

CSR REPORT

**OUR COMMITMENT
TO GOOD CORPORATE
CITIZENSHIP**



OMELCOM

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ecovadis

Score for 2023

64/100



Overall score distribution





A Note from the CEO

In the first quarter of 2022, OMELCOM solidified its commitment to good corporate citizenship with the publication of its first Corporate Social Responsibility (CSR) Report. A whole year has passed since then has been full of great initiatives! We are taking action!

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, starting in 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 support, a shared approach to challenges, transparency and trust occupy

an important place. 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 again double 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 Prevot
CEO of OMELCOM

About Us

What we do

Design and manufacture of digital and telecommunications infrastructure

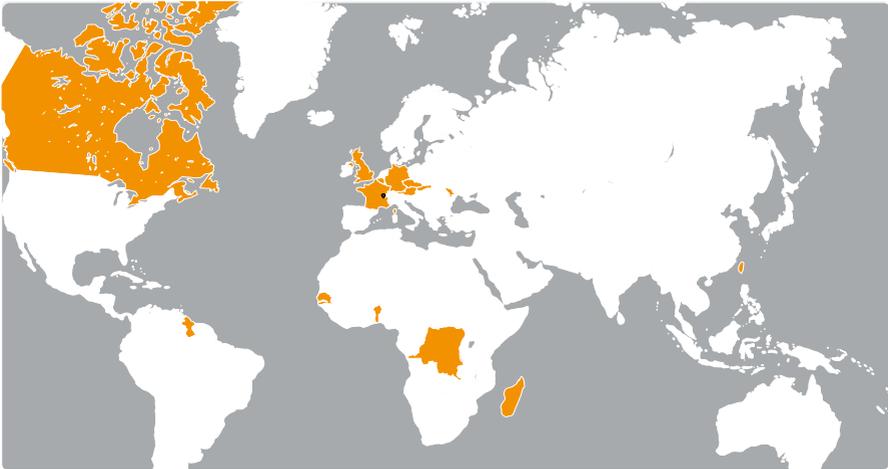


41 employees

Turnover
€20m



360 rue de la Outarde - 01500 Château Gaillard - France



Telecoms

Multimedia networks



Our biggest customers



Employee Testimonials



Marie

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 in various jobs as a Project Manager and Product Industrialisation Lead in different industries. The most recent job was in plastics engineering for the luxury cosmetics sector.

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 OMEL-

COM, and on top of 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 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 of receiving incoming deliveries and for the last two years, I have been a Logistics Lead.

I really like the wide diversity of my role, I really am involved in everything to do with logistics and I've 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 four years, I've seen a lot of change: the modes of transport used, the suppliers

and the extension in 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 make sure all employees can feel comfortable in their roles, OMELCOM encourages continual professional development, whether it comes in the form of technical training or personal development.



4.1 %

of payroll
was spent on
skills development
in 2022

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.

Our Civic Commitment to Inclusion

OMELCOM has a proactive policy on employing disabled people

2.6

Full-time equivalents in
partnership with
ESATs and EAs



Thanks to longstanding partnerships with organisations 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, becomes progressively more rewarding, sometimes to the point where they are assigned the assembly of products.

In 2023, Omelcom plans to examine the possibility of setting up a programme to enable products at the end of their first lives to be reused and entrusting this work to an ESAT.

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 special 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 footprint of the products!

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



80%

of purchases within France are from companies in our region, Auvergne Rhône Alpes

We're not changing our strategy in 2023! Our products are evolving to meet the new challenges faced by municipalities. 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

First analysis was drawn up in 2022 to assess and reduce our environmental impact

Reducing GHG emissions and aiming for 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 co-created 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

OMELCOM's GHG total for the 2021 financial year: **7,051 tCO₂e**

This is equal to **502 kgCO₂e per €1,000 turnover**



Starting in 2023, now that we have experience with carbon accounting, we are going to embark on concrete measures to decarbonise our activity and measure the savings made, before carrying out another calculation of our GHG emissions in 2025 based on the data from 2024.

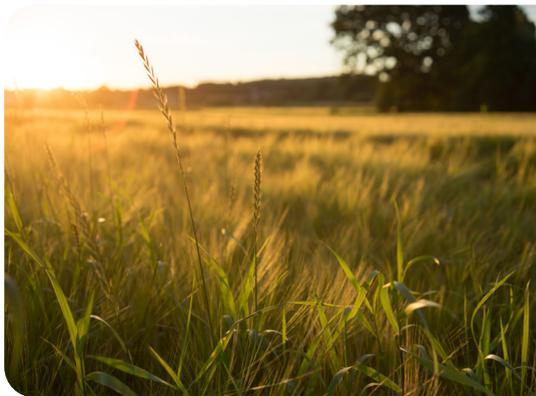
Reducing Our GHG Emissions

Developing and implementing the decarbonisation plan

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

The relative GHG emissions reduction target that OMELCOM has set itself for 2030 is **16%**.

The decarbonisation plan is built around 5 areas for us to work on: **eco-design, low-carbon purchasing, staff business travel, logistics & freight and the site's energy consumption.**



-16%

The relative GHG emissions reduction target that OMELCOM has set itself for 2030

In 2023, OMELCOM will receive support from a qualified expert with a view to adopting 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.

*the French Agency for Ecological Transition

Reducing Consumption and Limiting Waste

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

74%

The reduction in CO₂ emissions achieved by OMELCOM in the design of the internal parts of its Distri-Protect range of optical distribution boxes. This resulted in a 10% saving in CO₂ emissions for the product as a whole - equivalent to the emissions generated by 7.5 laps around the world in an internal combustion engine car!



Eco-design means considering a product's environmental impact over its entire life cycle and factoring this in right from the design stage. Ever since it was created, OMELCOM has been carrying out eco-design good practices: reduction of material thickness, short supply chains, optimisation of packaging and palletisation, an assembly process facilitating disassembly and the separation of different materials at the end of the product's life, etc. In 2022, OMELCOM took things up a notch by including recycled ABS in the internal parts of its Distri-Protect optical distribution boxes.

In 2023, OMELCOM will ramp up its efforts to optimise packaging in order to reduce the amount of waste produced. To do this, it will eliminate plastic packaging for individual products, thereby providing a solution to the issues raised by customers in relation to waste management on their work sites.

Decarbonising Our Energy Consumption

It's time to turn to the sun...



Just by manufacturing our products in France, we are already using low-carbon energy and therefore, reducing our GHG emissions. We want to go further by increasing the share of renewables in the energy we consume, and we benefit from a well-exposed site with a suitable roof surface, so the idea of installing solar panels has gained traction since our arrival in Château Gaillard in 2017.

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

Informing Our Suppliers of Our Goals

Customers with high standards drive progress for everyone

Omelcom is supported by its big customers in the pursuit and consolidation of its CSR and sustainable development goals. Building on this, the company wants to maintain long-term partnerships with its suppliers, ensuring that we share the same concerns and values.



20%

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

Since 2021, OMELCOM has been steadily tightening the CSR/SD requirements in its supplier framework agreement and has now united its main suppliers around this initiative.

In 2023, the company will encourage its sub-contractors to measure the GHG emissions associated with their activity and to embark on a decarbonisation strategy for the benefit of everyone in our value chains.



OUR ECONOMIC
COMMITMENTS

ECO

Customer Satisfaction as a Priority

OMELCOM aims for the complete satisfaction of its customers

Since Omelcom was created, the company has been working to satisfy its customers every day, so that all of our staff are aligned to achieving this goal with the 'customer-first' mindset at the heart of our product development activity and our commercial considerations. In 2021 and into 2022, OMELCOM carried out customer satisfaction surveys for its four business lines; the perception of Omelcom by customers was positive, with a particular emphasis on reactivity, attentiveness to customer needs and product quality.



9^{/10}

The average recommendation score given in the customer satisfaction questionnaires

OMELCOM remains tuned in to customer needs and will now carry 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

9

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



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 association IGNES. This committee aims to ensure a superfast broadband connection for all homes through the roll-out 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 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 is 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 for future decades.

> 70 000

The number of lightpaths that have been controlled with the use of a Ludoptic product



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

The number of articles in the Ethics Charter updated in 2022; they cover the topics of fighting discrimination, fighting corruption, measuring our environmental impact and the engagement of other players in our supply chain, as well as the introduction of a system for reporting deviant behaviours.

In 2023, in line with the values promoted by OMELCOM, notably through its Ethics Charter, a designated contact person for sexist behaviour and sexual harassment has been appointed within the staff representative body.

CSR Overview

	Indicator	2023 target	2022 target	Results in 2022
Social	Absence rate	< 3.0%	< 3.0%	3.0%
	Hours worked on temporary contracts as % of total hours worked	< 5.0%	< 5.0%	5.9%
	% of payroll spent on training	> 3.0%	> 3.0%	4.1%
	% of employees trained in or informed about safety	100%	100%	100%
	Frequency rate of accidents leading to time off work	0	0	0
	Severity rate of accidents leading to time off work	0	0	0
	Average age of employees	-	-	41
Societal	% of employees in apprenticeships	> 3.0%	> 3.0%	3.2%
	Number of jobs through ESATs (services for the employment of disabled people) in full-time equivalents	> 3.0 FTE/year	> 3.0 FTE/year	2.6 FTE/year
	% of women in the workforce	Increase compared to 2022	Increase compared to 2021	28% (18% in 2021)
	% of under 30s and over 50s in the workforce	> 33%	> 10%	37%

CSR Overview

	Indicator	2023 target	2022 target	Results in 2022
Environmental	% reduction in GHG emissions scopes 1, 2 and 3 (tCO ₂ e/turnover)	-2%	Implementation in 2022 Scope 1 to be measured in 2023	Measurement of GHG emissions in scopes 1, 2 & 3 carried out in 2022
	Energy from renewable sources as % of total consumption	> 80% in 2024	> 80% in 2024	
	% reduction in energy consumption (kWh/number of employees)	-2% compared to 2022	-2% compared to 2021	0.3%
Economy	% of purchases from companies in France	5% growth in amount spent on purchases within France compared to 2022	> 50 %	46% (43% in 2021)
	% of sales reps, buyers and members of management informed about corruption	> 80 %	> 80 %	87 %
	% of total purchase spend evaluated according to CSR/SD criteria	To begin in 2023		
Overall rating	Ecovadis CSR rating	65/100	> 55/100	64/100



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A photograph of the OMELCOM building's exterior. The facade is dark grey with a prominent orange horizontal band. The company name "OMELCOM" is displayed in large, white, 3D-style letters. Above the letters is a stylized orange roof graphic. To the right, there is a large window with black horizontal blinds.

OMELCOM

www.omelcom.com