

# OUR CIVIC-MINDED COMMITMENT



## REPORT

# CSR

2024 EDITION





**OMELCOM**  
*Spirit of innovation*



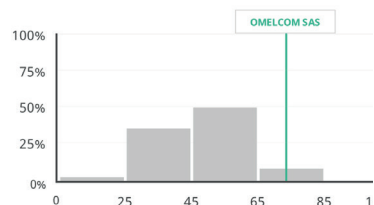
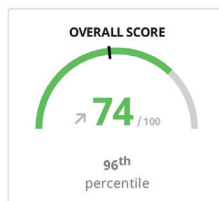
**OMELCOM**  
*Spirit of innovation*



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**ecovadis** Score for 2024 **74**/100





## Le mot du **Président**

In the first quarter of 2022, OMELCOM solidified its civic-minded commitment with the publication of its first Corporate Social Responsibility (CSR) Report. Following on from the 2023 report, we are now proud to bring you the 2024 edition.

The months that have passed since then have been full of great initiatives! We even exceeded some of our targets, as demonstrated by the completion of our analysis of our carbon footprint across all three scopes in 2022 and our commitment to concrete measures, since 2023, to decarbonise our activity in collaboration with our customers and suppliers. The climate emergency is well and truly here, and we can and must act!

CSR is about more than just environmental issues and we are committed to investing the same level of energy in all its components. Our Ethics Charter, regularly added to and strengthened, is the basis for the values and principles that govern our day-to-day actions.

OMELCOM's CSR progress is driven by a team motivated by their enjoyment of working together and strengthened by a mindset in which mutual aid, a shared approach to chal-

lenges, transparency, and trust play an important role.. We firmly believe that turning shared values into a shared mission and encouraging employee autonomy and professional development boost Quality of Life at Work and therefore greatly increase creativity and engagement.

Our new strategic plan encourages us to redouble our CSR efforts in order to respond to the important issues of a complex world - social, societal, environmental and economic.

It's with a focus on these four areas that we want to carry out our mission: "To work together to bring a reliable connection to as many people as possible through infrastructure." This CSR report sets out the vision of a company determined to work for the common good and responsive to the growing expectations of its internal and external stakeholders.

We hope you enjoy it!

**Christophe Prévôt**  
CEO of OMELCOM



# About Us

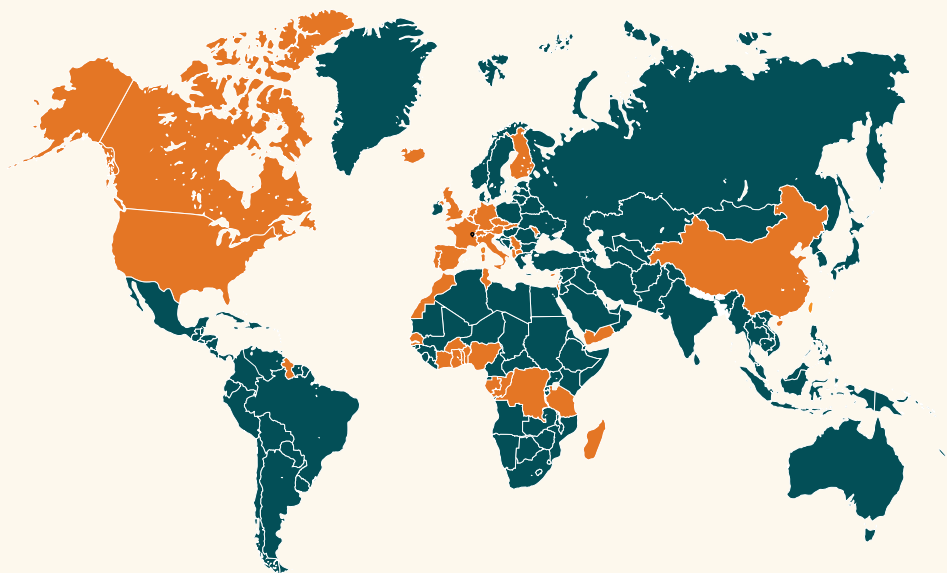
What we do

**We design and manufacture of digital and telecommunications infrastructure**

**45** employees

€ Turnover  
**€20m**

**360 rue de la Outarde - 01500 Château Gaillard - France**



Telecoms

Multimedia  
networks



## Our biggest customers



## Employee Testimonials



Marie

I was hired at the end of my job as a consultant in February 2022 to join a newly created department dedicated to project management. Since then, I have been coordinating several projects in parallel, mainly for international markets (the UK & Germany). I've found a sense of belonging at OMELCOM, and in addition

I came to OMELCOM in April 2021 as a consultant to industrialise the Luna box range for the roll-out of fibre optics in the German market. Before working for OMELCOM, I had worked on various jobs as a Project Manager and Product Industrialisation Lead in different industries. The most recent was in plastics engineering for the luxury cosmetics sector.

to the Project Manager role, I'm working on integrating eco-design into our development work. I also have the pleasure of providing support to the different departments, Marketing, Sales, Quality and Tenders, drawing on my experience with different types of products.



Frédéric

I really like the wide diversity of my role, I really am involved in everything to do with logistics and I've got lots of autonomy. I enjoy working as part of a team, with the different departments, and I can sense that my manager trusts me, which is really motivating! In five years, I've seen a lot of change: the modes of transport used, the suppliers and the building extension in

I came to OMELCOM in 2019, after earning a logistics qualification in the army and gaining real-world experience in this field in different regions. I started at OMELCOM as a Logistics Operator, mainly preparing orders. After just six months, I also took on the responsibility for receiving incoming deliveries and for the last two years, I have been a Logistics Lead.

2022, with the Annex, which increased our storage capacity. You get the sense that the company is dynamic, with a good team, which is growing, and everyone's on the same page. New projects are enabling us to expand internationally, with new ways of working. We're moving forward!

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 ensure everyone feels comfortable and empowered in their roles, OMELCOM promotes ongoing professional development, whether through technical training or personal growth opportunities



5 %

of payroll was spent on skills development in 2023.

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

## Our commitment to guiding young people into the world of employment

### A strong connection with training institutions



OMELCOM is actively engaged in guiding young people into the workforce through outreach and mentorship initiatives. Every year, it welcomes several work-study students and interns from different places and all educational levels, from Year 10 secondary school pupils to engineering students. Work-study programmes also promote cohesion and buy-in amongst company employees, who develop considerable enthusiasm for the project of training and supervising a young apprentice.

In 2023-2024, Omelcom is consolidating its partnership with ECAM by assigning four technical projects to groups of engineering students. The company will also teach the CSR training module based on actual topics to be addressed in tutorials.

## Players in the Local Economy

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

Pressure on prices could lead some to limit costs by buying more from Asia. But thanks to process design incorporating automatic assembly and inspection equipment, we are able to injection mould and assemble our whole range of optical distribution boxes in France. Building on our success with the distribution boxes, we have extended this approach to our products destined for other countries: the skills are there and it reduces the carbon footprints of the products!

These projects provide work for 40 people in the industrial area of Ain.



# 60%

of the projects OMELCOM completed in 2023 resulted in the marketing of products that were subsequently assembled in France.

We're not changing our strategy in 2024! Our products are evolving to meet the new challenges faced by local communities. As well as rolling out fibre to all homes, the local authorities we work with want to use their digital infrastructure to become smarter and more attractive. By adapting our product offering to these new needs, we are future-proofing our local activity while also helping to meet the challenges of smart, sustainable municipalities.





OUR  
ENVIRONMENTAL  
COMMITMENTS



## Measuring Our Greenhouse Gas (GHG) Emissions across all three scopes

### First analysis drawn up in 2022 to assess our environmental impact

Reducing Greenhouse Gas (GHG) emissions and targeting carbon neutrality are hugely important to OMELCOM, our employees and our customers. In 2022, we met these expectations by measuring the GHG emissions associated with our activity across scopes 1, 2 and 3.

This pivotal initiative for the company was carried out through the Diag Décarbon'Action programme proposed by ADEME\*; it enabled us to identify our main sources of GHG emissions, set out our climate strategy and draw up a decarbonisation plan.

#### Results:

**7051 t CO<sub>2</sub>e:** OMELCOM's GHG total for the 2021 financial year, i.e., **502 kg CO<sub>2</sub>e / k€ of turnover**



Since 2023, now that we have experience with carbon accounting, we have embarked on concrete measures to decarbonise our activity and measure the savings made, before updating the calculation of our GHG emissions in 2025 based on the data from 2024.



## Reducing Our GHG Emissions

### Implementing the decarbonisation plan

An active stakeholder in the decarbonisation of industry, OMELCOM has defined its climate strategy and is implementing the plan for decarbonising its activity.

**-16%** by 2030: The relative GHG emissions reduction target that OMELCOM has set itself.

The decarbonisation plan is built around five areas for us to work on:

- eco-design,
- low-carbon purchases,
- employee travel,
- logistics and freight,
- the site's energy consumption.



# -34%

over three years: the relative GHG emissions reduction target that OMELCOM has set for its freight-related activities.

In 2023, OMELCOM received support from a qualified expert and joined the FRET 21 programme. This programme, intended specifically for shippers, involves a three-year agreement with ADEME\*, which provides tools for evaluating and monitoring freight-related GHG emissions and measuring the results of the decarbonisation efforts made.



## Reducing Consumption and Limiting Waste

### Eco-design, one of the keystones of the circular economy

Eco-design means considering a product's environmental impact over its entire life cycle and factoring this in right from the design stage. Since its creation, OMELCOM has been implementing good eco-design practice:

- reducing the thickness of materials,
- short supply chains,
- optimising packaging and palletisation,
- component assembly process to facilitate disassembly and sorting at end of life, etc...

Since 2022, OMELCOM has taken things up a notch by including recycled ABS in the internal parts of its Distri-Protect optical distribution boxes.

96 tonnes CO<sub>2</sub> eq

i.e., 1.4% of our carbon footprint

This is the estimated saving of GHG emissions achieved over three product ranges in 2023 following the incorporation of recycled ABS, the elimination of individual plastic packaging, and optimisation of pallet loading.



In 2024, OMELCOM will ramp up its efforts to optimise packaging in order to reduce the amount of waste produced, particularly by eliminating plastic packaging for individual products, thereby providing a solution to the issues raised by customers in relation to waste management on their work sites.

## Sobriety and soft mobility

### Omelcom employees directly involved in decarbonisation



Just by manufacturing our products in France, we are already using low-carbon energy and therefore reducing our GHG emissions.

Omelcom employees are also dedicated to taking direct action to reduce our GHG emissions by implementing the sobriety plan and by establishing the right balance between comfort in the workplace and reducing energy consumption, both in summer and in winter.

The employee mobility plan initiated by Omelcom at the start of 2024 includes a financial incentive for carpools or for using means of transportation with less impact than personal cars. The company also offers a free electric vehicle charging service, which contributes to reducing the impact of travel between home and work.

## Showing our suppliers the way

### Customers with high standards drive progress for everyone

OMELCOM's commitment to CSR and sustainable development has been spurred on by its key customers. Building on this, the company wants to maintain long-term partnerships with its suppliers, ensuring that we share the same concerns and values.



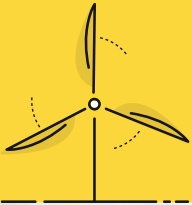
TOP 12  
suppliers

that's our ambitious goal for collecting carbon analyses and encouraging the implementation of a business decarbonisation plan.

Since 2021, OMELCOM has gradually tightened the CSR/SD requirements in its supplier framework agreement. The CSR survey of our suppliers conducted in 2023 provides a snapshot of the maturity of our pool of suppliers. The respondents cover 89% of our purchasing volume. They express a desire to limit the environmental impact of their activities, and many of them have already initiated concrete measures for that purpose.



OUR



# ECONOMIC COMMITMENTS



## Customer Satisfaction as a Priority

### OMELCOM targets the complete satisfaction of its customers

Since its inception, the company has been dedicated to satisfying its customers every day, so all of our staff are with us on this goal and the 'customer first' mindset is at the heart of our product development activity and our commercial considerations. Omelcom's customers have a positive impression of the company:

- product quality and commercial relations,
- responsiveness,
- professionalism,
- commitment,

are mentioned in particular.



# 8.9<sup>/10</sup>

is the average recommendation score given in the customer satisfaction survey in 2023

OMELCOM is tuned in to customer needs and carries out a customer satisfaction survey covering the full scope of its activity every year.

## Involvement in Major Telecommunications Associations

**OMELCOM puts its skill and expertise towards creating quality infrastructure**

# 11

OMELCOM has contributed to the last 11 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 'Digital Networks for Buildings' committee within the IGNES association. This committee aims to ensure a superfast broadband connection for all homes through the rollout of a high-performance cable and Wi-Fi network.

These measures promote digital inclusion and greatly reduce the carbon footprint compared to a 4G or 5G connection.

## 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 used perfectly**

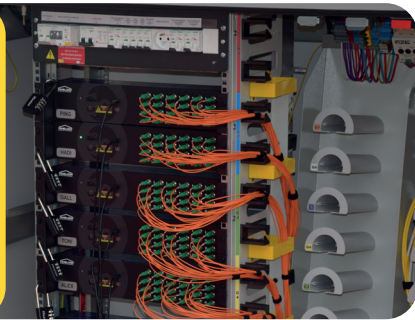
In 2022, we launched a new range of innovative products designed to help all of the players in fibre-optic deployment sustain the quality of their networks.

With Ludoptic products, project managers, team leaders, quality officers and installers get a complete solution that's simple to use, low in carbon and safer for workers, allowing them to optimise the efficiency of their staff and work sites.

The Ludoptic range was created as a result of frustrations observed in the field. We drew on all our expertise to provide a solution to the vital challenge of sustaining our fibre-optic networks into future decades.

> 70.000

The number of lightpaths that have been set up for the future with the use of a Ludoptic product



Ludoptic was a winner at the UK Fibre Awards in London.



**We are continuing our work to develop the solution so that it can be used in all countries, on all types of networks, and provide even more value to all of the parties involved.**



## Ethics, Central to Our Values

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

In a context of rapid growth, it is essential to create a sense of responsibility in employees and a desire to develop a culture of transparency, integrity and trust together. Therefore, for over ten years, an 'Ethics Charter' has been given to each new employee and explained to them by their manager.

This charter lays out the company's values: 'Put customers first, push your boundaries, keep it simple, work as a team and take action' - and the CSR measures taken by OMELCOM.



# 6

is the number of articles in the Ethics Charter updated since 2022; they cover the topics of fighting discrimination, fighting corruption, measuring our environmental impact and the engagement of the other players in our supply chain, as well as the introduction of an alert system for employees.

In 2023, to reinforce its commitment to respecting people and the planet, Omelcom appointed an internal officer in charge of the fight against sexual harassment and sexism, drew up an IT Best Practice charter, and drafted an Environmental Policy Declaration.



# CSR Overview

## SOCIAL

### Absence rate

Target for 2024	Target for 2023	Result in 2023
< 3.0%	< 3.0%	3.9 %

### % of employees trained or informed about safety

Target for 2024	Target for 2023	Result in 2023
100 %	100 %	100 %

### % working hours in fixed-term contracts and temporary employees amongst the employees

Target for 2024	Target for 2023	Result in 2023
< 5.0 %	< 5.0 %	5.6 %

### Frequency rate of accidents leading to time off work

Target for 2024	Target for 2023	Result in 2023
0	0	0

### % of payroll devoted to training

Target for 2024	Target for 2023	Result in 2023
> 3.0%	> 3.0%	5.0 %

### Severity rate of accidents leading to time off work

Target for 2024	Target for 2023	Result in 2023
0	0	0

Average age of employee	41.5 years
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## SOCIETAL

### % of employees in apprenticeships

Target for 2024	Target for 2023	Result in 2023
> 3.0%	> 3.0%	6.8 %

### % of women in the workforce

Employees in 2022	Result in 2023
29 %	+2% i.e: 31%

### Employment of persons with a disability in Full Time Equivalent

Target for 2024	Target for 2023	Result in 2023
> 3.0 FTE/year	> 3.0 FTE/year	3.9 FTE/year

### % of under 30s and over 50s in the workforce

Target for 2024	Target for 2023	Result in 2023
> 33 %	> 10 %	39 %

# CSR Overview

## ENVIRONMENTAL

% reduction in GHG emissions scopes 1, 2 and 3 (tCO2e/turnover)

Target for 2024	Target for 2023	Result in 2023
-2%	-2%	-2,7%

Energy from renewable sources as % of total consumption

Target for 2025 > 80%

% reduction in energy consumption (kWh/number of employees)

Target for 2024	Target for 2023	Result in 2023
-20%	-2%	-29%

## ECONOMY

Total amount of purchases in France

Target for 2024	Target for 2023	Result in 2023
+5% / year -1	+5% / year -1	-6%

% of sales reps, buyers and members of management informed about corruption

Target for 2024	Target for 2023	Result in 2023
> 80%	> 80%	67%

% of total purchase spend evaluated according to CSR/SD criteria

Target for 2024	Target for 2023	Result in 2023
> 80%	Started in 2023	89%

## OVERALL RATING

Ecovadis CSR rating

Target for 2024	Target for 2023	Result in 2023
> 65/100	> 60/100	64/100





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