipment booklets for all production sites



INTERNATIONAL LABOUR RIGHTS

- Creation of social and economic works councils
- Signature of gender equality agreements
- Signature of a collective performance agreement



ENVIRONMENT

- Installation of solar photovoltaic panels on four industrial sites, generating total power of 2 MW and with a budget of €1,200,000.
- Installation of three hydrocarbon separation units
- Creation of a secure storage facility for hazardous products



ANTI-CORRUPTION

- Signature by all raw materials suppliers of a commitment to observe the OMERIN Group anti-corruption charter.