

ARMOR - 2014 CSR REPORT on 2013 data

GRI (Global reporting initiative) index, coverage and correspondence to the Global Compact and article 225 of the Grenelle Law

Self-declaration of the GRI Profile Disclosure application level: C

Themes	GRI Profile disclosure	Global Compact Principles	Grenelle II Law Art. 225	Level of GRI coverage	2013 Report page(s)	Indicators update 2014 Report page(s)	Remarks	
The Group	Profile (name, legal form, products, establishments, size)	2.1-2.8			p.2		Sales volume and market share are confidential	
	Significant changes, investments and taking into account of CSR (including human rights)	2.9 & HR1	1				Transformation from Armor SA to Armor SAS in April 2013	
	Declaration by CEO, Strategy & Analysis	1.1-1.2			p.3, p.5	p.1		
	Awards received during the reporting period	2.10			p.4			
Governance	Structure & members of the governance bodies, gender balance	4.1-4.4 ; LA13	6		p.8 ;	p.4		
	Prevention of conflicts of interest	4.6	10				Top management subjected to a clause excluding conflicts of interest	
	Detailed operation of the highest governance body	4.5-4.7 ; 4.9-4.10					Confidential	
	Values, policies & internal codes	4.8			p.5	p.2-3		
	Application of the precautionary principle	4.11	7		p.12-13		Via eco-design in R&D	
	External commitments & subscriptions	4.12-4.13			p.3, 22			
Dialogue with stakeholders	4.14 - 4.17		3-b) Stakeholders relationship		p.8, p. 23	p.2	Integrated to the report: employees, shareholders, banks, customers, suppliers, partners, competitors, local communities	
Social	Human rights							
	Elimination of forced labour and child labour	HR6-HR7	4 & 5		p.9	p.3	see Ethics charter	
	Diversity & Non-discrimination	HR4	6		p.12	p.4	see Ethics charter	
	Freedom of association & collective bargaining rights	HR5	3		p.9	p.5	see Ethics charter	
	Selection, involvement, and monitoring of suppliers in line with CSR (including human rights)	HR2-3	2		p. 21	p.8	see Ethics charter and general buying clauses including specific adaptation to each country risks	
	Labour Standards							
	Quality of employment	LA1		1-a) Employment		p. 10	p.4	
	Employee social benefits	LA3				p.23	p.8	Scope: France
	Notice period for organisational changes	LA5		1-b) Labour organisation		p. 9		
	Occupational Health & Safety (joint management-worker committees, topics & agreements, accidents & initiatives)	LA6-7, LA9		1-d) Health and safety		p. 10-11	p.5	
	Employability of employees and training	LA10-11		1-e) Training		p. 13	p.5	
	Individual performance reviews	LA12				p. 13	p.5	
Preventive public health measures (employees and their families)	LA8				p.9, 11		No especially pandemic context in Armor locations in 2012	
Employee turnover, coverage by collective agreements, ratio of basic salary of men to women	LA2, LA4, LA14	3 & 6	1-a) Employment				Non-consolidated internationally, published in the social report in France (confidential)	
Environment	Policy		2-a) General policy		p. 14,16			
	Materials (raw materials / recycled materials)	EN1, EN2	8			p.6, 17, 21		Confidential volumes
	Direct energy: consumption, initiatives & results	EN3, EN5-6	8	2-c) Resources sustainable consumption		p.14	p.7	
	Water: Consumption & recycling	EN8, EN10	8			p.15		Scope: Poland
	Biodiversity - sensitive areas	EN11, EN14	8	2-e) Biodiversity protection		p.15		
	Greenhouse Gas Emissions & efforts at reduction	EN16-18	8	2-d) Climate change		p.18	p.7	
	Polluting emissions	EN20	8	2-b) Pollution		p.18	p.7	Scope: France
	Waste: weight and disposal method	EN22	8	2-b) Waste management		p.15	p.6	
	Hazardous waste: transport	EN24	8					No outside border transport of hazardous waste (615t)
	Eco-design of products and services	EN26	9			p.16-17	p.6	
	Transport	EN29	8			p.18	p.7	
	Indirect energy (sources, impacts, initiatives & results)	EN4, EN7	8					Non-consolidated energy mix of energy suppliers
Qualitative impact on biodiversity, watercourses affected and effluents	EN9, EN12-15, EN20-21, EN25	8					Site which may be concerned: La Chevrolière. Study in progress	
Environmental expenditure	EN30	8			p.14-15		Co-financing preferred: 2 examples Non-consolidated global environmental expenditure indicator	
Society	Economic activities							
	Direct economic value created and distributed, public subsidies received	EC1, EC4			p.23	p.8	Scope: France	
	Risks and opportunities related to climate change	EC2			p.18			
	Spending on locally-based suppliers	EC6			p.21	p.8		
	Philanthropy	EC8			p.17, 22	p.8		
	Significant indirect impacts	EC9			p.6			
	Local practices: wages, pension, management recruitment	EC3, EC5, EC7					Non-consolidated	
	Product liability							
	Consumer Health and Safety	PR1				p.20		
	Product labelling & customer satisfaction	PR3-5				p.16, 20	p.2, 6	
	Responsible marketing & advertising programmes	PR7						General principles for the prevention of greenwashing
	Society							
Bribery & corruption (risk & training)	SO2-3	10				p.2	Aware buyers ; ethics charter under deployment	
Participation in public policy	SO5				p.16, 21-22			
Contributions to political parties	SO6	10					None	
Local communities: negative / positive impacts	SO1		3-a) Territorial impact		p.19			
Incidents, violations, fines & measures taken								
Incidents of non-compliance with the legislation or voluntary code and fines incurred (in issues relating to: human rights, consumer health and safety, environment, marketing, privacy, corruption, competition) Over the last 3 years	HR4, HR9, PR2, PR4, EN23, PR8, PR9, SO4, SO7, SO8	1			HR4,		In 2011, in France, Armor, as a producer, has been ordered to treat its waste (empty printer cartridges). Reason: The approved service provider had gone out of business.	
The present report	Period covered & scope	3.1-3.3 ; 3.5-3.7			p.23	p.3		
	Contact person	3.4					Annabelle Guillet contact@armor-group.com	
	Developments with regard to previous reports & corrections	3.8, 3.10, 3.11			p.18	p.4,5,8	Specified for each corrections	
	Methodological principles for indicator consolidation	3.9					Consolidation at group level of indicators measured by subsidiaries within the context of their management systems	
	GRI Index	3.12					Present document only available on the Web	
Third-party validation	3.13		Third-party validation				No third-party verification	