



Sustainable Development Goals 2017

SDG per Challenges	Corresponding indicators in 2016	Saint-Gobain's contribution	Registration document	GRI
<p>Responsible practices</p> <p>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> - <u>Collective bargaining</u> Proportion of health and safety agreements entered into with entities representing personnel: 4.9% Percentage of employees covered by a collective bargaining agreement: 79.8% - <u>Financial sanctions</u> Environmental fines: 0.3 M€ Alerts received through the compliance alerts system and subjected to investigation: 81 Number of non-financial penalties for violation of laws and regulations: 0 <u>Training & Objectives:</u> Percentage of managers trained during their first year of integration <ul style="list-style-type: none"> - ADHERE : 73,1% - COMPLY : 86,6% - Objective : 100 % for all 3 formations (including ACT) en 2018 	<p>Saint-Gobain is a group attentive to the well-being and to the listening of its employees, which implies the respect of their rights, their differences and the dialogue with their representatives. Thus legal protection they benefit from is sharpened to the particularities of our activities through collective bargaining which covers vast majority of our workforce.</p> <p>In a more general manner, Saint-Gobain's values are formalized within the "Principles of Conduct and Action" which are a Code of Conduct for the entire Group entities. Owing to commitments represented in, Saint-Gobain is attentive to the respect of a responsible and compliant approach with legal standards in its activities through the observation of indicators.</p> <p>Thus, since 2015, the total number of non-financial sanctions for non-compliance with laws and regulations and the number of reported cases of corruption are null. Moreover, the group shows neutrality in the public sphere by refusing all political financing.</p>	<p>p.111 p.114 p.115</p> <p>p.12 p.110 p.115 p.172</p>	<p>G4-LA8, G4-11</p> <p>G4-SO5, G4-SO6, G4-SO7, G4-SO8 G4-HR12 G4-EN29 G4-56 G4-LA16</p>
<p>Climate change</p> <p>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster</p>	<ul style="list-style-type: none"> - <u>Investments</u> Total environmental expenditure: 127.1 M€ Capital expenditure on environmental protection measures: 78.8 M€ 	<p>In terms of climate change, the main action of the Group lies in the offer of durable and resilient solutions thanks to the Group's various brands, in line with its strategy. At the same time Saint-Gobain is committed to monitor its environmental footprint.</p>	<p>p.60 p.75-76 p.110</p>	<p>G4-EN27 G4-EN31</p>



Sustainable Development Goals 2017

<p>innovation</p> <p>Goal 13: Take urgent action to combat climate change and its impacts</p>	<p>Environmental R&D budget: 59.7M€</p> <ul style="list-style-type: none"> - <u>Avoidances</u> <p>Compensation of emissions linked to the production of solutions: from an average of three months of use.</p> <p>Cumulative net potential avoidance of solutions produced and sold in Europe in 2014 over their lifetime: more than 550 million tons CO₂ equivalent.</p> <p>Estimated potential avoidance: 90 times the Group's greenhouse gas emissions in 2014 in Europe.</p> <p><u>Training & Objectives:</u></p> <ul style="list-style-type: none"> - CO₂ emissions reduction : - 20 % to 2025 (base 2010) - Energy : -15% upon 2010-2025 period - Water : -80% upon 2010-2025 period - Non-recovered waste : -50% upon 2010-2025 period 	<p>Internally the R & D department integrates health and environmental concerns into its bill of specifications. Their work has led to the development of solutions related to green chemistry, recycling of building materials and building energy efficiency. In 2016, a cross-cutting program on "Improving our CO₂ footprint" was created to coordinate and scale up efforts to improve manufacturing processes to reduce our greenhouse gas emissions</p> <p>The Energy, Atmospheric Emissions and Climate Change Policy aims to reduce the energy consumption and greenhouse gas emissions of industrial processes, infrastructure and transportation of the Group's entities. These commitments are broken down by several objectives by 2025.</p>		
<p>Diversity</p> <p>Goal 5: Achieve gender equality and empower all women and girls</p> <p>Goal 10: Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> - <u>Breakdown</u> <p>Employees by gender (M/F): 78.1%/21.9%</p> <p>Proportion of women workers among all women employees 19.9%</p> <p>Share of women managers among managers: 22.0%</p> <p>Percentage of female managers among the senior executives: 9.2%</p>	<p>In terms of diversity, the Group's logic of decentralization allows adaptation to local specificities. Particular attention is provided to discrimination, in particular upon gender, equal treatment and representation of women in our workforce.</p> <p>Under the actions carried out, in 2016 only 2 incidents of discrimination were declared on the basis of gender at group level.</p>	<p>p.112 p.113 p.114 p.115 p.88-89 p.90 p.116</p>	<p>G4-DMA-b G4-LA1, G4-LA9, G4-LA12, G4-LA13 G4-HR3 G4-EC8</p>



Sustainable Development Goals 2017

	<ul style="list-style-type: none"> - <u>Recruitment</u> Hiring rate by gender (M/F): 74.9%/25.1% (managers: 72.5% and 27.5%) - <u>Training</u> Average number of training hours per employee per year and per gender: Male: 24.7 h Female: 27.9 h - <u>Pay gap</u> Ratio of average male to female wages in France 0.9 Number of gender related incidents: 2 <p><u>Training & Objectives:</u></p> <ul style="list-style-type: none"> - Persons trained to e-learning Gender Balance for managers: 1,157 - Percentage of female manager to 2020: 25% - Percentage of female executive manager to 2025: 25% 	<p>As more egalitarian living environment fosters the reduction of discriminations, in addition to actions targeted to diversity, the Group is working to reduce inequalities in territories in which it operates through its contribution to local and societal development. In 2016, Saint-Gobain invested € 6.3 million in projects to support local communities; its financial commitment under the agreements to assist SMEs in France represents € 1.46 million.</p>		
Health and Safety Goal 3: Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> - <u>Occupational accidents and diseases</u> Lost-time and non-lost-time accidents rate (TRAR), Group, actual scope: 3.5 Lost-time accidents rate (LTAR), Group, actual scope: 1.7 Number of fatal incidents involving Saint-Gobain employees: 2 Number of occupational illnesses in 	<p>The health and safety of Saint-Gobain's direct employees as well as those of our suppliers is at the heart of the Group's concerns. As a result, the Group ensures that the accident frequency rate in the group (TF2) is constantly improving.</p> <p>A systematic analysis of accidents and the involvement of all managers are two key actions for improving safety.</p>	p.111	G4-LA6 G4-LA8



Sustainable Development Goals 2017

	<p>France: 174</p> <ul style="list-style-type: none"> - <u>Collective agreements</u> Proportion of health and safety agreements entered into with entities representing personnel: 4.9% <p><u>Training & Objectives:</u></p> <ul style="list-style-type: none"> - Objective 2017 : TF2 : 3,1 - Share of technical and EHS training: respectively 36.9% and 51% - Share of management employees who have received training to the Responsible Purchasing policy: 100% 	<p>A Health Indicator for Chronic Exposures (HICE) will be integrated from 2017 into a pilot phase within three General Delegations. Its objective is to provide better exposure to the risks of exposure to noise and toxic substances of employees.</p> <p>These health and safety concerns are disseminated within our sphere of influence, including the Responsible Purchasing Policy, which requires our suppliers and contractors to make a continuous effort to improve the working conditions of their employees.</p>		
<p>Solutions developed and distributed to help with the Group's CSR challenges</p> <p>Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p> <p>Goal 12: Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> - <u>Energy consumption</u> Total energy consumption of entire Group at actual scope of reporting: 161,588 TJ Variation in energy consumption of entire Group : +3.4% (-22,9% in 2015) - <u>Air emissions</u> Total CO₂ emissions (scope 1 and 2) at the concerned sites*: 12 Mt Indirect emissions of greenhouse gases (purchases of electricity, steam, hot water) for the entire Group of the concerned sites*: 3.2 Mt eq.CO2 <p><u>Training & Objectives (2010-2025):</u></p> <ul style="list-style-type: none"> - Training in eco-innovation: 623 	<p>In order to achieve this objective in line with the core business of the Group, Saint-Gobain promotes sustainable construction and energy efficiency through its activities and products. In addition a partnership approach tends to promote a transformation of the construction market in this direction, in particular through collaboration with the "Green Building Councils" and the "Global Alliance for Buildings and Construction".</p> <p>Internally, in accordance with the Energy, Atmospheric Emissions and Climate Change policy, Saint-Gobain wishes to gradually reduce the impact of its activities on energy and climate. With the same objective, the Group ensures the sustainable management of the resources used for the recovery</p>	<p>p.30 p.31</p>	<p>G4-EN3, G4-EN6, G4-EN15, G4-EN16 G4-EN27</p>



Sustainable Development Goals 2017

<p><i>*Values are adjusted to the relevant scope of consolidation 2016. An update is made for the 2014 and 2015 values taking into account the closures or divestitures of entities.</i></p>	<p>individuals</p> <ul style="list-style-type: none"> - Energy consumption: -15% - Total CO2 emissions (scope 1 and 2): -20% - NO_x, SO₂ and dust emissions : -20 % each - Non-recovered waste : -50% 	<p>of its waste.</p>		
<p>Operational excellence Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>Employees who have received training during the year: 83.9% Share of management employees who have received training during the year: 100% Average number of training hours per employee per year: 25.4 h</p>	<p>Throughout their career at Saint-Gobain, employees benefit from a wide range of training opportunities that enable them to update their knowledge or acquire new skills valuable to their personal development and their contribution to the Group.</p>	<p>p.8 p.114</p>	<p>G4-LA9</p>
<p>Creation of local value Goal 1: End poverty in all its forms everywhere Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p><i>*Methodology available on the Group's website</i></p>	<ul style="list-style-type: none"> - <u>Recruitment</u> Hiring rate of young people under 26: 32.6% Hiring rate of employees aged 50 or older: 7.8% Hiring rate by gender M/F: 74.9%/25.1% - <u>Breakdown</u> Proportion of young people under 26: 9.8% Proportion of people over 55: 14.4% Proportion of disabled employees within the Group: 1.7% - <u>Human rights</u> Number of non-discrimination related incident declared (disability, harassment, ethnic origin, gender and others): 65 None incident related to child or forced 	<p>Saint-Gobain contributes to poverty eradication through various measures of local economic development and local communities support. These actions complement the Group's important socio-economic footprint in the areas where we operate. In 2015, for nearly 170,500 direct jobs, the Group generates more than 549,000 indirect jobs, plus over 190,000 indirect jobs*. The Saint-Gobain Initiatives Foundation also carries out actions for the integration of young adults into working life and actions for social construction. In 2016, 24 projects of this type throughout the world were supported.</p> <p>In addition, efforts are being made to recruit all categories of people, with a preference for stable job creation. Similarly, the number of reported</p>	<p>p.88-89 p.90 p.112 p.115 p.116</p>	<p>G4-10 G4-EC6, G4-EC8 G4-LA1, G4-HR3, G4-HR4, G4-HR5, G4-HR6</p>



Sustainable Development Goals 2017

	labor, right to join a union and human rights).	incidents related to non-discrimination is subject to special scrutiny. For the year 2016, no incidents involving freedom of association, child labor, forced or compulsory labor have occurred within the Group.		
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Non-strategic SDG				
Goal 6: Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> - <u>Water discharges and withdrawals</u> Total water withdrawal for the entire Group at actual scope: 53.6 M of m³ (69.7 M of m³ en 2014) Total water discharge for the entire Group at actual scope: 29.4 M of m³ Environmental events or accidents: 0 <p><u>Training & Objectives</u></p> <ul style="list-style-type: none"> - Water discharges: -80% (2010-2025) 	<p>Saint-Gobain is contributing to this goal in two positions. On the one hand, with regard to its impacts as an industrial and commercial enterprise; and on the other hand, through the Pipe Activity, whose markets are directly linked to water and sanitation.</p> <p>Internally, Saint-Gobain companies pay particular attention to the watercourses near their sites. In accordance with the Water Policy, sites sensitive to water use implement a standard dedicated to the prevention of potential impacts (Standard Water). This is achieved in particular by reducing the quantities collected and discharged, controlling pollutants or constraining the storage of dangerous substances.</p> <p>Concerning the management of the resources used, namely water withdrawals (rain, city, surface, and groundwater), the long-term objective is to tend towards the "zero rejection" of industrial water in liquid form while avoiding the generation of new impacts for other environments and stakeholders.</p>	p.77 p.111	G4-EN8 G4-EN22 G4-EN24



Sustainable Development Goals 2017

		<p>The canalization activity through its brand PAM is the world leader in the manufacture and marketing of complete solutions dedicated to the drinking water and raw water transport, sanitation, of roadways and building markets. Some of the projects using PAM products are funded by international development organizations, contributing to improved access to water for local communities in developing countries. I.e. in 2016: for the "Greater Maputo" project financed by the World Bank in Mozambique, PAM provided the necessary pipelines for the installation of a network of almost 93 km.</p>		
<p>Goal 7: Ensure access to affordable, reliable, sustainable and clean energy for all</p>	<p>Variation in energy consumption of entire Group :+3.4% (-22,9% in 2015)</p>	<p>The total energy consumption of the sites concerned and of the Group in the scope of consolidation represents an important area for improving Saint-Gobain's practices. Depending on the conditions, the Group associates itself with programs of cogeneration or use of residual heat from its sites. We are determined to contribute to the achievement of this SDG by reducing the Group's energy needs.</p>	<p>p.110</p>	<p>G4-EN3, G4-EN6</p>
<p>Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land</p>	<p>Investments linked to environment protection are in constant progression: from 52.1M€ in 2014 to 78.8 M€ in 2016. Responsibly sourced Timber: 94%</p> <p>Training & Objectives</p>	<p>Within the scope of extractive activities, quarries operated by the Group are restored after use with the objective of preserving the environment in accordance with local rules. Throughout these periods, visual impacts, dust, noise and vibrations for local residents, as well as impacts on natural</p>	<p>p.77-78 p.110</p>	<p>G4-EN31</p>



Sustainable Development Goals 2017

degradation and halt biodiversity loss	<ul style="list-style-type: none">- Horizon 2025: promote preservation of natural areas as much as possible on sites	<p>environments are reduced as much as possible.</p> <p>As regards biodiversity protection, Saint-Gobain Distribution applies a Timber Policy to the purchase and resale of its products. This involves the refusal to market wood from countries that contravene international conventions or good forestry practices.</p>		
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