



United Nations Global Compact

Communication on the 2021 Progress



WE SUPPORT THE
GLOBAL COMPACT

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

We appreciate your comments on this content.



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Reminder

Global Compact
and its 10 principles

**The Global Compact,
what is it?**

Coordinated by the United Nations, Global Compact is a voluntary initiative. Global Compact involves 13,000 entities from 170 countries, all committed to a social responsibility approach. In France, there are 1,481 members including 1,378 companies. Global Compact reunites companies and organizations committed to respecting and « ensuring respect » for the 10 universally recognized principles.



HUMAN RIGHT

1. Businesses should support and respect the protection of internationally proclaimed Human Rights;
2. Businesses should make sure that they are not complicit in Human Right abuses.



INTERNATIONAL LABOUR STANDARDS

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. Businesses should uphold the elimination of all forms of forced and compulsory labour;
5. Businesses should uphold the effective abolition of child labour;
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. Businesses should undertake initiatives to promote greater environmental responsibility;
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

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



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Editorial/ CEO's Letter

1481 participant members in France : 103 non-profit organisations, 1378 companies.
We are proud to be part of this organization

As a member since 2017, the renewal of our commitment to the Global Compact is a strong act for Telenco networks. In 2020, our priority was to ensure the health and safety of all our employees in the context of a global pandemic, while we had to face sustained working conditions related to a very strong growth of activity. It goes without saying that we will maintain this priority in 2021, and for as long as necessary.

Our healthy organization and the actions undertaken with a serious attitude by our teams, in accordance with the principles of the Global Compact, allow us to combine economic development, respect for human rights and protection of the planet.

We are therefore very pleased to renew through this communication our commitment to the Global Compact and to its ten fundamental principles.

Denis Falliex
CEO of Telenco networks

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Telenco networks

282

employees

124 M€

turnover in 2020

16 000 m²

Production unit and logistics platform surface

70 pays

covered by our exports





4 Principles Human Rights

1. OUR POLICY

Adopted in 1948, the Universal Declaration of Human Rights is the foundation of International Human Rights Law.

Within the Human Rights «family», the economic, social and cultural rights cover a set of fundamental human aspirations; the right to decent work being one of them.

All workers must have their fundamental rights at work respected, based on international standards that define universal principles such as the prohibition of forced labour, the non-exploitation of children, freedom of association or the respect of a maximum working time.

It goes without saying that we actively uphold this statement.

As part of this approach, and to the extent of its influence, Telenco networks also encourages its suppliers to respect these international rules and to draw ever closer to the values of the Global Compact.



HUMAN RIGHTS

- Businesses should support and respect the protection of internationally proclaimed Human Rights.
- Businesses should make sure that they are not complicit in Human Right abuses.

2. OUR ACTIONS

Focusing above all on the well-being of our employees, especially during the current pandemic period, in collaboration with our partner, Malakoff Humanis, we have made available a free application.

A comprehensive solution for helping employees to better understand and manage their stress. Specific programmes have been developed to alleviate the psychological impact of the lockdown, the end of the lockdown and the Covid-19 pandemic in general.

In 2021, Telenco cared to support the students. Particularly affected by the health crisis, in great precariousness, more than ever our students needed us.

Telenco has therefore decided to help the Grenoble students by organizing a large collection, in partnership with Agoraé, the solidarity grocery shop on the Saint Martin d'Hères university campus.

315 kg of food and equipment have been collected!

All the donations were handed to Agoraé, so that the organization could give them, free of charge, to students in the region.

As a partner of long date of the emblematic club of the Grenoble area, the Football Club Grenoble Rugby, Telenco took part in this year in this year's Sustainable Development Week organized by the club.

Each day we had to raise a challenge. Whether it was a sports session, cooking, cycling, collecting waste throughout the company, collecting clothes or plastic caps, thanks to everyone's efforts 100% of the challenges proposed by the FCG were met!

With the arrival of good weather and the authorization to go beyond our limits; Telenco has decided to combine the return to sports with a charity event for children with cancer. The challenge is simple: during one week, volunteer employees have to travel as many kilometers as possible. By walking, running or cycling, each kilometer allowed us to donate €5 to the association.

All of these donations will be used to purchase sports equipment to improve the daily lives of hospitalised children and to increase awareness on the importance of blood and platelet donations.

A great initiative taken by 102 employees who travelled 5,465km!



3. OUR RESULTS & OBJECTIVES

315 kg

of equipment and food collected for Grenoble students



100%

of the FCG Sustainable Development Week challenges were completed (allowing Telenco to win a "diversity" team building)

70 kg of waste

43 kg of clothes

6 kg of plastic caps

collected by employees during the Sustainable Development Week

4300€

donated for children with cancer



INTERNATIONAL
LABOUR
STANDARDS

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Businesses should uphold the elimination of all forms of forced and compulsory labour.
- Businesses should uphold the effective abolition of child labour.
- Businesses should uphold the elimination of discrimination in respect of employment and occupation.

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Principles

International labour standards

1. OUR POLICY

What is the purpose of a collective agreement?

The collective agreement enriches the rule of law and the protection of employees' interests. The agreement compensates for the gaps in the Labour Code with regard to some principles. It protects the employee by promoting his/her interests while reconciling the right to work to labour law. The agreement supplements the terms of the employment contract. It improves the working conditions of employees.

At Telenco, we apply the Syntec Collective Agreement.

2. OUR ACTIONS

Within the framework of the collective bargaining, after constructive discussions between management and the members of the Social and Economic Committee, an agreement on the organization of working time was signed.

The Kelio software now allows each employee to manage his/her daily or weekly working hours and to find a better balance between his/her professional and personal life. An information note on the right to disconnect was also disseminated.

Since the outbreak of the coronavirus and the new health regulations that have been imposed, teleworking has been favoured for many employees. In order to make working from home as easy as possible for everyone, Telenco has produced the Telework Guide, which offers some tools and tips on how to telework with peace of mind.

Training

Despite a beginning of the year marked by uncertainty with regard to the training schedule, following the closure of training organizations and the prohibition to organize people gatherings, we redoubled the efforts to support our training process and were able to re-organize all the planned training courses and even more.

Facts & figures:

775 hours of external training planned

817.5 hours of external training attended!

Complete overhaul of the Telenco Internal Portal

For several years now, an internal communication portal, e-conne  t  , was made available to all Telenco employees. This year, Telenco focuses on communication and gives its portal a new look! Behind the new appearance of this portal, our employees can find the essential communication contents such as the directory, the internal newspaper or the photos sent by employees for the monthly "Photo wall" internal contest,...

There are also new sections such as the employee guide, latest news, flash news, the presentation of new entrants, the performance rate of our companies,...

Purpose: less emails and more information!



3. OUR RESULTS & OBJECTIVES



9 employees

Company's Economic and Social Committee

(5 delegates for the Employee category,
- 4 delegates for the category Manager, Technician and Supervisor)

4 time profiles

to meet the needs
of all employees



all employees

benefit from a flexibility of -8/+10
working hours to reconcile
work – life balance
thanks to Kelio software

42 employees

were able to telework at the height
of the health crisis



817

training hours attended by employees



ENVIRONNEMENT

- Businesses should support a precautionary approach to environmental challenges.
- Businesses should undertake initiatives to promote greater environmental responsibility.
- Businesses should encourage the development and diffusion of environmentally friendly technologies.

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Principles

Environmental protection

1. OUR POLICY

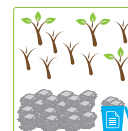
The charter tel'eco

On a daily basis, the Telenco's staff and management commit to:



«Sort and recycle»

- Recycle cardboards, packaging, paper, wood, metals, cans, coffee pads and bio-waste during working hours, but also during break times
- Discard ink cartridges, batteries, bulbs and electronic scrap by respecting WEEE regulations in force
- Manage the recycling of dangerous products used for the manufacturing of our products



«Consume with moderation»

- Use the verso of the error printed paper as draft copy
- Develop computer archiving
- Favour B&W and double-sided printing
- Limit the use of single-use items



«Energy consumption controlling»

- Turn off the light when leaving the office or the common parts of the building
- Systematically turn off the desktop and the printing machines...
- Turn off the tap after using it
- Find the best heat/cold balance during summer and winter time
- Use eco-responsible technologies as much as possible for the installation and renovation of our premises



«Alternative mobility»

(cutting-off transport-related greenhouse gas emissions)

- Adopt eco-driving
- Develop carpooling and promote green transportation methods
- Prefer phone or video calls instead of systematically travelling



«Limit digital pollution»

- Use the right tool to communicate (phone, instant messaging, emails...)
- Avoid large attachments (internally, communicate the file location on the server)
- Host websites in local datacenters



«Preserve the biodiversity»

- Help to protect the wildlife (fauna and flora)

To see the charter, go to:
<https://telenco.com/en/environment/>

When designing its products, Telenco networks commits to:



«Think life cycle»

- Consider environmental impact from the moment the need is expressed and analyzed
- Develop computer archiving
- Favour B&W and double-sided printing
- Limit the use of single-use items



«Choosing the materials»

- Do not use materials prohibited by European REACH and RoHS regulations or the US Dodd-Frank act
- Promote the use of recycled materials in products and packaging (rate of acceptance of recycled materials/search for suppliers of raw materials in R3 and R4)
- Opt for the least energy-consuming materials by limiting the production of waste (natural origin materials/ materials produced with low-energy and low-waste processes/ refinement adjustment if needed: no bleaches or unnecessary additives).



«Responsible production»

- Favour the least polluting processes which produces the least possible waste (new technologies, acceptance of regrind rates,...)
- Limit the transport related to manufacturing by avoiding the choice of technologies that may require a distant origin and address the overall transport impacts and costs in R3 and R4 meetings



«Anticipating the end of life»

- Facilitating the disassembly of products at their end of life and the disassociation of materials by favouring assemblies that can be dismantled with the use of standard tools and by avoiding "sandwich" materials
- Limit the number of different components and materials in order to reduce at most the number of recovery steps
- Opt for recyclable materials for products and packaging (cardboard, metals, wood or, failing that, recyclable plastics (PET, HDPE, PS, ABS, PVC,...))

The company commits

«Train and inform»

(for more effective actions)

- Disseminate the Chart to all employees
- To provide and indicate the sorting areas

«Improving purchasing»

- Favouring eco-responsible purchasing and long-life or refillable supplies
- Encourage partnerships with local players and/or ISO 14001
- Sourcing RoHS compliant components for our electronic repair needs

«Communicate»

- Raising awareness and involving employees in the company's environmental initiatives
- Communicate our commitment to a sustainable development to our stakeholders, including through the United Nations Global Compact to which Telenco networks is a member

«Ensure the charter's follow up»

- Carry out an annual monitoring of energy consumption and implement actions to address the raised problems



Special « Carpooling » prize

*awarded to Telenco at the
Auvergne-Rhône-Alpes Mobility
Challenge*

2. OUR ACTIONS

Green energy, what is it!?

The term "green energy" designates the energy produced from renewable energy sources. An offer is said to be "green" if the supplier can prove that a quantity of green energy corresponding to the consumption of the customers from this offer has been injected into the network.

Understandably, Telenco has chosen to switch to 100% green electricity this year.

Choosing green electricity is a civic act, it allows us to support the development of the production of electricity from renewable sources but also to encourage the market players to turn more towards more environmentally friendly production methods.

Always with the aim of being a committed player in the preservation of our environment, and as we were already equipped with an electric vehicle for the Management, we found it natural to choose to renew a second company vehicle this year with an electric model.

This was followed by the installation of electric charging points for employees.

In addition to our green electricity approach, we also encourage our employees to carpool. The Group supports this mode of transport and participates each year in the Mobility Challenge in order to raise awareness of the need to adopt soft modes of transport.

Telenco won the special «Carpooling» prize awarded by Mov'ici and the Auvergne-Rhône-Alpes Region!

Thanks to the Mov'ici website offered by the Auvergne-Rhône-Alpes Region, each employee can try to find a carpooler for his/her home-to-work drives! Completely free of charge, the purpose of this website is to put carpoolers of the region in touch so they can organize their journeys.



3. OUR RESULTS & OBJECTIVES

electricity
100% Green

2

electric company cars

8

Electric charging points
4 for bike - 4 for car

1132€

of transport compensation
refunded in 2020

1426 km

travelled by using environmentally
friendly modes of transport
during the Mobility Challenge
(1,426€ were therefore donated to the
associations "les Enfants de l'Ovale"
and "FCG in my town"!)



FIGHT AGAINST CORRUPTION

- Businesses should work against corruption in all its forms, including extortion and bribery.

7

Principles

Anti-corruption

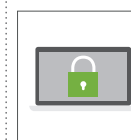
1. OUR POLICY

Code of Ethical Conduct



1. Ensure the safety of all our employees

- Ensuring a safe working environment and good working conditions for all
- Follow the rules and procedures that are essential for everyone's safety (keep our work places free of alcohol and drugs, wear the required personal protective equipment at all times,...)



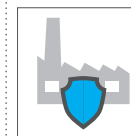
6. Guarantee data security and privacy

- Preserve and protect all personal data that we own
- Do not use confidential information outside our responsibilities or for personal benefit



2. Treat others with respect and dignity

- Understand and consider the importance of diversity and inclusion
- Promote a working environment that excludes shocking, insulting, hostile or intimidating behaviours



7. Protect and use conveniently the company's goods

- Use the company's goods efficiently and only for the purposes of legitimate activities
- Respect industrial and intellectual property rights as well as trademark rights



3. Protect the environment

- Reduce our emissions, preserve the energy and other resources, re-use and recycle the derived products



8. Fight actively against fraud and money laundering

- Fight actively against fraud and money laundering



4. Manage business with integrity and exclusively for the company's benefit

- Abstain from any behaviour that may damage the company's reputation
- Avoid all situations where accepting a gift might be inappropriate



9. Prevent all form of active or passive corruption

- Respect all laws that forbid active or passive corruption, as well as regulations relative to the financial or political activities



5. Manage our activities in a lawfully and equitable manner

- Respect national and international laws and regulations
- Provide only honest and exact information about our products and services
- Forbid child labour and all forced labour



Code of Ethical Conduct signed by employees

2. OUR ACTIONS

To ensure that we leave no room for ambiguity, we decided more than five years ago to adopt a Code of Ethical Conduct.

This code makes it possible to formalize a number of principles of action and standards that go beyond the legal obligations.

Signed by all our employees, at all levels of responsibility, our Code of Ethical Conduct sets out moral values, as well as civic and moral principles. It's a useful guide for all employees, helping them to judge the appropriateness of their behaviour and that of their partners.

In addition, an ethics representative has been appointed among the Directorate members and a memo has been disseminated to define the notion of «acceptable» gift, a procedure for accepting gifts, contracts or transactions in case of doubt, as well as a warning procedure.

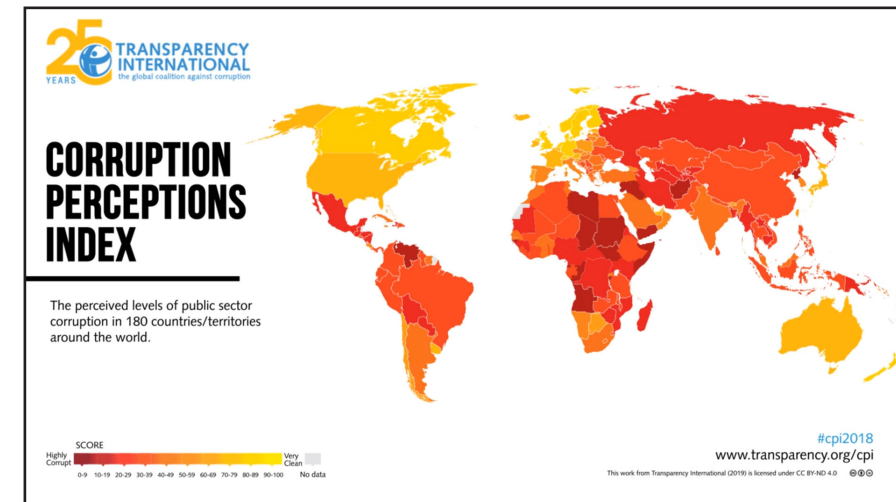
In these unusual circumstances, the ability of companies to implement anti-corruption measures in parallel with the health crisis management effort is a central question. Indeed, this crisis forced us to freeze purchases, hire suppliers or subcontractors in new geographical areas and some contracts had to be renegotiated. The working environment of our employees has been reorganized by favouring telework, while in the same time work has been carried out to integrate new health and hygiene issues in order to organize the return to the workplace.

The economic players have changed and the increased risks of corruption caused by the emergency of the health crisis have reminded us of the importance of transparency and information to our employees and partners.

Our employees were therefore reminded that an anti-corruption training material is made available to them free of charge.

A 30min session, to be seen and re-watched as many times as desired, created by experts on the subject and addressing 4 main questions:

- What is corruption and why is it important to fight against it?
- How to hedge against corruption and how to fight against it?
- Which anti-corruption laws and what are their consequences?
- How to report corruption?



To find the training material, go here:
www.fairedesaffairesanscorruption.com

3. OUR RESULTS & OBJECTIVES

100%

of employees hired for the past 5 years
are signatories of the Code of Ethical
Conduct

2

ethic representatives within
the Telenco Group, including 1 from
Telenco networks

Tolerance

0

in the event of a proven corruption
event, even for very small
market values



After a 2021 year with a wealth of lessons of solidarity and proofs of commitment to be drawn, we can only begin by thanking all of our staff.

Each one of them has been able to adapt to new working conditions in a fast-growing sector of activity and to prove each day, through their involvement, their desire to build a future together. Each process has been reviewed to ensure that it is in line with new developments and the unprecedented context.

Despite the situation, our efforts in terms of social responsibility have not been put aside, environmental actions and social events have been able to continue in a different manner.

Telenco has made it a point of honour to maintain those actions that allow our company to evolve and make its ecosystem grow.



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