

4.7.2. Faurecia's CSR strategy and the United Nations Sustainable Development Goals



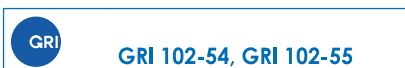
FAURECIA'S CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL STRATEGY

4.1.1. Inspired to care: Faurecia's sustainable transformation strategy			
4.1.2. Social and environmental responsibility integrated into the Group strategy			
4.1.3. Meet and respond to stakeholder expectations			
4.2.1. Climate transition strategy			
4.2.2. Climate transition impact			
4.2.3. Environmental policy			
4.2.4. Environmental impact of operations			
4.2.5. Circular economy of products			
4.2.6. Responsible supply chain			
4.2.7. Business performance indicators			
4.3.1. Business ethics			
4.3.2 Safety in the workplace			
4.3.3. Product safety			
4.3.4. Responsible supply chain			
4.3.5. Business performance indicators			



4.4.1. Workforce and employee commitment				
4.4.2. Diversity & Inclusion				
4.4.3. Learning organization				
4.4.4. Social dialog				
4.4.5. Talent management				
4.4.6. Compensation				
4.4.7. Faurecia Foundation and corporate citizenship				
4.4.8. People performance indicators				

4.7.3. GRI Content Index and Global Compact Principles



This report has been prepared in accordance with the GRI standards: core compliance option

The elements required by the GRI standards are indicated in this report with the following logo: 

GRI standard	Information element	Chapter number	Global Compact
GENERAL INFORMATION			
GRI 101: Foundation 2016	Reporting principles defining the content of the report	4.1.1. Inspired to care: Faurecia's sustainable transformation strategy	
		4.1.2. Social and environmental responsibility integrated into the Group strategy	
		4.1.3. Meet and respond to stakeholder expectations	
	Reporting principles defining the quality of the report	4.6.1. Procedures for dialog and discussion with stakeholders	
		4.4.8. Social performance indicators 4.6.3.1. Environmental reporting scope and methodologies for calculating carbon and volatile organic compound emissions	
	Disclosures associated with the use of GRI standards	4.7. Cross-reference tables	
Organization's profile			
	102-1 – Name of the organization	6. Legal information	
	102-2 – Activities, brands, products and services	Introductory chapter	
	102-3 – Location of the registered office	6. Legal information	
	102-4 – Location of the business sites	Introductory chapter	
	102-5 – Ownership and legal form	6. Legal information	
	102-6 – Markets served	Introductory chapter	
	102-7 – Scale of the organization	Introductory chapter	
	102-8 – Information on employees and other workers	4.4.1. Workforce and employee commitment	
	102-9 – Supply chain	4.3.4. Responsible supply chain	
	102-10 – Significant changes to the organization and its supply chain	1. Notes to the consolidated financial statements	
	102-11 – Precautionary principle or preventive approach	2. Contributors and systems	Principle 7
GRI 102: General Disclosures 2016	102-12 – External initiatives	4.1.3.1. International executives and external expertise	
	102-13 – Membership of associations	4.1.3.1. International executives and external expertise	
	Strategy		
	102-14 – Statement by the most senior decision-maker	Introductory chapter	
Ethics and integrity			
	102-16 – Values, principles, standards and rules of conduct	Introductory chapter	
Governance			
	102-18 – Governance structure	Introductory chapter 4.1.2.2. Governance and management of sustainable transformation	
	102-19 – Delegation of authority	4.1.2.2. Governance and management of sustainable transformation	
	102-20 – Executive-level responsibility for economic, environmental, and social topics.	4.1.2.2. Governance and management of sustainable transformation	

GRI standard	Information element	Chapter number	Global Compact
GRI 102: General Disclosures 2016	Stakeholder involvement		Principle 3
	102-40 – List of stakeholder groups	4.6.1. Procedures for dialog and discussion with stakeholders	
	102-41 – Collective bargaining agreements	4.4.4. Social dialog	
	102-42 – Identification and selection of stakeholders	4.6.1. Procedures for dialog and discussion with stakeholders	
	102-43 – Stakeholder engagement approach	4.6.1. Procedures for dialog and discussion with stakeholders	
	102-44 – Key topics and concerns raised	4.6.1. Procedures for dialog and discussion with stakeholders	
	Reporting practice		
	102-45 – Entities included in the consolidated financial statements	1. Subsidiaries and equity investments	
	102-46 – Definition of report content and topic boundaries	4.1.3. Meet and respond to stakeholder expectations	
	102-47 – List of material topics	4.7.1. Extra-financial Performance Declaration	
	102-48 – Restatements of information	4.6. Cross-reference tables	
	102-49 – Changes in reporting	4.7. Cross-reference tables	
	102-50 – Reporting period	4.7. Cross-reference tables	
	102-51 – Date of the most recent report	4.7. Cross-reference tables	
	102-52 – Reporting cycle	4.4.8. Social performance indicators 4.6.3.1. Environmental reporting scope and methodologies for calculating CO ₂ and volatile organic compound emissions	
	102-53 – Contact point for questions regarding the report	6. Declaration by the person responsible for the Universal Registration Document and the information officer	
	102-54 – Claims of reporting in accordance with the GRI Standards	4.7.3. GRI Content Index and Global Compact Principles	
	102-55 – GRI content index	4.7.3. GRI Content Index and Global Compact Principles	
MATERIAL TOPICS			
Business ethics			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.1. Business ethics	Principle 10
	103-2 – The management approach and its components	4.3.1. Business ethics	
	103-3 – Evaluation of the management approach	4.3.1. Business ethics	
GRI 205: Anti-corruption 2016	205-2 – Communication and training about anti-corruption policies and procedures	4.3.1.1. Ethics and compliance	
Environmental impact of production plants and climate change			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.2.3. Environmental policy	Principles 8 and 9
	103-2 – The management approach and its components	4.2.3. Environmental policy	
	103-3 – Evaluation of the management approach	4.2.3. Environmental policy	
GRI 302: Energy 2016	302-1 – Energy consumption within the organization	4.2.2.2. Energy and electricity consumption of sites	
	302-3 – Energy intensity	4.2.2.2. Energy and electricity consumption of sites	
	302-4 – Reduction of energy consumption	4.2.2.2. Energy and electricity consumption of sites	
Environmental impact of production plants and climate change			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.2.4.2. Production waste	
	103-2 – The management approach and its components	4.2.4.2. Production waste	
	103-3 – Evaluation of the management approach	4.2.4.2. Production waste	

GRI standard	Information element	Chapter number	Global Compact
GRI 303: Water and effluents 2018	303-1 – Interactions with water as a shared resource	4.2.4.3. Water resources	Principle 8
	303-2 – Management of impacts related to water discharge	4.2.4.2. Production waste	
	303-4 – Water discharge	4.2.4.3. Water resources	
	303-5 – Water consumption	4.2.4.3. Water resources	
Environmental impact of production plants and climate change			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.2.1. Climate transition strategy	Principles 8 and 9
		4.2.2.2. Energy and electricity consumption of sites	
	103-2 – The management approach and its components	4.2.1. Climate transition strategy	
		4.2.2.2. Energy and electricity consumption of sites	
	103-3 – Evaluation of the management approach	4.2.1. Climate transition strategy	
		4.2.2.2. Energy and electricity consumption of sites	
		4.2.2.1. Greenhouse gas emissions	
GRI 305: Emissions 2016	305-1 – Direct GHG emissions (scope 1)	4.6.3.1. Environmental reporting scope and methodologies for calculating carbon and volatile organic compound emissions	
		4.2.2.1. Greenhouse gas emissions	
	305-2 – Indirect GHG emissions (scope 2)	4.6.3.1. Environmental reporting scope and methodologies for calculating carbon and volatile organic compound emissions	
		4.2.2.1. Greenhouse gas emissions	
	305-3 – Other indirect GHG emissions (scope 3)	4.6.3.1. Environmental reporting scope and methodologies for calculating carbon and volatile organic compound emissions	
	305-7 – Emissions of nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant atmospheric emissions	4.6.3.1. Environmental reporting scope and methodologies for calculating carbon and volatile organic compound emissions	
Environmental impact of production plants and climate change			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.2.4.2. Production waste	
	103-2 – The management approach and its components	4.2.4.2. Production waste	
	103-3 – Evaluation of the management approach	4.2.4.2. Production waste	
GRI 306: Effluents and waste 2016	306-2 – Management of significant impacts related to waste	4.2.4.2. Production waste	
	306-3 – Waste generated	4.2.4.2. Production waste	
	306-4 – Waste not intended for disposal	4.2.4.2. Production waste	
Responsible purchasing and duty of care			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.4. Responsible supply chain	
	103-2 – The management approach and its components	4.3.4. Responsible supply chain	
	103-3 – Evaluation of the management approach	4.3.4. Responsible supply chain	
GRI 308: Supplier environmental assessment 2016	308-1 – New suppliers that were screened using environmental criteria	4.3.4.1. Subsidiary, subcontractor and supplier assessment	
	308-2 – Negative environmental impacts in the supply chain and actions taken	4.3.4.1. Assessment of subsidiaries, subcontractors and suppliers	

GRI standard	Information element	Chapter number	Global Compact
Talent acquisition and retention			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.4.5. Talent management	Principle 6
	103-2 – The management approach and its components	4.4.5. Talent management	
	103-3 – Evaluation of the management approach	4.4.5. Talent management	
GRI 401: Employment 2016	401-1 – New employee hires and employee turnover	4.4.5.1. Recruitment and onboarding 4.4.8. People performance indicators	
	401-2 – Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.4.6. Compensation	
	401-3 – Parental leave	4.4.8. People performance indicators	
Safety in the workplace			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.2. Safety in the workplace	
	103-2 – The management approach and its components	4.3.2. Safety in the workplace	
	103-3 – Evaluation of the management approach	4.3.2. Safety in the workplace	
GRI 403: Occupational health and safety 2018	403-1 – Occupational health and safety management system	4.3.2.1. Excellence approach: Faurecia Excellence System	
	403-5 – Worker training on occupational health and safety	4.3.2.3. Workplace safety deployment	
	403-7 – Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3.2. Safety in the workplace	
		4.3.2. Safety in the workplace	
	403-9 – Occupational accidents	4.3.2.4. Workplace safety results for 2021 4.4.8. People performance indicators	
403-10 – Occupational illnesses	4.4.8. People performance indicators		
Employee engagement/Talent acquisition and retention			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.4.3.1. Training policy	Principle 6
	103-2 – The management approach and its components	4.4.3.1. Training policy	
	103-3 – Evaluation of the management approach	4.4.3.1. Training policy	
GRI 404: Training and education 2016	404-1 – Average number of training hours per year per employee	4.4.3.2. Training system 4.4.8. Social performance indicators	
	404-2 – Programs for upgrading employee skills and transition assistance programs	4.4.3.2. Training system 4.4.5.2. Annual appraisals and skills development	
	404-3 – Percentage of employees receiving regular performance and career development reviews	4.4.5.2 Annual appraisals and skills development	
Promotion of diversity			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.4.2. Diversity & inclusion	Principle 6
	103-2 – The management approach and its components	4.4.2. Diversity & inclusion	
	103-3 – Evaluation of the management approach	4.4.2. Diversity & inclusion	
GRI 405: Diversity and equal opportunity 2016	405-1 – Diversity of governance bodies and employees	4.4.2. Diversity & inclusion 4.4.8. People performance indicators	

GRI standard	Information element	Chapter number	Global Compact
Social dialog			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.4.4. Social dialog	Principle 3
		4.3.1.3. Respect for fundamental rights	
	103-2 – The management approach and its components	4.4.4. Social dialog	
		4.3.1.3. Respect for fundamental rights	
	103-3 – Evaluation of the management approach	4.4.4 Social dialog	
		4.3.1.3 Respect for fundamental rights	
GRI 407: Freedom of association and collective bargaining 2016	407-1 – Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.4.4. Social dialog	
		4.3.1.3. Respect for fundamental rights	
Business ethics			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.1. Business ethics	Principle 5
		4.3.1.3. Respect for fundamental rights	
	103-2 – The management approach and its components	4.3.1.3. Respect for fundamental rights	
		4.3.1.3. Respect for fundamental rights	
	103-3 – Evaluation of the management approach	4.3.1.3. Respect for fundamental rights	
		4.3.1.3. Respect for fundamental rights	
GRI 408: Child labor 2016	408-1 – Operations and suppliers at significant risk for child labor	4.3.1.3. Respect for fundamental rights	
Business ethics			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.1. Business ethics	Principle 4
		4.3.1.3. Respect for fundamental rights	
	103-2 – The management approach and its components	4.3.1.3. Respect for fundamental rights	
		4.3.1.3. Respect for fundamental rights	
	103-3 – Evaluation of the management approach	4.3.1.3. Respect for fundamental rights	
		4.3.1.3. Respect for fundamental rights	
GRI 409: Forced or compulsory labor 2016	409-1 – Operations and suppliers at significant risk for forced or compulsory labor	4.3.1.3. Respect for fundamental rights	
Business ethics			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.1. Business ethics	Principles 1 and 2
		4.3.1.3. Respect for fundamental rights	
	103-2 – The management approach and its components	4.3.1.3. Respect for fundamental rights	
		4.3.1.1. Ethics and compliance	
	103-3 – Evaluation of the management approach	4.3.1.1. Ethics and compliance	
		4.3.1.3. Respect for fundamental rights	
GRI 412: Human Rights Assessment 2016	412-2 – Employee training on human rights policies or procedures	4.3.1.1. Ethics and compliance	
		4.3.1.3. Respect for fundamental rights	
Responsible purchasing and duty of care			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.4. Responsible supply chain	Principle 2
		4.3.4.1. Assessment of subsidiaries, subcontractors and suppliers	
	103-2 – The management approach and its components	4.3.4.2 Actions to mitigate risks or prevent serious breaches	
		4.3.4.2 Actions to mitigate risks or prevent serious breaches	
	103-3 – Evaluation of the management approach	4.3.4.1. Assessment of subsidiaries, subcontractors and suppliers	
		4.3.4.1. Assessment of subsidiaries, subcontractors and suppliers	
GRI 308: Supplier social assessment 2016	414-1 – New suppliers that were screened using social criteria	4.3.4.1. Assessment of subsidiaries, subcontractors and suppliers	
		4.3.4.1. Assessment of subsidiaries, subcontractors and suppliers	
	414-2 – Negative social impacts in the supply chain and actions taken	4.3.4.2 Actions to mitigate risks or prevent serious breaches	
		4.3.4.2 Actions to mitigate risks or prevent serious breaches	
Product Quality and Safety			
GRI 103: The management approach 2016	103-1 – Explanation of the material topic and its boundary	4.3.3.1. Safety policy: zero defect	
		4.3.3.1. Safety policy: zero defect	
	103-2 – The management approach and its components	4.3.3.1. Safety policy: zero defect	
		4.3.3.1. Safety policy: zero defect	
	103-3 – Evaluation of the management approach	4.3.3.1. Safety policy: zero defect	
		4.3.3.1. Safety policy: zero defect	
GRI 416: Consumer Health and Safety 2016	416-1 – Assessment of the health and safety impacts of product and service categories	4.3.3.3 Safety management	
		■ At-risk sites rate	