

ANNUAL CSR REPORT

COMMUNICATION ON PROGRESS

OMERIN GROUP

omerin

2021

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

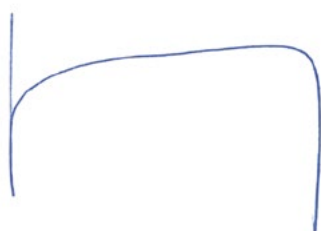
Our group operates in a multicultural environment, in numerous sectors on international markets, and has 16 production sites in Europe, Tunisia and the USA.

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 2021 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 browse our annual CSR report and our communication on progress which resumes the actions we have taken in 2021.



Xavier Omerin
CEO and Chairman



Pierre Sanvoisin
General Manager

2 | PRESENTATION OF THE 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 at low and high temperatures (-190 °C to +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 1700 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 16 production sites:

- 11 in France: Rhône-Alpes-Auvergne and Hauts de France (departments 42, 43, 63, 69), Picardie (60), Île de France (77)
- 5 international: Tunisia, Spain and the USA.

Our worldwide presence is ensured through 9 business development subsidiaries and sales offices in: UK, Germany, Singapore, Poland, China, India, Spain, Mexico 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 | OUR SOCIAL AND SOCIETAL RESPONSIBILITY

The OMERIN Group operates in a multi-cultural environment, on international and multi-sector markets. It counts 16 production sites, 5 of which in Tunisia, Spain and the USA. The authorities in the countries in which we operate are increasingly sensitive and attentive to actions by companies in the area of responsible behaviour. This implies that our Group must always act in line with our values.

Compliance with regulations in force in the social, ethical, fair competition and sustainable development areas is a strategic issue. These matters must be addressed calmly and with care, to transform these rules into management tools. The OMERIN Foundation also participates actively in our CSR commitment. It helps to fund the restoration of our cultural and religious heritage and supports social, educational, cultural, and charitable associations.


The OMERIN Group strives to provide equal opportunities to its employees. The OMERIN group's employees are hired without discrimination with respect to their ethnic, cultural, community or national origin, to their colour, religion, age, sex, sexual orientation/identity, political opinions, disabilities or social origin. This also applies to all aspects of employment: reviews, promotions, compensation, training, dismissals, etc.

The OMERIN Group is attached to social dialogue and conducts such dialogue in a sincere and fair manner. We respect the privacy of our employees and their families, and remain entirely neutral in regards to their political opinions and philosophical or religious beliefs. Nonetheless, no indoctrination is permitted in the workplace.

The OMERIN Group undertakes to conduct its activities in compliance with the legislation in force and the highest ethical standards.

OVERVIEW OF 2021 SOCIAL AND SOCIETAL ACTIVITIES

References:

- OMERIN Group Code of conduct:
 2 - The OMERIN Group's values
3 - General commitments by the OMERIN group and its employees

- Global Compact :



SDG 3: Good health and well-being



• VENTILATOR DONATION

On September 6th, 2021, the OMERIN Group gave four ventilators to the intensive care units of Bizerte and Monastir hospitals, which were overwhelmed by Covid-19 cases.

On July 12th last year, during his televised speech, French president Emmanuel Macron stressed the importance of helping countries struggling to deal with the pandemic, including Tunisia. The OMERIN Group has been present in Tunisia since 2000 and is particularly concerned about events in this country. It currently has three industrial sites located in Monastir (MULTIFLEX and UNION PLASTIC MAGHREB) and Bizerte (PRINCE MEDICAL INDUSTRY), employing nearly 750 people. After hearing the appeals for help from the hospitals in Bizerte and Monastir, which were desperately lacking equipment, beds and human resources to handle the spike in people infected with Covid-19, the OMERIN Group immediately contacted their respective management teams to determine their needs.



In the face of the emergency, the OMERIN Group decided to order four intensive care ventilators (with a total value of €50,000) and gave them to the Fattouma Bourguiba hospital in Monastir and Habib Bougafah hospital in Bizerte, enabling them to increase the number of beds and their capacity to treat patients in intensive care. The devices were delivered within days by the managers of the subsidiaries: Haithem Boukhari, for PRINCE MEDICAL INDUSTRY, and Nabil Jeriji, for UNION PLASTIC MAGHREB and MULTIFLEX. They were warmly welcomed and thanked by the governor of Bizerte, Mr. Samir ABDELLAOUI, and the First Delegate of the Monastir Governorate, Mr. Tarek Baccouche, respectively.

References:

- OMERIN Group Code of conduct
- **omerin** 2 - The OMERIN Group's values
- 3 - General commitments by the OMERIN group and its employees

- **Global Compact:**



SDG 4: Quality education



The OMERIN Foundation was established in 2015 and contributes to the OMERIN Group's CSR commitments. The foundation finances the restoration of monuments that are part of our cultural and religious heritage, and supports numerous associations involved in cultural, educational and charitable activities.

• **BOOKS FOR RWANDA**

The OMERIN Foundation has lent its support to the school Chez Les Bien-Aimés in Kigali, which is partly run by a retired teacher from Ambert – Mr. Gérard Granet. French language learning is growing fast in Rwanda and the need for books is being felt in schools across the country. The French non-profit organization Le Bouquin Volant has gathered 1000 books to donate and the OMERIN Foundation is covering the cost of their shipment to Kigali. Our congratulations and thanks go to Jérôme Robert, Cable Transport Manager, who oversaw the transport of the containers (not an easy task) for SALIF in Togo and the school Chez Les Bien-Aimés in Rwanda. We would like to share with you the warm message of thanks sent to us by Gérard Granet:

« To the person without whom none of this would have been possible, my dear Xavier, I would like to say a huge thank you!!! We received the palette of books this morning and, while discretion is one of the mainstays of Rwandan culture, I would like to pass on the thanks of a team that is moved, excited and happy. I have attached a few photos, which will be followed by more, once all the books have become fantastic tools for the children to explore a new language and culture, and to enjoy... I look forward to seeing you in July to share my experiences here and talk about topics in which we have a shared interest. I hope that my thanks, congratulations and encouragement will bring you added energy to pursue your chosen path. Your friend »



In 2021, 50 associations received support from the OMERIN Foundation, broken down as follows:

- 46 % for charity-humanitarian-social projects,
- 26 % for sports projects.
- 24 % for cultural projects,
- 4 % for social & educational projects,

	2017	2018	2019	2020	2021
Number of associations supported	52	59	74	42	50

References:

- OMERIN Group Code of conduct
omerin 7- Compliance with occupational health and safety rules

- Global Compact



Human rights

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



SDG 3: Good health and well-being



In January 2019, CEO Xavier Omerin and Managing Director Pierre Sanvoisin drafted the general requirements relating to Health, Safety and the Environment. These requirements will be formatted in a booklet distributed to all OMERIN Group employees, who will all commit to observing them.

These requirements complement the OMERIN Group's values in terms of health & safety, and complete other activities such as HSE action plants, work in H&S committees, first responders, first aid team, signs, etc. which address and prevent Health, Safety and Environment-related issues.

This booklet covers the requirements applicable to all sites concerning personal protective equipment (PPE), health and safety in ISO7 and ISO8 zones, road, mechanical and electrical risks involved in handling, chemical risks, noise and office activity risks, fire risk, overhead work, trip hazards, etc. It also specifies the applicable instructions in case of fire and accidents, it informs OMERIN Group employees of environmentally-sound actions and waste management through selective sorting.



Since 2019, to strengthen accident prevention, the OMERIN Group updated an instruction booklet concerning the use of Personal Protective Equipment (PPE) on all its sites. The Group's vision is to ensure a workplace free of accidents and personal injuries. This booklet is distributed individually to all employees, who are committed to observing the instructions. The creation of the booklet involved a full review of our policy on the use and management of Personal Protective Equipment. This policy is now centrally managed by the Group HSE Department.

OMERIN Group	2018	2019	2020	2021
Accident frequency rate	25.6	24.4	19.3	16.9
Accident severity rate	0.78	0.49	0.44	0.69

References:

- OMERIN Group Code of conduct
omerin 3 - General commitments by the OMERIN group and its employees

- Global Compact



International labour standards

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



SDG 16: Peace, justice and strong institutions

The Staff representative bodies have a very important role within the OMERIN Group since their mission is to ensure the collective expression of employees allowing their interests to be taken into account in decisions relating to management and economic development. business, work organization, vocational training, and health and safety issues, they also contribute to social and cultural activities.

Entité	Number of principals or reserves elected	Percentage / 2018 headcount
OMERIN division principale and OMERIN division Berne	12	5%
OMERIN division silisol	12	12 %
OMERIN division polycable	6	13 %
CGP Cables for Global Performance	7	16 %
FLEXELEC	7	14 %
IFT Groupe OMERIN	2	12 %
PLASTUB	2	11 %
UNION PLASTIC	9	6 %
PRINCE MEDICAL	2	6 %
OMERIN Group France	59	8 %

References:

• OMERIN Group Code of conduct
omerin 10- Integrity and the Sapin II act

• Anti-corruption charter of OMERIN Group

• Global Compact



Anti-corruption

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



SDG 16: Peace, justice and strong institutions



To fight corruption, the OMERIN Group adopted an anti-corruption charter 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.

During 2020, the OMERIN Group anti-corruption charter was distributed to all our suppliers for acceptance. They were permitted either to sign our charter or provide a similar charter applicable to their organisations.

	2019	2020	2021
% of turnover covered by suppliers having signed our charter or implementing an anti-corruption charter	87 %	89 %	86 %

References:

- OMERIN Group Code of conduct
omerin 3 - General commitments by the OMERIN group and its employees

- Global Compact
 **International labour standards**
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.



SDG 5: Gender equality



In September 2019, OMERIN SAS signed a collective agreement on gender equality in the workplace with its labour unions, based on four priorities: Actual pay, training, hiring and career progression.

Concerning actual pay, it was decided to adopt the gender pay gap index as an indicator. 2018 observations revealed that there is a very slight inequality in favour of men. It was therefore requested of department management to take into account this difference, and reduce the inequality within 3 years.

The second priority is training, which is an essential lever in building authentic gender equality. Women need access to training in the same proportion as men. The performance indicator is the difference between the proportion of employees trained in a given year according to their gender, and the proportion of women and men in the average headcount for that year.

The third priority is recruitment. To calculate gender inequalities in recruitment, we decided to use the proportion of applications from women in relation to the level of female recruitment.

Unfortunately, due to the health crisis of Covid-19, the 2021 recruitment rate was not high enough to be relevant. Professional equality between women and men is also measured in terms of equality of opportunity in terms of career progression. The aim of this fourth priority is to ensure equality at all levels of promotion. To measure the last point, we once again use the index indicator.

Indicator	2018	2019	2020	2021
Pay gap in favour of men	1.68 %	1.62 %	1.48 %	1.85 %
Points difference between number of trained employees by gender and average headcount	14 pt	8 pts	4 pts	0 pts
Percentage of female applicants	19 %	37 %	-	44 %
Percentage of female recruits	23 %	33 %	-	40 %
Promotion gap in favour of women	-0.6 %	0.2 %	-1.3 %	-3.4 %

5 | OUR ENVIRONMENTAL RESPONSIBILITY

The OMERIN Group wishes to provide real answers to environmental issues through the development of innovative solutions. Through these innovations, the OMERIN Group is aiming for economic development while achieving optimal environmental performance. The OMERIN Group is committed to meeting customer demand by providing high technological quality products and solutions produced in facilities that comply with standards in force in terms of environmental impact.

The OMERIN Group is committed to significantly contributing to sustainable development through rational use of resources in order to reduce its environmental footprint.

Increasing the percentage of energy independence, reducing the consumption of energy and raw materials required for production and ensuring its industrial facilities are compliant, all require that the OMERIN group takes all reasonable opportunities that arise to reduce pollution emissions.

The OMERIN group is fully conscious of the responsibility incumbent upon it to protect the environment as well as the health and safety of any person in contact with its products. This concern is at the heart of its business and environmental policy.

ACTION REPORT 2021

References:

• OMERIN Group Code of conduct
omerin 8 - Respect for the environment and sustainable development

• Global Compact



Environnement

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



SDG 15: Life on land



100% Recyclable
Manipulation facile
Fabriquée à partir de carton FSC

SILIBOX®
le conditionnement pratique et écologique

La **SILIBOX®** est un conditionnement astucieux et ergonomique développé par les bureaux d'étude OMERIN. Fabriquée à partir de carton 100 % recyclable FSC, cette boîte réduit considérablement les déchets d'emballages.

Une solution pratique et économique :
Dépourvue de système de dévidage complexe et coûteux, la **SILIBOX®** permet le tirage du fil électrique à grande vitesse, sans enroulement et sans vrille. Son faible poids et encombrement permettent d'optimiser les coûts de transports et de stockage.

- » Palettisables sur Euro Palettes : **12 SILIBOX®** par palette
- » Dimensions : L 40 x l 40 x h 50 cm
- » Possibilité de continuité du fil isolé sans coupe entre 2 **SILIBOX®**

Capacité théorique du SILIBOX® en fonction du diamètre du fil

Diamètre du produit (mm)	Longueur maximale du produit sur SILIBOX® (m)
10 à 12	8000 à 6500
12 à 15	6000 à 5000
15 à 17	5000 à 4000
17 à 19	4000 à 3000
19 à 21	3000 à 2500
21 à 23	2500 à 2000
23 à 26	2000 à 1500
26 à 30	1500 à 1000
30 à 40	1000 à 500

Note : Ces quantités sont susceptibles de varier dans des proportions sensibles en fonction de la rigidité du fil, de la nature de l'isolant...

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LES CÂBLES DE L'EXTÉRIEUR
www.omerin.com



In 2021, the OMERIN Group designed and developed new fully recyclable packaging with its suppliers based on a system for the responsible management of our forests. This represents 91,500 units placed on the market per year, i.e. 141 tonnes of recyclable cardboard resulting from a rigorous and responsible FSC-certified management approach.



The world's forests are extremely varied, but their responsible management can be defined and regulated by some broad universal principles. FSC's international members have therefore developed a set of 10 principles for responsible management and 70 criteria that must be applied and verified in forests to obtain FSC certification.

This universal framework enables major challenges to be addressed in a rigorous, harmonised and transparent manner in various regional and national contexts, regardless of the ecosystem and forestry system. It helps raise awareness of key issues in responsible management among stakeholders in the various value chains based on forestry products. This pioneering approach has inspired several other initiatives, and the issues raised by FSC are now widely recognised and shared (high conservation value, rights of indigenous peoples, fight against deforestation, etc.).

Homepage France | Forest Stewardship Council (fsc.org) : <https://fr.fsc.org/fr-fr>

References:

- OMERIN Group Code of conduct
omerin 8 - Respect for the environment and sustainable development

- Global Compact



Environnement

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



SDG 7: Affordable and clean energy

Since 2019, the OMERIN Group invested in 13,000 m² of photovoltaic panels, covering the roofs of four of its plants, and generating a total of 2.35 MWp: OMERIN division principale (2,800 m² on workshop roofs), OMERIN division silisol (2,800 m² on warehouse and workshop roofs), OMERIN division polycable (2,800 m² on plant extension roof), UNION PLASTIC (3,600 m² on two plant roofs) and FLEXELEC (1,000 m² on workshop roofs). As part of the ambitious plan, favoring environmental protection and green energy, initiated by the OMERIN Group, a new program which will be developed with an additional 4 MWp that will be deployed on all our plants from 2022.

Self-consumption rate	2019	2020	2021
OMERIN division principale	9 %	0 %	17 %
OMERIN division silisol	-	16 %	18 %
OMERIN division polycable	3 %	28 %	28 %
UNION PLASTIC	10 %	12 %	9 %
FLEXELEC	-	1 %	23 %
Total Self-consumption	1 %	8 %	9 %

Full production in MWh	2019	2020	2021
OMERIN division principale	11	522	544
OMERIN division silisol	-	462	486
OMERIN division polycable	6.8	402	552
UNION PLASTIC	196	733	638
FLEXELEC	-	6	235
TOTAL Full production	21	2125	2455

References:

- OMERIN Group Code of conduct
omerin 8 - Respect for the environment and sustainable development

- Global Compact



Environment

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



SDG 7: Affordable and clean energie

OMERIN launched a vast energy savings and recovery programme in 2020. This programme started on the UNION PLASTIC site with the replacement of two 300-kW chilled water production units and the recovery of all the waste heat.



The 2 units use an asynchronous motor speed variation system, a control system based on floating low and high pressure. The key element in this project is that these 2 units have heat recovery systems. Indeed, the heat created during the production of chilled water is reintroduced into the batteries of the complete air treatment system. The whole project represents an investment of about €300 K and benefits from the energy certificates scheme.

References:

- OMERIN Group Code of conduct
omerin 8 - Respect for the environment and sustainable development

- Global Compact



Environment

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



SDG 7: Affordable and clean energy

Over the course of 2021, the OMERIN Group replaced 27 hydraulic presses on its UNION PLASTIC site with electric presses, including 16 100-tonne presses, seven 180-tonne presses, two 220-tonne presses, and one 280-tonne press. All of these presses account for an installed capacity of 8,790 kW, i.e. a 30% decrease in the energy required to operate them. They also represent 442,150 discounted cumulative MWh and considerably reduce the use of hydraulic oils derived from fossil fuel.



The concept of Sumitomo all-electric machines is based on innovative direct drives. Unlike indirect electric drives, direct drives are more energy efficient and responsive, resulting in greater accuracy and repeatability and shorter cycle times.