

# SUSTAINABILITY STRATEGY SUMMARY

## SUSTAINABLE INNOVATION PLAN

MATERIAL ASPECT	KPI	TARGET	
<b>INNOVATION FULFILLING SOCIETAL NEEDS</b>	Sustainability index. <small>(scope: innovation pipeline Sustainable Innovation Department)</small>	80% of active R&D projects classified as sustainable by 2020 according to the Sustainability Index.	
<b>OPTIMISING CARBON FOOTPRINT</b>	Recticel Carbon footprint indicator expressed in tonnes of CO <sub>2</sub> equivalent compared to the 100% activity level in 2013. <small>(scope: production sites)</small> The method of calculation is derived from the Cradle to Grave method.	Reduce Recticel Carbon Footprint Indicator by 25% in 2020 and by 40% in 2030.	
	Net Recticel Impact Ratio (whole value chain) defined as ratio of the Recticel Positive Impact to the Recticel Carbon Footprint. The Recticel Positive Impact is expressed in tonnes of avoided CO <sub>2</sub> equivalent in use phase. <small>(using appropriate method of calculation per type of product and using appropriate conversion factors calculated by a third party)</small>	Increase Net Recticel Impact Ratio from 20* in 2013 to 30 by 2020 and 50 (40) by 2030.  We have reached our 2020 target three years early and have amended our 2030 target to 50.  <small>* We have reviewed our method of calculation. The original results over 2013, 2014, 2015 were 20, 20, 26.</small>	
<b>RESOURCE EFFICIENCY</b>	Tonnes of recycled flexible foam produced by Recticel.	100% increase by 2020 compared to 2015. The increase is possible if flexible foam production waste is gradually replaced by post-consumer waste.	

## PEOPLE PRIORITY PLAN

MATERIAL ASPECT	KPI	TARGET	
<b>BUSINESS ETHICS AND INTEGRITY</b>	Number of legal training courses provided by the Corporate Legal Team and the IP Officer (SID) as face-to-face meetings attended and e-learning modules completed.	Increase the number of legal training courses provided by the Corporate Legal Team and the IP Officer (SID) as face-to-face meetings attended and e-learning modules completed by 5% per year (cumulative) compared to 460 in 2015.	
<b>REDUCE HS&amp;E IMPACT OF OUR ACTIVITIES</b>	Frequency work accidents represents the average on Group level for all our plants and offices.	Frequency = < 3 by 2020  number of accidents x 1,000,000 number of hours performed	
<b>AN INSPIRING AND REWARDING PLACE TO WORK</b>	The number of countries in which engagement surveys are conducted among blue and white collars.	Two new countries each year.	