



Sector: Media

Employees: 15

Criteria 1: The COP describes mainstreaming into corporate functions and business units.

Description and implementation process:

ICOM agency can be regarded as a model when it comes to implementing a sustainable corporate strategy. ICOM has been committed to pursuing social responsibility practices and to adopting a Global Performance approach since 2001 :PEFC™, FSC® certification, participant of the UN Global Compact, the Diversity Charter, AFAQ-°©-AFNOR 1000NR evaluation (prior to AFAQ26000...). Originating in the Center for Young CEOs (CJD, Centre des Jeunes Dirigeants d'entreprise), the Performance globale© (Global Performance) approach has been implemented as a strategic guideline by the company since 2001, putting people at the core of decisions. The various corporate projects in place have been co-built with stakeholders. Corporate Social Responsibility issues and the UN Global Compact's goals are an integral component of the corporate strategy and management system. The 2012-2015 roadmap and its management indicators are shared with all employees and stakeholders. They are published in the spirit of total transparency in the 2013 Sustainable Development and Communication report and will be published in future reports. The overall indicators used for the company's strategy and management highlight, whenever possible, references to standards (ISO 26000, GRI, Performance Globale, Global Compact, Article 225).

Challenges encountered and response(s) provided:

To annually mobilize the management team and all employees around this global vision of management remains a challenge in our company which has long been committed to such an approach. The danger is a loss of motivation due a certain degree of repetitiveness, given that in our business, the objectives and challenges change relatively little.

Impact and results:

However, integrating our Corporate Social Responsibility policy into our overall policy has always lent great credibility and clarity to our strategy relative to stakeholders. It has allowed us to attract and retain customers recruit talented employees, as well as maintaining them even throughout the economic downturn, and to maintain the backing of our banking partners. The latter have stuck with us over a three year period (2009-2011), during which we lost a considerable amount of money due to the economic situation. It is the clear and concise message rooted on our CSR criteria in our guidance and management system which has engendered trust from our bankers in our vision and in our projects.

Links to reference documents / Links for more information:

Link to the first COP at GC Advanced level: [Click here](#).



Sector: *Aerospace & Defense*

Employees: 62,500

Criteria 1: The COP describes mainstreaming into corporate functions and business units.

Description and implementation process:

The Safran HSE guidelines: maturity level of industrial sites.

Development of a Safran HSE guideline consisting of 27 standards for all group sites worldwide.

These guidelines are validated by an independent third party and are more demanding than the ISO standards 14001 and OSHAS 18001.

Compliance with these guidelines is consistent with the standards mentioned above and achieves the corresponding certification if the audited site requests.

These guidelines are associated with a maturity grid for positioning the site on a scale of 1 to 4. The certification committee, which meets monthly, awards the site maturity level: bronze, silver, gold.

All industrial sites are audited every year on a third standard. All Safran HSE guidelines are audited over a period of 3 years for each site.

Audits are conducted by internal auditors trained and recognized by independent third party.

Impact and results:

The level of maturity of the sites continually progressing from year to year.

The level of the frequency rate of occupational accidents resulting in lost worktime was halved in four years to reach 2.8 in 2014.

Links to reference documents / Links for more information:

View Safran documents for further information: [Click here](#).



Sector: *Electronic & Electrical Equipment*

Employees: *170,000*

Criteria 1: The COP describes mainstreaming into corporate functions and business units.

Description and implementation process:

A tool to measure sustainable development

Schneider Electric adopted its sustainable development approach in 2002 by creating a strategy for the Group, signing on to the Global Compact's 10 Principles, and by publishing its first sustainability report. We were faced with two questions:

- On one hand, how do we engage our company in issues of sustainable development?
- On the other hand, how do we approach our stakeholders in a systematic and engaged manner?

The creation of the Planet and Society Barometer was the answer.

Schneider Electric has used the Planet & Society Barometer as its sustainable development indicator since 2005. To yield significant impact and initiate lasting change, a performance measurement is required. That is why Schneider Electric identifies and defines specific objectives and measures its results each quarter. The action plans of the barometer are carried out at the Group level.

There are no recognized standards that define an organization's sustainable development performance. The Planet & Society Barometer is Schneider Electric's response to this matter. It allows the Group to meet its sustainability challenges and advance on the three pillars (Planet, Profit and People). The barometer uses a scoring scale of 10 and provides overall measure of Group improvement in sustainable development. The aim of the Planet & Society Barometer is to:

- Mobilize the corporate community around sustainable development objectives;
- Share the Group's progress plans with stakeholders.

On a daily basis, the Group seeks to prove that economic, environmental and social interests are convergent.

For each company program, the Group defines a new Planet & Society Barometer. The progress plans are elaborated following an internal exercise to identify sustainability issues based on external inputs, primarily the assessments and ratings received along with the materiality matrix, and a consultation with the departments directly concerned by the progress plans.

The Planet & Society Barometer is a tool that enables the Group to anticipate and effectively manage its sustainability risks by mobilizing key stakeholders around specific, measured objectives and reliable results. The barometer's indicators are audited annually by an external auditor.

Challenges encountered and response(s) provided:

In the field of sustainability, new challenges occur regularly. This is why the Planet & Society Barometer is often updated; four cases may be included from one barometer to the next:

- The progress plans are maintained in the barometer and their targets are renewed or increased;
- The progress plans change, new and more innovative or better adapted indicators that cover the same subject are implemented; the old indicators continue to be monitored internally if necessary;
- The progress plans are removed from the barometer; this is also the case with indicators that have reached a threshold; they continue to be monitored internally if necessary;
- Progress plans that respond to new issues are implemented.

Impact and results:

The quarterly results of the barometer are supervised by the Sustainability Executive Committee, which makes decisions on any corrective actions that may be necessary to achieve the objectives. This Committee meets two or three times a year.

The table below shows Schneider Electric's sustainable development performance in 2014. When the barometer was launched on January 1, 2012 the overall score was 3.00/10. At the end of 2014, the Company exceeded its target of 8/10 and attained 9.52/10.

The Planet & Society Barometer is published through the following channels:

- The quarterly non-financial press release and the quarterly financial and non-financial Group results;
- Schneider Electric website and intranet;
- The "Webradios", which informs sustainability peers on sustainability performance and achievements for the quarter and an update on key sustainability topics.

The non-financial annual results are presented together with the Group's financial results by our CEO Jean-Pascal Tricoire, in order to demonstrate the Group's commitment to making sustainable development part of the Company's long-term strategy. In addition, from 2014, the quarterly barometer results are presented together with the quarterly financial information by our CFO & Deputy CEO Emmanuel Babeau to institutional investors.

Links to reference documents / Links for more information:

[Planet & Society Barometer Letter](#)

[The Planet & Society Barometer presentation](#)