

CSR REPORT^{*}

*Corporate Social Responsibility



**OUR COMMITMENT TO GOOD
CORPORATE CITIZENSHIP**

2022



OMELCOM



A note from the CEO

As a company that has been located at the heart of the Ain region for ten years, a region where various unusual landscapes meet in a mix of waterways, fields, vineyards, livestock farms, forests and mountains, it makes sense that OMELCOM has developed a keen appreciation of

the need to preserve natural resources. This is demonstrated by our decision to limit the mass importation of goods from abroad necessitating long-distance transport with a carbon impact that is catastrophic for the environment.

This result was made possible by our longstanding partnerships with industrial players in the region, which have also enabled us to support the local economy.

In the last two years, the public health crisis caused by COVID-19 has also strengthened our ambition. The series of lockdowns and the widespread need for remote working and socialising have shown the growing importance of superfast broadband for homes. Created with the conviction that everyone has the right to superfast broadband, OMELCOM is positioning itself more than anything else as a stakeholder that must meet a number of economic and social challenges by working to reduce the digital exclusion of certain areas in France and to further the rollout and reliability of the telecommunications network in France and, more widely, in the areas covered by our customers based in Europe and Africa.

It is in this changing world, where issues surrounding access to energy and to employment without discrimination of any kind also come into play, that OMELCOM has decided to renew its CSR efforts.

We are delighted to publish this 'CSR Report', in which we explain what is important to us and what we are doing now and will do in the future to tackle these new social, societal, environmental and economic challenges.

We hope you enjoy it!

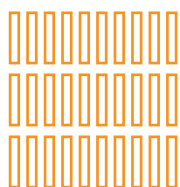
Christophe Prevot
CEO of OMELCOM

About Us

What we do
Manufacturer of telecoms equipment



Turnover
€14m



37

employees

360 rue de la Outarde
01500 Chateau Gaillard



Telecoms

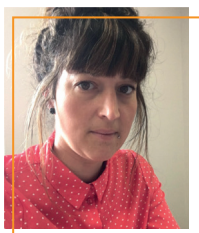


Multimedia
networks

Our biggest customers



Employee Testimonials

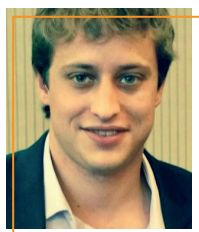


Laetitia

“When I started at Omelcom in 2016, I had just spent nine years in industry as a forklift operator and had only just finished a training course that qualified me for a role as an operations technician in the transportation of goods.

Although I didn't have any real experience in this role, OMELCOM took a chance on me and hired me to prepare orders and, later, shipments. That was what gave me my introduction to the world of transport.

In 2018, a new opportunity came up and Omelcom took a chance on me again, giving me the role of Buyer, now called Flow Manager. Thanks to my manager's support and the technical training provided on our ERP system and in international logistics, I developed my skills in managing a pool of suppliers, calculating needs and monitoring orders in an international context. Now, I really enjoy working with my suppliers and my colleagues in supply chain management, who I've forged very good relationships with over time.”



Nicolas

“I started in 2012 when a position was created in the Product Industrialisation Department and held the role of Product Industrialisation Engineer for four years. Over time, I became more and more interested in customer relations. When the Head of Products role was created, the company took a chance on me and I was able to work towards this new role as part of the Marketing team.

To help me gain the necessary skills, the company provided extensive training that has got me to the point where I can now support the

sales and technical teams in the development of new products.

Thanks to this training and the support of my colleagues, I've found my place within the organisation and have been able to play a part in the development of innovative products. I am very proud that some of these products' integrated functions are patented and are now bringing OMELCOM success in the different markets it covers.”

CSR Overview

| Area | Indicator | Target for 2022 | Results in 2021 |
|----------|--|--|-----------------|
| Social | Average age of employees | - | 41 |
| | Absence rate | < 3% | 2.7% |
| | Hours worked on temporary contracts as % of total hours worked | < 5 % | 2.3 % |
| | % of payroll spent on training | > 3% | 3.4 % |
| | % of employees trained in or informed about safety | 100 % | 50 % |
| | Frequency rate of accidents leading to time off work | 0 | 0 |
| | Severity rate of accidents leading to time off work | 0 | 0 |
| Societal | % of employees in apprenticeships | > 3% | 6 % |
| | Number of jobs through ESATs (services for the employment of disabled people) in full-time equivalents | > 3.0 FTE/year | 2.7 FTE/year |
| | % of women in the workforce | Demonstrating growth compared to the % in 2021 | 18 % |
| | % of under 30s and over 50s in the workforce | > 30% | 40 % |

CSR Overview

| Area | Indicator | Target for 2022 | Results in 2021 |
|---------------|---|--|-----------------|
| Environmental | % of waste sorted and destined for recycling | > 75% | 67 % |
| | % reduction in waste produced (t/turnover) | -2% compared to 2021 | |
| | Energy from renewable sources as % of total consumption | > 80 % in 2024 | |
| | % reduction in energy consumption (kWh/turnover) | -2% compared to 2021 | |
| | % reduction in GHG emissions scopes 1, 2 and 3 (tCO2e/turnover) | Implementation in 2022 Scope 1 to be measured in 2023 | |
| Economy | % of purchases from companies in France | > 40 % | 41 % |
| | Ecovadis CSR rating | > 55/100 | 60/100 |
| | % of sales reps, buyers and members of management informed about corruption | > 80 % | |
| | % of total purchase spend audited according to CSR/SD criteria | > 20 % | |

OUR SOCIAL & SOCIETAL COMMITMENTS



The Importance of Human Capital

OMELCOM builds career paths around its employees and helps them to maximise their skills

Fostering trust and engagement and developing skills are key points in our people management. To make sure all employees can feel comfortable in their roles, OMELCOM encourages continuing professional development, whether it comes in the form of technical training or personal development.

Introduced in 2020, the individual skills appraisal is an important tool in our management reviews and annual interviews between each manager and the members of their team.

3.4 %

of payroll
was spent on
skills development
in 2021

Our Civic Commitment To Helping Disabled People

OMELCOM has a proactive policy on employing disabled people

Thanks to longstanding partnerships with centres specialising in helping disabled people into the world of work (ESATs and EAs), OMELCOM is providing permanent work to around twenty disabled people. The work they are given, initially limited to simple tasks such as packing, become progressively more rewarding, sometimes to the point where they are assigned the assembly of finished products.



2.7

Full-time equivalents in
partnership with ESATs and EAs

OMELCOM has decided to allocate the assembly and packaging of the parts for our new modular mounting bracket (made in France) to an ESAT in 2022.

Players in the Local Economy

Why go looking far away for things we have on our doorstep?



75 %

of purchases in France
are made in Ain and
neighbouring departments

Pressure on prices could lead some to limit costs by buying more from Asia. Thanks to process design incorporating special equipment, we are now able to injection mould and assemble our whole range of optical distribution boxes in France. These projects will provide jobs for 25 people in the industrial area of Ain.

Like the cassettes for our distribution boxes, the modular mounting brackets for our network cabinets will also be manufactured in France starting in 2022.

Fighting Digital Exclusion

What could be more fitting for OMELCOM than helping people who are excluded from the digital world?

Nowadays, difficulties accessing and using the internet and digital tools more generally can be a factor in exclusion. In the wake of the COVID-19 pandemic, this has become even more important. Working in the sector we do, it seems only right that OMELCOM invests in networks aiming to support access to the internet and digital inclusion.

Starting in 2022, OMELCOM will increase its involvement in programmes aimed at fighting digital exclusion.



2,000 €

OMELCOM's donation towards digital equipment for elderly people in care homes. (response to lockdowns in 2020 & 2021)

OUR ENVIRONMENTAL COMMITMENTS



No Waste Going to Landfill

At OMELCOM, waste is recovered, not disposed of.

OMELCOM has been sorting its waste since it was created, with around fifteen different types of waste collected on-site. Moreover, the waste that cannot be recycled is used to produce Solid Recovered Fuel (SRF). Thanks to our sorting system, our waste avoids landfill.

In 2022, OMELCOM wishes to improve the quality of sorting by running an internal awareness campaign. In addition, we intend to recover damaged wooden pallets through a specialised recycling company.

67 %
of our waste is
recycled

Assessing Our Carbon Footprint Using Bilan Carbone®

We will draw up a first analysis in 2022 to assess and reduce our environmental impact

15,000

€

The budget the company has allocated to the Bilan Carbone® assessment project for the next three years.

Big names in the industry, some of which are customers of ours, have been loud and clear on their goals of reducing greenhouse gas (GHG) emissions and seeking carbon neutrality. OMELCOM has decided to follow the lead of its customers and join this movement, which means that we need to assess the carbon footprint of our work over time. To do this, we will use the Bilan Carbone® method. A transformative decision for the company, this substantial task will require us to learn about the method and equip ourselves with the right software to get started and consolidate the data.

In 2022, OMELCOM will train its staff and use appropriate resources to make sure we are in a position to assess the carbon impact of our work.

Scope 1 is planned for 2023.

Scopes 2 and 3 are planned for 2024.

Reducing Our Energy Consumption

It's time to turn to the sun

Like decarbonisation, reducing energy consumption is a clear goal when it comes to sustainable development. OMELCOM benefits from a well-exposed site with suitable roof surface, and the idea of installing solar panels has gained traction since our arrival in Château Gaillard in 2017. With the targets set by the French ELAN law on housing, planning and digital technology and the building set to be expanded within the next two years, there has never been a better time to look into a self-consumption project.

70 %

Our electricity production
target for our self-consumption project.

In 2023, OMELCOM will assess the feasibility of an electricity self-consumption project to coincide with the extension of its building.

Informing Our Suppliers of Our Goals

Customers with high standards drive progress for everyone

OMELCOM's progress in CSR and sustainable development has been spurred on by the requirements of its big customers. Drawing on this experience, the company wants to maintain long-term partnerships with suppliers who share the same concerns and values.

In 2021, OMELCOM changed the CSR/SD requirements in its supplier framework agreement. In 2022, the company will unite its main suppliers around this initiative.



20

%

The target set for the audit of our pool of suppliers according to CSR and sustainable development criteria.

OUR ECONOMIC COMMITMENTS



Customer Satisfaction as a Priority

OMELCOM targets the complete satisfaction of its customers

Since it was founded, the company has been working relentlessly to satisfy its customers. All of our staff are with us on this goal and put customers first. Listening to customer needs, customer care, technical support, responsiveness and always looking to improve... This 'customers first' mindset is at the heart of all our product development and commercial activity.

In 2021, OMELCOM carried out a customer satisfaction survey for the 'Installers' business line. In 2022, its other business lines will have their own customer satisfaction surveys.

98

%

of our customers receive their orders within
the specified deadlines



Involvement in Major Telecommunications Associations

OMELCOM puts its skill and expertise towards creating quality infrastructure

9

OMELCOM has contributed to the last nine editions of the ARCEP* compilation of specifications.

The company is a member of ARCEP*, whose goal is to ensure the provision of a reliable, high-quality and competitively-priced network. This means that OMELCOM contributes to defining the technical specifications of the fibre optic infrastructure rolled out in France.

Since 2021, OMELCOM has headed up the 'Communications Network' committee within the association IGNES. This committee aims to ensure a superfast broadband connection for all homes through the rollout of a high-performing cable and Wi-Fi network.

Innovating and Designing Reliable Products at Competitive Prices

We believe that a product that can be installed easily without the need to look at the instructions is a product that will be installed perfectly

Our latest aerial distribution box (ADB) models combine the various innovations that have come out of our observations in the field, our expertise and our creativity. These products connecting different parts of the network are subject to stringent requirements and technical constraints on the part of our 'Installer' customers. With our new range of DISTRI PROTECT® ADBs, we are making network interconnections more reliable and safer. The means that the work of installers is made easier and deterioration limited for a long-lasting network.

2,000,000

the number of installations connected and protected
for the long term with our new range of
DISTRI PROTECT® ADBs.

We design boxes with large capacities (72 and 144 fibres) so that our DISTRI PROTECT® ADB solution can be useful in all types of applications.

Ethics, Central to Our Values

Our charter of values is loud and clear on ethical principles.

In a context of growth, creating a sense of responsibility in employees and a desire to develop a culture of transparency and trust is essential. For over ten years, a 'Charter of Values' has been given to each new employee and explained by their manager, giving the company's values: 'Put customers first, push your boundaries, keep it simple, work as a team and take action.'

To go one step further, OMELCOM has decided to raise awareness of the fight against corruption amongst its senior management and buyers.



€12,000

In the last two years, €12,000 have been invested in training 10 people in international logistics and customs compliance.





Contact & Information

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