



Saint-Gobain's Corporate Social Responsibility

May 2014



SAINT-GOBAIN



- ➡ The worldwide leader in all our businesses, we have set ourselves the goal of being **the reference for sustainable habitat.**
- ➡ This means we have duties toward all our stakeholders: this is our **corporate social responsibility, or CSR.**



- ➔ Saint-Gobain's commitment is based on the intangible **values** that are the foundation of the Group's culture and guide its day-to-day activity.
- ➔ They have been spelled out in:

5 Principles of conduct:

- Professional commitment,
- Respect for others,
- Integrity,
- Loyalty,
- Solidarity.

These are the fundamental values that unite management and employees, and form the principles of conduct for each member of the Company.

4 Principles of action:

- Respect for the law,
 - Caring for the environment,
 - Worker health and safety
 - Employee rights
- These guide the actions of all corporate leaders and employees in the performance of their duties.



International commitments...



- Member of the **United Nations Global Compact**
 - **Caring for Climate**
 - **CEO Water Mandate**, an initiative taken by the management of the world's leading corporations
- Support of the United Nations Universal Declaration of Human Rights

...And **dialogue with the stakeholders** at all levels in our organization.



The five areas of our corporate social responsibility policy

1. Invent sustainable buildings
2. Limit our environmental impact
3. Encourage employees' professional growth
4. Support local community development
5. Take action across the value chain



Area 1: Invent sustainable buildings

Saint-Gobain designs, manufactures and distributes **building materials** and **high-performance materials** providing innovative solutions to the challenges of **growth**, **energy** efficiency and protection of the **environment**.





Area 1- Invent sustainable buildings

- ➔ Prove the effectiveness of our solutions by improving the comfort and environmental performance of all buildings with our **Multi-Comfort program**
- ➔ Develop innovative and sustainable solutions for the habitat market with the **Sustainable Habitat mission**



Finland: Multi-Comfort House opened in 2013



Area 1 – Invent sustainable buildings

➔ Research and innovation serving Saint-Gobain's strategy

- ▶ 441 million euros invested in 2013
- ▶ Almost 400 patents filed 3,700 people
- ▶ 7 cross-business research centers
- ▶ 12 research centers and about 100 development centers

➔ Innovation open to the outside world through partnerships with the **academic world** and **start-ups**

- ▶ Saint-Gobain University Network (SUN)
- ▶ NOVA External Venturing



China: Extension of the Shanghai Research Center in 2013



Area 1 – Invent sustainable buildings

- ➔ **Develop and distribute innovative solutions that lessen the environmental impact of buildings and infrastructure throughout their life cycle: that is our **eco-innovation policy****
- ➔ **Measure the environmental impact of our products and solutions using **life-cycle analysis (LCA)****
 - In 2013, all product families related to the building market are covered by a life-cycle analysis



weber.col flex éco, tile cement developed using the principles of eco-innovation



Area 2: Limit our environmental impact

Protecting the environment as we go about our activities requires constant commitment and vigilance. We are committed to achieving the only acceptable target, which is **zero environmental accidents** and **minimum impact from our activities**.





Area 2 – Limit our environmental impact

➔ Combat **climate change**:

- Measure our CO₂ emissions
- Reduce our energy consumption
- Rethink transportation
- Reduce the environmental footprint of our buildings: CARE:4® program



EVOLUVERT pools all POINT.P's actions to promote responsible transportation.

➔ Conserve natural **resources**

- Water policy to promote water recycling and reduce wastewater
- Program of actions to promote biodiversity



6.2 percent less water consumed in 2013 compared with 2010 (on the basis of comparable production).



Area 2 – Limit our environmental impact

➔ Care for the environment

- Dissemination of the **EvE standard** to manage environmental events
- Reduce our production waste and consumption of raw materials
 - ▶ **Reducing waste** is a priority for Saint-Gobain
- Limit our air emissions



11.7 percent decrease in non-recovered waste in 2013 compared with 2010 (on the basis of comparable production).



Area 3: Encourage employees' professional growth

The aim of our **human resources** policy is provide each employee with a working environment that fosters personal and professional fulfillment, as this is a fundamental aspect of **well-being** and **performance** in the workplace.





Area 3 – Encourage employees' professional growth

➔ The **health** and **safety** of our employees, **exemplary management** and **social dialogue** are the foundations of Saint-Gobain's action and growth model.

- **Objective: zero workplace accidents**, through the involvement of all employees
- **The Group's Health Policy** was introduced in 2013
 - ▶ Employees
 - ▶ Customers and users of our products
 - ▶ Local residents neighboring our sites





Area 3 – Encourage employees’ professional growth

Human resources have defined four priority areas of action to support Saint-Gobain’s growth:

➔ Professional **mobility**

- Geographic, functional and between Activities

➔ Team **diversity**

- Gender balance, nationalities, generations, disabled employees, training and career pathways

➔ Employee **commitment**

➔ **Talent** development



Human resources strategy called “OPEN:” Our People in an Empowering Network



Area 4: Support local community development

Saint-Gobain is a multi-regional company that serves **local markets**. Our investments contribute to the **employment market** and **economic development** of the regions where our sites are located.





Area 4 – Support local community development

➔ Develop job catchment areas

- By investing locally and implementing actions to develop job catchment areas, we contribute to the **social and economic growth** of regions.
- A structure specializing in aiding local development and the revival of job catchment areas in France:
Saint-Gobain Développement



In 2013, the Pipe Activity's Bayard-sur-Marne (France) site celebrated its 500th anniversary.



Area 4 – Support local community development

➔ Solidarity actions targeting the most underprivileged

● Saint-Gobain Initiatives Foundation

- ▶ Since 2008, all Group employees or retirees have been entitled to submit a solidarity project to the Foundation
- ▶ Funding and technical consulting in three areas of action:
 1. Job opportunities for young people
 2. Construction, refurbishment or renovation of social housing, for general interest purposes
 3. Energy efficiency and environmental protection in social housing

● Local actions run by the Activities, companies and sites



In 2013, 25 sponsorship agreements were signed by the Saint-Gobain Initiatives Foundation.



Area 5: Take action across the value chain

Given its size worldwide, scope and strategy, Saint-Gobain has a special **responsibility** to raise stakeholders' **awareness** of the challenges of social responsibility and **promote** exemplary practices.





Area 5 – Take action across the value chain

➔ Mobilize the teams

Saint-Gobain companies implement the Group’s CSR policy by ensuring their teams support its **objectives** and **operational actions**.



In 2013, the General Delegation for the United Kingdom and the Republic of Ireland extended its CSR program by asking the Activities to identify the key factors that make it possible to achieve the targets set.



In 2013, Lapeyre in France continued to implement its CSR program called “PrioriTere” in order to unite all its employees behind 10 environmental projects.



Area 5 – Take action across the value chain

➔ Boost stakeholders' awareness

- Participate in the discussion about **the buildings of tomorrow**

- ▶ Actions at the international and country levels
- ▶ European commitment to sustainable construction

- **Raise our stakeholders' awareness of environmental issues**

- ▶ Encourage the public to adopt best practices
- ▶ Participate in local structures to promote energy efficiency in habitat (examples: *Isolons la Terre contre le CO₂*, *Spaar het klimaat*, *la Casa que Ahorra*, *Alliance to save Energy*, etc.)



Member of Green Building Councils, national associations of habitat professionals and market stakeholders.



Area 5 – Take action across the value chain

➔ Support our **customers**

- Innovation centers
- Partnerships and co-development
- Training

➔ **Responsible purchasing**

- Purchasing officers
- Suppliers
- Global policies (e.g., wood supplies)



The Saint-Gobain Academy training center opened in Russia in 2013.



➔ For more information:

- www.saint-gobain.com/en/sustainable-development
- [*2013 Corporate Social Responsibility Report*](#)
- [Video](#) about sustainable development as viewed by Saint-Gobain.