

OUR COMMITMENT TO GOOD CORPORATE CITIZENSHIP



OMELCOM
Spirit of innovation

CSR



REPORT

2026 EDITION



OMELCOM
Spirit of innovation



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ecovadis

Score for 2025

76 /100

SILVER | Top 15%

ecovadis

Sustainability Rating

AUG 2025

60
2020

64
2023

74
2024

76
2025



Everyone contributes to CSR!

In the first quarter of 2022, Omelcom solidified its commitment to corporate citizenship with the publication of its first Corporate Social Responsibility (CSR) report. As evidence of our commitment to maintaining regular and transparent communication about our policy, we have produced a succession of reports. Today we are proud to present the 2026 edition.

The whole company is clearly active and we're moving forward! The tangible actions undertaken within each process improve our business practices, while giving substance to Omelcom's stated commitments and objectives. The proof resides in the ever-rising scores awarded in our annual CSR assessments.

Three years after our first carbon footprint assessment, the latest audit shows a remarkable reduction in our GHG emissions! Our decarbonisation plan is bearing fruit and we are bringing stakeholders on board across our supply chains. The climate emergency is here, we are fully aware of it and we are taking pragmatic action to deal with it within our scope of influence!

CSR is not just about environmental issues and we are committed to investing the same level of energy in all of its aspects. Our Ethics Charter, which is regularly updated and strengthened, is the basis for the values and principles that govern our day-to-day actions. It incorporates our social, societal, environmental and economic concerns.

This tremendous momentum is driven by a team motivated by the pleasure of working together and bolstered by a team spirit fuelled by mutual support,

trust and the sharing of challenges. We are convinced that cultivating transparency, encouraging independence and developing our employees' skills nurtures a high level of quality of life at work, drives creativity and gets the whole team involved.

Backed by these guidelines, the people of Omelcom implement our corporate mission with determination, agility and commitment:

“Working 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

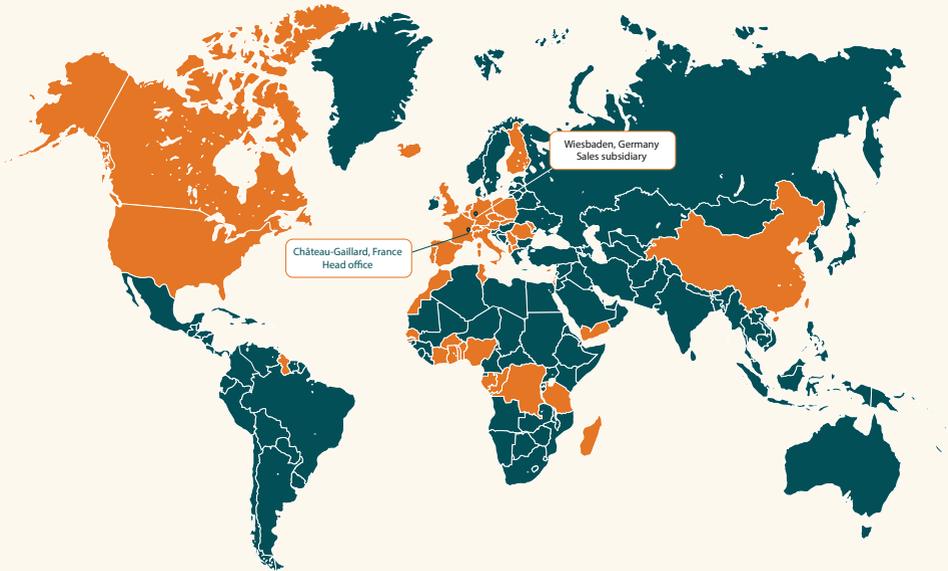
About Us

What we do

Design and manufacture of digital and telecommunications infrastructure

44 employees

€ Turnover
€25m



Telecoms

Multimedia networks



Our biggest customers



Employee testimonials



Laetitia

I joined Omelcom in 2022 after a number of jobs in retail, driven by the desire to discover a new field of business. From the outset, I was struck by the warm welcome and open-mindedness that prevail here. Everyone communicates very easily, whatever their level of responsibility, which made the onboarding experience much easier. I started at Omelcom as a multi-skilled operator through agency work, during which I was trained in assembling home network cabinets.

After a few months, the company offered me a permanent contract and I gradually moved on to more complex products incorporating optical fibres, which require dexterity and care when handling. In 2025, I had the opportunity to develop new skills in logistics: obtaining my CACES driver certification, order preparation, loading and administration - a whole new world for me!

Today, I alternate between production and logistics, depending on where I'm needed. I really enjoy the diversity of my job and I'm pleased to have been trained in new fields that are now accessible to me. I know that this will continue, and the arrival of new ranges incorporating composite products will lead us to adapt our work methods in order to handle new components and master new techniques.



Jean-Patrick

I was one of the five people who worked for Omelcom when it was founded in 2009. At the time, I was a design draughtsman in the design office, working on the home network cabinet range. The company's development focused on the deployment and roll-out of fibre optics has enabled me to discover this new field, acquire new skills and gradually extend my responsibilities.

Today I'm in charge of the Research & Development department. My career path has been built around a whole range of challenges: new products, new markets, new technologies, and now team management as well as managing external partners.

It's very stimulating, you never get bored, no day is the same!

The company is growing, becoming more international and moving forward at every level from year to year. We are constantly seeking to improve our products and better respond to our customers' needs, acquiring new skills and real expertise, while retaining the DNA of the initial start-up that shaped our team spirit, mutual support and ability to handle new challenges with enthusiasm.

OUR SOCIAL AND SOCIETAL COMMITMENTS



Diversity and collective well-being

Women play an essential role throughout the company

From accounting to purchasing, sales to supply chain management, logistics to product development, manufacturing, marketing, quality and CSR, the women of Omelcom reinforce the company's diversity of profiles, backgrounds, viewpoints and skills, thereby fostering a rich and committed corporate culture.

Gender diversity is not just a buzzword – it's the cornerstone of innovation and progress. We are committed to creating an inclusive environment where everyone has the opportunity to flourish and succeed.



37%

of our workforce are women, yet they represented less than 30% of employees in industry in France in 2025.

In 2025, as part of dialogue within the Works Council, we discussed the measures that were put in place and proved successful to create the conditions for equal treatment of women and men at Omelcom.

The actions identified are tangible and address a wide range of areas: recruitment, pay and career development, work organisation and work/life balance, culture and awareness, combating sexism and discrimination, communication and promotion.

The Importance of Human Capital

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

Developing skills, supporting career paths, giving more autonomy: this is what motivates our employees and enables them to achieve their full potential. Technical training, soft skills, foreign languages to support our international development: everyone finds the keys to progress and actively contribute to our collective success.

4.8%

100% of annual appraisals were carried out in 2024, leading to the implementation of training programmes aimed at developing skills. These programmes will represent 4.8% of the total payroll in 2025.



The individual skills appraisal was introduced in 2020 and is always conducted at the time of the annual appraisals between each manager and their team members. It is an essential managerial tool for monitoring performance and identifying training needs in line with the company's development and individual projects.

Our commitment to guiding young people into the world of employment

A strong connection with training institutions

Omelcom is actively involved in the field of employment. 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.

6

Real CSR topics
assigned to
engineering
students in 2025



For several years now, Omelcom has been consolidating its partnership with ECAM engineering school by assigning technical projects to cohorts of engineering students. New for 2025: the company delivered the CSR training module, providing a testimonial on its policy and real CSR issues to be addressed during 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. With a process design strategy incorporating automated assembly and control equipment, our flagship ranges are **injected and assembled in France**, whether they are intended for France or for international markets.

The skills are available, local partnerships are strong and this approach also limits the impact on our carbon footprint!

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



+13.5%

increase in the
value of purchases
made in France in
2025 vs. 2024.

We're not changing our strategy in 2025! 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 across all three scopes

Second evaluation in 2025 to assess our environmental impact and measure our progress

Reducing greenhouse gas (GHG) emissions and targeting carbon neutrality are hugely important to Omelcom, our employees and our customers.

After a first evaluation in 2022, we repeated the process in 2025.

This structured approach is essential if we are to understand our impact, map our main emission sources, set operational targets, move towards a low-carbon trajectory and help combat climate change.

Results:

Omelcom's total GHG emissions for the 2024 financial year: **5,073 tCO₂e**

Even with strong growth illustrated by a 45% increase in our turnover between 2021 and 2024, we have still managed to **reduce our GHG emissions by 28%** in absolute terms.



50%

This is the reduction in our GHG emissions **between 2024 and 2021** expressed in kgCO₂e/€k of turnover.

This report is based on actual business data, both our own and that of our suppliers, which has been painstakingly collected and processed to reflect our operational reality as accurately as possible.

Combating climate change

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.

The decarbonisation plan is built around five key areas of improvement:

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

B

is the score obtained by Omelcom in 2024 for the CDP* assessment of its commitment to the fight against global warming, the best possible score in the SME category.

** Carbon Disclosure Project*



In 2026, Omelcom will finalise the process of validating its decarbonisation targets through the **Science-Based Targets initiative (SBTi)**, a commitment to **transparency** that we believe is essential for continued collective progress.

Reducing consumption of resources 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,
- assembly processes facilitating disassembly and sorting at end of life,

and since 2023, the incorporation of recycled plastic.

28[%]

This is the share of **recycled plastic** in our panel in 2025. It has been rising steadily since the beginning of 2023.



In 2025, Omelcom introduced an **eco-score** on new projects developed in-house. This is calculated by the R&D department at the end of the design phase, using a checklist. A score is awarded to the project based on 15 good eco-design practice criteria.

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.



1,528

The number of non-motorised commuter journeys made in 2025.

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 environmental impact of commuting.

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.



59%

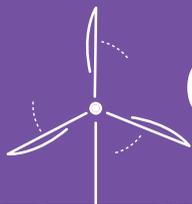
of purchases made in 2025 will be subject to carbon assessment

Since 2021, Omelcom has gradually tightened the CSR/SD requirements in its **"Supplier"** framework agreement.

In 2024, we reached a key milestone by embarking our Top 13 suppliers on the carbon accounting adventure. The aim is to encourage our partners to conduct their first carbon footprint assessment and to take steps to decarbonise their operations. This will have the effect of reducing GHG emissions associated with our purchasing activities, thereby improving our carbon footprint and that of our customers.

OUR ECONOMIC

COMMITMENTS



Customer Satisfaction as a Priority

Omelcom targets the complete satisfaction of its customers

Since its inception, the company has been working to satisfy its customers on a daily basis, a goal to which our entire workforce is committed. The “**Customer First**” mindset is at the heart of our product development activity and our business considerations.

Omelcom’s customers have a positive impression of the company:

Attentive, Responsive, Innovative are keywords particularly highlighted.

Omelcom’s CSR maturity has also been highlighted by several customers.



4.1 ^{/5}

The average overall score awarded by our customers in the 2025 survey

Omelcom is attentive to customer needs and conducts a customer satisfaction survey covering the full scope of its operations every year.

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.



7

The number of articles in the Ethics Charter updated in 2022; they cover the topics of discrimination, anti-corruption, environmental impact measurement, supply chain stakeholder engagement, data security and the introduction of a whistleblowing system for employees.

Anti-corruption training was organised in 2024 for all employees in the sales and purchasing teams, as well as members of the Executive Committee. Besides raising awareness of corruption, the aim of this training was also to identify the risks to the company with a view to mapping them and defining appropriate mitigation measures.

Cybersecurity: a fundamental commitment for the company

Responsible protection measures to guarantee control over risks concerning data and operational continuity.

Protecting corporate data has become essential at a time when cyber attacks are on the increase and organisations are increasingly dependent on digital technology. Omelcom is fully aware of this challenge and is strengthening the protection of sensitive information alongside the robustness of its processes, to guarantee business continuity in a constantly evolving technological environment.

100%

of employees were educated on IT best practices and data security in 2025



In 2025, we commissioned a cybersecurity audit of our information system by an expert service provider. A data security improvement plan has been drawn up and is currently being implemented. The first action consisted in raising employees' awareness of risks and best practices; these are formalised in the "IT Best Practices" charter issued and explained to all new employees during their onboarding.

CSR Overview

SOCIAL

Absence rate

Target for 2026	Target for 2025	Result in 2025	Result in 2024
< 3.0%	< 3.0%	1.6%*	3.9%

* excluding parental leave

% of employees trained in or informed about safety

Target for 2026	Target for 2025	Result in 2025	Result in 2024
100%	100%	100%	100%

Short-term contract and agency hours as % of total hours worked

Target for 2026	Target for 2025	Result in 2025	Result in 2024
< 5.0%	< 5.0%	6.1%	1.93%

Frequency rate of accidents leading to time off work

Target for 2026	Target for 2025	Result in 2025	Result in 2024
0	0	0	0.084%*

* 1 commuting accident

% of payroll spent on training

Target for 2026	Target for 2025	Result in 2025	Result in 2024
> 3.0%	> 3.0%	4.8%	7.1%

Severity rate of accidents leading to time off work

Target for 2026	Target for 2025	Result in 2025	Result in 2024
0	0	0	1.494%*

* 1 commuting accident

Average age of employees

45

SOCIETAL

% of employees in apprenticeships

Target for 2026	Target for 2025	Result in 2025	Result in 2024
< 3.0%	< 3.0%	1.5%	5.7%

% of women in the workforce

Target for 2026	Target for 2025	Result in 2025	Result in 2024
↗ vs. 2025	↗ vs. 2024	37%	31%

FTE employment of people with disabilities

Target for 2026	Target for 2025	Result in 2025	Result in 2024
> 3 FTE/year	> 3 FTE/year	2.2	2.6

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

Target for 2026	Target for 2025	Result in 2025	Result in 2024
> 33%	> 33%	37%	36%

CSR Overview

ENVIRONMENTAL

% of low-carbon plastic* in the panel

Target for 2026	Target for 2025	Result in 2025	Result in 2024
80%	-	50%	15%

* Material emission factor < 2 kg CO2e/kg

% of purchased goods and services subject to carbon assessment

Target for 2026	Target for 2025	Result in 2025	Result in 2024
80%	80%	59%	15%

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

Target for 2026	Target for 2025	Result in 2025	Result in 2024
-25% vs. 2022	-25% vs. 2022	-28% vs. 2022	-34% vs. 2022

% reduction in GHG emissions, scopes 1, 2 and 3 (kgCO2eq/€k turnover)

Target	Target for 2025	Result in 2025	Result in 2024
-55% in 2030 vs. 2022	-8% vs. 2021	-50% vs. 2022	-

ECONOMY

Total amount of purchases in France

Target for 2026	Target for 2025	Result in 2025	Result in 2024
+5% vs. 2025	+5% vs. 2024	+13.5% vs. 2024	+5.8% vs. 2023

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

Target for 2026	Target for 2025	Result in 2025	Result in 2024
> 80%	> 80%	83%	100%

Number of whistleblowing alerts

Target for 2026	Target for 2025	Result in 2025	Result in 2024
under observation	under observation	0	0

OVERALL RATING

ECOVADIS score

Target for 2026	Target for 2025	Result in 2025	Result in 2024
> 76/100	> 74/100	76/100	74/100



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