



UNITED NATIONS
GLOBAL COMPACT

Communication
on Progress
2022

COMMUNICATION
SUR LE PROGRÈS



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

We appreciate your feedback on this content.

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Renewal of the Director's commitment

For the 6th consecutive year, Telenco networks renews its commitment to the 10 core principles of the Global Compact. Our values and policies have been in place since our creation 23 years ago and have evolved over the years to take into account new challenges and issues. Our commitment to the Global Compact in 2017 reflects our values and the company's ongoing evolution to provide the best possible conditions for its employees.

In 2021, we have continued our efforts to ensure the health and safety of our employees in a context that is constantly changing. In 2022, we will continue our efforts to respect human rights and protect the environment: we have the opportunity to carry out new actions thanks to the involvement of our employees, always ready to do even better! To achieve our sustainable development objectives, a QSE - SD coordinator was recruited at the end of 2021. She will work on quality, safety, environment and sustainable development issues for the whole Telenco Group.

A handwritten signature in black ink, appearing to be 'D. Falliex'.

Denis Falliex
CEO of Telenco networks

02

Telenco networks around the world

Headquarters

- ▶ Telenco networks
ZA Valmorge - Rue Séraphin Martin
38430 Moirans - France

Production facilities

- ▶ TELGO
- ▶ Telenco Portugal
- ▶ Telenco networks Tunisie

TELENCO NETWORKS

- ▶ Creation: 1999
- ▶ Workforce: 105
- ▶ Turnover 2021: 118M€
- ▶ Production and logistics: 9 000 m²

TELGO

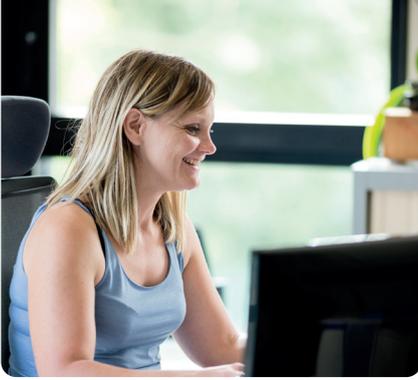
- ▶ Creation: 2018
- ▶ Workforce: 44
- ▶ Production and logistics: 2 800 m²

TELENCO PORTUGAL

- ▶ Creation: 2014
- ▶ Workforce: 161
- ▶ Production and logistics: 4 500 m²

TELENCO NETWORKS TUNISIE

- ▶ Creation: 2021
- ▶ Workforce: 5
- ▶ Production and logistics: 2 000 m²



03

Human rights principles



Our policy

Since its creation in 1999, Telenco networks has respected the principles of the Universal Declaration of Human Rights (1948) and French law to ensure the best working environment for its employees.

These principles are illustrated in our Ethical Charter and our Data Protection Policy (RGPD), which are read and signed by each new employee and updated as necessary to protect our teams.

We encourage our suppliers as much as possible to respect these international rules and to get ever closer to the Global Compact values.



Global Compact principles

- ▶ 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.

Our actions

- + In order to ensure the health and safety of our employees in a complex and ever-changing health environment, we have continued our efforts and paid particular attention to our employees. After making a free stress management application available in 2021 through our health partner Malakoff Humanis, this year we deployed a new psychological support system.

This listening and support system is free and anonymous and allows our employees, through a telephone number accessible 7 days a week and 24 hours a day, to obtain an immediate consultation or to make an appointment for a video-consultation via an online platform.

Key figures - 2021

87/100
Gender equality
index



2
supplier audits
completed



03 Human rights principles

- + In 2022, Telenco joined forces with Ergon Capital's endowment fund and the Airbnb Foundation to support Ukraine following the emergency situation. Thanks to Telenco's financial endowment, a Ukrainian family will be accommodated in the French Alps region for 6 months. In addition to the accommodation, a support system for the integration of this family is also planned, including language courses. The employees of our subsidiary in Portugal have also mobilised themselves personally by organising a collection of equipment (survival kit, non-perishable food, baby wipes and nappies, pet food). More than 150 employees chose to show solidarity and help the refugees by bringing in full boxes!
- + As it has done every year for the past 9 years, Telenco supports the association "Les enfants de l'Ovale": a provision of textbooks, school materials, books for children and sports equipment has been sent. All this equipment was distributed in the EDO centres in Niger and Mali. The financial endowment made this year will contribute to the construction of a new House of "Les Enfants de l'Ovale" in Ivory Coast. Work can begin as soon as the construction permit is granted, which is well underway.
- + Since 2018, when the FCG (Grenoble Rugby Club) Endowment Fund was created, Telenco has been a loyal supporter of the "FCG in my town" programme, which is particularly involved with young people and local associations in the city. For the third year in a row, Telenco's participation has made it possible to finance a sports educator in a local club for the training of young players, the intervention of educators on the theme of "rugby and values" in schools, and the "Rugby Wednesday" scheme, which enables young people from the neighbourhoods to discover the practice of the sport throughout the year. This year, the club rewarded the company for its loyal and lasting commitment.



Key figures - 2021

100%
of our employees have
signed the code of ethical conduct



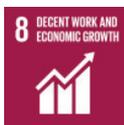
48 000€
in financial donations





04

International labour standards principles



Our policy

A collective agreement adapts the rules of the Labour Code to the characteristics of a given sector of activity. It adds details on certain principles, such as conditions of employment or training, to improve the working conditions of employees. At Telenco, the Syntec Collective Agreement is the one that applies.

Our internal policy, transcribed through our Internal Regulations, also enables us to specify the application measures in terms of health and safety and the provisions relating to general legal principles, such as non-discrimination or harassment.

In 2022, we completed our policy by adopting our Telework Charter.

Global Compact Principles

- ▶ 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.



Our actions

- + At Telenco networks, employees have a wide variety of activities depending on the position they hold. For example, many employees spend a lot of time standing, moving or carrying and moving loads. This is particularly true for people working in logistics, production and quality control. Concerned about the health of its employees, Telenco has set up osteopathy sessions with a qualified practitioner. These sessions take place several times a year at Telenco's premises, allowing all employees to benefit from 2 free sessions per year.
- + In 2021, Telenco also offered its employees 1 orthopaedic check-up with a podiatrist.
- + A non-discrimination policy is anchored at Group level. It extends to our recruitment: all our internally-managed job offers are posted on the Agefiph website, which supports disabled people seeking employment or working.
- + The Telework Charter adopted this year sets out the technical and material conditions for teleworking in safety, the pace, flexibility and time of teleworking, as well as the exceptional situations can modify the established charter.

Key figures - 2021



74

osteopathy sessions



50

podiatry sessions



1011,5 H

of training sessions completed



14

people trained in fire safety



8

person in the Employee Committee



1

harassment and discrimination referent



4

time profiles

05

Environmental protection principles



Global Compact principles

- ▶ 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.

Our policy

Charter tel'eco



Sort and recycle

- Recycle cardboards, packaging, paper, wood, metals, cans, coffee pads and organic waste during work hours. But also during break time at work
- Throw anchor cartridges, batteries, light bulbs and hardware by respecting WEEE regulations in force



Consume with moderation

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



Energy consumption controlling

- Turn off the light and computer equipment when leaving the office
- Turn off the tap after using it
- Finding the best cold/hot balance during summer and winter time
- Using eco-responsible technologies as much as possible



Alternative mobility

- Adopt an eco-friendly driving tactics
- Develop carpooling and adopt environmental friendly modes of transport
- Choose phone calls rather than systematically travel



Limiting digital pollution

- Use the right device to communicate (phone, instant messaging, email...)
- Avoid large attachments (for internal use, communicate the file's location on the server)
- Host websites in local datacenters



Preserving biodiversity

- Contribute to the protection of wildlife and flora



Think life cycle

- Consider environmental impact starting with the phase of the need expression and analysis
- Analyzing environmental impacts from a global point of view: from resources exploitation until the end of the product life cycle. Thus, we consider much more than the manufacturing phase
- Consider different environmental aspects (resource limitations, pollution, gas emissions, ecosystems degradation,...)



Choose our materials

- Do not choose forbidden materials listed by REACH and RoHS European regulations or by Dodd-Frank American law
- Prefer recycled materials for the manufacture of our products and their packaging (acceptance rate of recycled materials/research suppliers for recycled materials during R3 and R4 steps)



Responsible manufacturing

- Promote the least polluting processes, with a minimum waste production (new technologies, acceptance rate of waste recycling)
- Reduce the transportation related to the manufacturing by avoiding technologies that imply far away sources and approach impact and global cost transportation in R3 and R4 steps



Anticipate products' end of life cycle

- Ease the dissembling of products at the end of life cycle and the material selection. By promoting the detachably connecting profiles using standard tooling and avoiding "sandwiches" materials

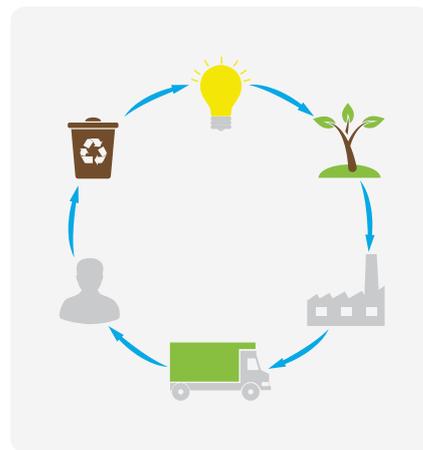
Discover the whole charter on our website:

telenco-group.com/fr/engagements/engagement-rse/

05 Environmental protection principles

Our actions

- + All companies must sort their waste according to the regulations in force. At Telenco networks, we strive to sort all production, control and test waste in order to recycle it into materials as possible. In 2021, we recycled 133 tons of waste (wood, paper/cardboard and metals) into materials.
- + In 2021, we reduced our energy consumption by 13%! This reduction can be explained by many factors: the regular checks we carry out on our equipment, the widespread use of teleworking, ...
- + Like every year, we take part in the Mobility Challenge of the Auvergne Rhône Alpes Region. In 2021, the event took place on September 21st. On this occasion, the employees travelled 1106 km other than by car! This year's novelty: we created our carpooling group with the Mov'ici platform, provided by the Auvergne Rhône Alpes region. The 2022 edition will take place on June 2nd.
- + In 2022, we have started 2 environmental initiatives:
 - Calculation of our carbon footprint for the year 2021
 - Carrying out Life Cycle Analyses on our products!We have started with 7 products from our ranges: cables, OTO, optical cords.



Key figures - 2021

Electricity contract
100% 
renewable energy
in France

1106  km
travelled on the day of
the Mobility Challenge

8 
charging stations
(4 for cars, 4 for bikes)

1143€
in transport
compensation



133 T 
of waste recycled
into materials

8
people trained
in TDG
(transport of dangerous goods) 



06

Anti-corruption principles



Global compact principles

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



Our policy



Ensure the safety of all our employees

- Guarantee a secure working environment and good working conditions for all employees
- Follow the company's rules and procedures - they are mandatory for the safety of all (keep our working places clean, free from alcohol and drugs, wear the required personal protective equipment at all times)

Treat others with respect and dignity

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

Guarantee data security and the protection of personal data

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

Protect the environment

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



Protect and use conveniently the company's goods

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



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

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



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 labor and all forced labor



Fight actively against fraud and money laundering

- Maintain a frame of processes and procedures that controls the efficiency of our accounting and financial reporting activities
- Perform our responsibilities by complying to internal and external controls of the company



Prevent all form of active or passive corruption

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

Our actions

- + In order to fight against corruption, Telenco networks has created its own Code of Ethical Conduct. It has been in place for over 6 years and is signed by 100% of our employees. It sets out the civic and moral values and principles to which Telenco networks is committed. It serves as a guide for every employee and is complemented by a warning procedure. This sets out the criteria to be studied in case of doubt and specifies the procedure to follow with the ethics referent.
- + We have also had a Responsible Purchasing approach for many years: we carry out audits on our suppliers. These audits are carried out by our industrial management and the Purchasing department.
- + In 2022, we have started the creation of a CSR charter that will be sent to all our suppliers: it will present the company's commitments and expectations in the social, ethical and environmental fields. By agreeing with this charter, the supplier will undertake to do everything possible to respect the commitments mentioned.

Key figures - 2021

0 
cases of corruption
events detected

1 
ethics
referent

100% 
signature of the code of ethical
conduct by employees



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