



CSR INDICATORS

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1. Group environmental impact and its solutions

Results concerning CO₂ emissions, water discharge and unrecovered waste are presented in absolute value at actual production versus 2013 for the entire Group or for the 614 sites in the concerned perimeter with the contents of the document. They provide information on the Group's environmental impact.

Indicators linked to the three-year period objectives and mid-term objectives to 2025 concerning CO₂ emissions, water discharge and

unrecovered waste, at comparable 2013 production (or 2013 iso-production) for the scope concerned, are also provided. These indicators represent the environmental performance of the sites.

2014 marks the start of a new three-year period and the data is therefore published in this document for two years, 2013 as reference year and 2014 as first year of the period.

1.1 ENVIRONMENTAL CERTIFICATIONS AND EXPENDITURES

Indicator	2014	2013	GRI Ref.	Note
Site certifications				
Number of quality-certified sites - comparable scope* (of which ISO 9001)	706 (651)	709 (661)		
Percentage of concerned sites that are environmentally certified* (ISO 14001 and/or EMAS)	82%	80%		
Number of sites that are energy-certified (ISO 50001)	58	41		
Environmental expenditure				
Total environmental expenditure, of which*:	€123.6 M	€123.7 M	EN30	
a) Salaries and other payroll expenses for environmental officers*	€25.1 M	€24.3 M	EN30	
b) ISO 14001 or EMAS environmental certification and renewal costs	€2.9 M	€2.5 M	EN30	
c) Environmental taxes	€8.9 M	€7.6 M	EN30	
d) Insurance and warranties	€4.3 M	€3.1 M	EN30	
e) Environmental fines	€0.1 M	€0.2 M	EN28	
f) Cost of environmental incidents	€0.9 M	€0.6 M	EN30	
g) Cost of technical measures	€7.1 M	€7.8 M	EN30	
h) Environmental R&D budget	€59.0 M	€69.8 M	EN30	
i) Soil decontamination, site remediation and other clean-up costs	€15.1 M	€8.0 M	EN30	
j) Capital expenditure on environmental protection measures	€52.1 M	€51.6 M	EN30	
Provisions for environmental risks	€163.1 M	€158.1 M	EN30	

At December 31, 2014, 82% of the concerned sites were environmentally qualified (ISO 14001 and/or EMAS), versus 80% in 2013 at a comparable perimeter.

* Adjusted for 2014 scope of reporting. An update was provided for 2013 figures, accounting for closures or sales of units.



1.2 RAW MATERIALS AND WASTE

Indicator	2014	2013	GRI Ref.	Note
Raw materials and production waste				
Quantity of non-recovered production waste from the concerned sites, based on 2013 production output*	0.633 Mt	0.635 Mt	EN22	1.2.1
Consumption of primary raw materials in glass furnaces, concerned sites*	9.72 Mt	9.44 Mt	EN1	1.2.2
Consumption of cullet in glass furnaces, concerned sites*	2.77 Mt of internal cullet, and 3.66 Mt of external cullet	2.65 Mt of internal cullet, and 3.67 Mt of external cullet	EN2	
Percentage of cullet in each ton of finished product of glass wool produced, concerned sites*	18.6% of internal cullet, and 45.4% of external cullet	20.5% of internal cullet, and 46.4% of external cullet	EN2	
Percentage of cullet in each ton of finished product of container glass produced, concerned sites*	20.5% of internal cullet, and 49.7% of external cullet	18.9% of internal cullet, and 50.8% of external cullet	EN2	
Percentage of cullet in each ton of finished product of flat glass produced, concerned sites*	28.9% of internal cullet, and 7% of external cullet	29.2% of internal cullet, and 6.4% of external cullet	EN2	
Percentage of ton of finished product from primary melt of cast iron produced, concerned sites*	77.7%	79.3%	EN2	
Percentage of recycled material in each ton of finished product of cast iron produced, concerned sites*	44.0%	44.5%	EN2	
Percentage of recycled material in each ton of finished product of gypsum produced, concerned sites*	30.0%	29.1%	EN2	

* Adjusted for 2014 scope of reporting. An update was provided for 2013 figures, accounting for closures or sales of units.

1.2.1 Non-recovered waste

OBJECTIVE⁽¹⁾

Non-recovered waste: -7% (2014-2016)

In 2014, the Group generated 0.732 million metric tons of non-recovered waste.

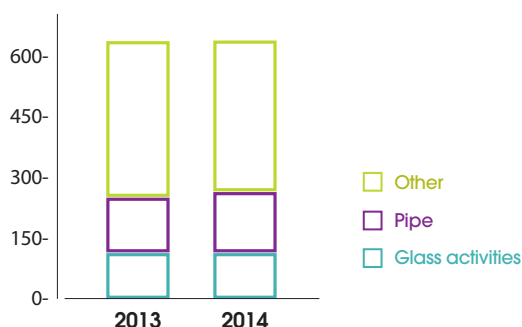
At comparable 2013 production (or 2013 iso-production), the quantity of non-recovered production waste for the Group sites concerned was steady (-0.3%).

In 2014, at actual Group production, the increase in metric tons of recovered waste was 5.1% in absolute value over 2013.

The Group's EHS report will be completed by a new waste management module to be roll-out in 2015. This module, associated with a more accurate breakdown of waste indicators, will allow for more reliable data, particularly concerning the recovery sectors.

Non-recovered waste - concerned perimeter

Thousands of metric tons



1.2.2 Consumption of materials

Glass

Between 2013 and 2014, the proportion of cullet in glass production remained stable for the sites of the concerned perimeter: in 2014 glass furnaces for the concerned sites consumed 9.72 million metric tons of virgin raw materials (versus 9.44 in 2013), 3.66 million tons of external cullet (versus 3.67 in 2013) and 2.77 million tons of internal cullet (versus 2.65 in 2013).

Cast iron

In 2014, the percentage of ton of finished product from primary melt of cast iron produced was 77.7% at the concerned sites (versus 79.3% in 2013 at a comparable reporting scope). This variation is linked to the distribution of volumes produced at the various Group sites around the world. In 2014, 44.0% of full tons of cast iron originated from recycled materials at the concerned sites (versus 44.5% in 2013 at comparable perimeter). The variation in this figure year-on-year is related to the availability of raw materials from external recycling.

Gypsum

In 2014, 30.0% of full tons of gypsum originated from recycled materials (versus 29.1% in 2013) at the concerned sites of the Gypsum Activity.

⁽¹⁾ At iso-production for the concerned perimeter.



1.3 ENERGY, ATMOSPHERIC EMISSIONS AND CLIMATE

Indicator	2014	2013	GRI Ref.	Note
Energy				
Total energy consumption of entire Group at actual scope of reporting**	202,840 TJ	212,846 TJ	EN3	1.3.1
Total indirect energy consumption of entire Group at actual scope of reporting**	39,826 TJ	43,488 TJ	EN4	
Electricity consumption of entire Group at actual scope of reporting**	38,767 TJ	42,463 TJ	EN4	
Steam and hot water consumption of entire Group at actual scope of reporting**	1,060 TJ	1,025 TJ	EN4	
Direct total energy consumption of entire Group at actual scope of reporting**	163,014 TJ	169,358 TJ	EN3	
Coal and coke consumption of entire Group at actual scope of reporting**	27,550 TJ	26,424 TJ	EN3	
Natural gas consumption of entire Group at actual scope of reporting**	114,783 TJ	122,913 TJ	EN3	
Petroleum products consumption of entire Group at actual scope of reporting**	20,454 TJ	19,851 TJ	EN3	
Greenhouse gases				
Direct emissions of CO ₂ of the concerned sites at 2013 production*	11.5 Mt	11.7Mt	EN16	1.3.2
Direct emissions of CO ₂ for the of the entire Group at actual scope of reporting**	12.4 Mt	12.8 Mt CO ₂	EN16	
Direct emissions of CO ₂ per ton of finished product of glass at the concerned sites*	545 kg CO ₂ /full metric tons of glass	552 kg CO ₂ /full metric tons of glass	EN16	
Direct emissions of CO ₂ per ton of finished product of cast iron at the concerned sites*	1,248 kg CO ₂ /full metric tons of cast iron	1,391 kg CO ₂ /full metric tons of cast iron	EN16	
Direct emissions of CO ₂ per ton of finished product of plaster at the concerned sites*	118 kg CO ₂ /full metric tons of plaster	119 kg CO ₂ /full metric tons of plaster	EN16	
Other relevant indirect emissions (entire Group or scope of reporting concerned) of greenhouse gases, by weight (tons-equivalent of CO ₂)*	Not applicable	Not applicable	EN17	
Indirect emissions of greenhouse gases (purchases of electricity, steam, hot water) for the entire group at actual scope of reporting**	4.2 Mt CO ₂ -eq.	4.8 Mt CO ₂ -eq.	EN16	
Air emissions				
SO ₂ emissions per ton of finished product of glass at the concerned sites*	1.40 kg	1.61 kg	EN20	1.3.3
SO ₂ emissions per ton of finished product of cast iron at the concerned sites*	2.90 kg	2.20 kg	EN20	
SO ₂ emissions from the concerned sites in the Pipe and Glass Activities*	22,226 t	22,566 t	EN20	
NO _x emissions per ton of finished product of glass at the concerned sites*	2.41 kg	2.36 kg	EN20	
NO _x emissions per ton of finished product of cast iron at the concerned sites*	1.84 kg	1.30 kg	EN20	
NO _x emissions from the concerned sites in the Pipe and Glass Activities*	31,982 t	29,541 t	EN20	
Dust emissions per ton of finished product of glass at the concerned sites*	0.23 kg	0.23 kg	EN20	
Emissions of dust per ton of finished product of cast iron at the concerned sites*	2.16 kg	2.39 kg	EN20	
Dust emissions from the concerned sites of the Pipe and Glass Activities*	7,005 metric tons	6,993 metric tons	EN20	

* Adjusted for 2014 scope of reporting. An update was provided for 2013 figures, taking into account closures or sales of units.

** The actual scope of reporting refers to all sites open in the Gaia reporting tool at December 31 of the reporting year.

*** Saint-Gobain activities generate no greenhouse gas emissions other than CO₂.

In 2014, Saint-Gobain appeared on the Carbon Disclosure Leadership Index France, an index consisting of the most transparent French companies responding to the CDP Climate Change questionnaire. Saint-Gobain's CDP score rose from 91B in 2013 to 95B in 2014.

CARE:4®

In 2014, three operations (including one renovation) were carried out and recognized for their exemplary nature in the context of the program, bringing to 23 the number of low-energy consumption buildings operated by the Company:

- the POINT.P Maison Blanche store at Marseille (France), of Saint-Gobain Distribution Bâtiment France;
- the offices and corporate premises of the Cikande (Indonesia) Gypsum plant;
- the IDS store (Jewson) at Newcastle-under-Lyme (United Kingdom).

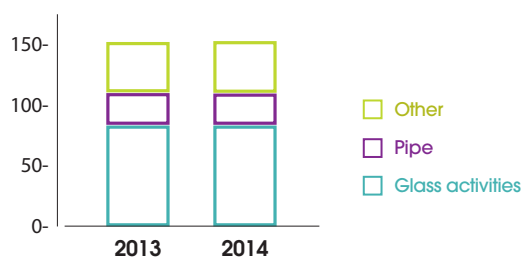
1.3.1 Energy

The energy consumption of the sites of the scope of reporting concerned, at iso-production, reduced by 0.8% between 2013 and 2014.

In 2014, energy consumption of the Group's sites was 202,840 TJ (2013: 212,846 TJ). The percentage of indirect energy ⁽¹⁾ remained stable, at around 20% of total energy consumed.

Direct energy in TJ - concerned perimeter

In terajoules



1.3.2 Emissions of CO₂

At iso-production, total CO₂ emissions from the sites of the concerned perimeter reduced by 1.4% between 2013 and 2014.

At actual production, CO₂ emissions from the concerned sites of the Group in 2014 were:

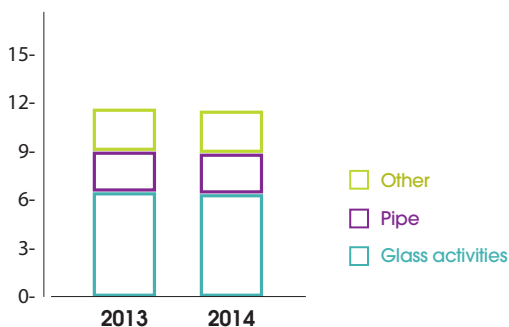
- at scope 1 (direct emissions), 11.7 Mt of CO₂, i.e. plus 0.7% in absolute value over 2013;
- at scope 1 and 2 (direct and indirect emissions), 15.8 Mt of CO₂, i.e. plus 1.1% in absolute value over 2013.

At iso-production, CO₂ emissions from the sites of the concerned perimeter in 2014 were:

- at scope 1, 11.5 Mt of CO₂, i.e. minus 1.4% from 2013;
- at scopes 1 and 2 (direct and indirect emissions), 15.4 Mt of CO₂, i.e. minus 1.4% from 2013.

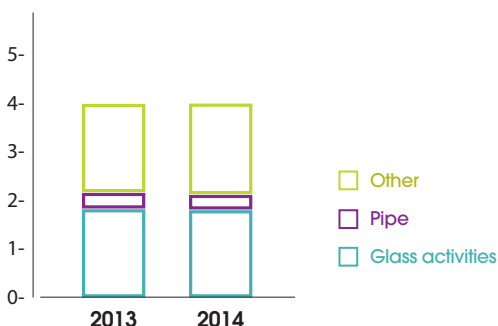
Direct CO₂ emissions - concerned perimeter

In millions of metric tons



Indirect CO₂ emissions - concerned perimeter

In millions of metric tons



⁽¹⁾ Electricity and heat purchased.

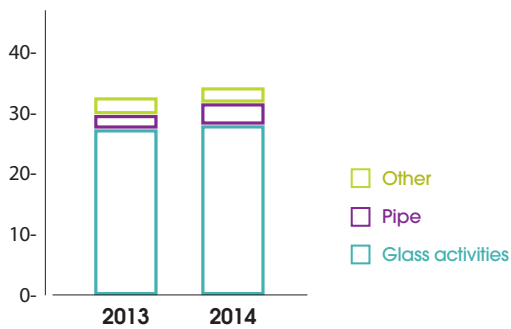


1.3.3 Emissions of NO_x, SO₂ and other significant atmospheric emissions

An increase in NO_x emissions and a decrease in SO₂ and dust emissions, at comparable production, between 2013 and 2014, is noted for the sites in the scope of reporting concerned.

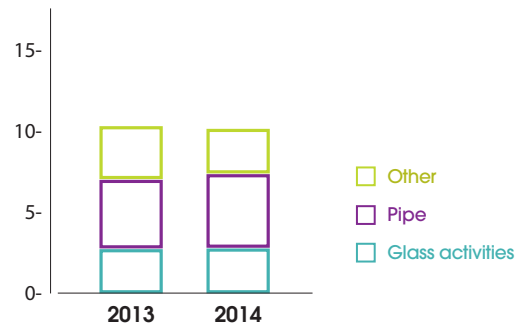
NO_x emissions - concerned perimeter

In thousands of metric tons



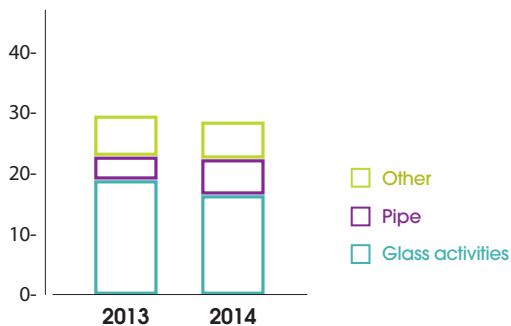
Dust emissions - concerned perimeter

In thousands of metric tons



SO₂ emissions - concerned perimeter

In thousands of metric tons





1.4 WATER

Indicator	2014	2013	GRI Ref.	Note
Water				
Water withdrawal from the concerned sites at 2013 production*	66.1 M of m ³	69 M of m ³	EN8	1.4.1
Total water withdrawal for the entire Group at actual scope of reporting**	69.7 M of m ³	73.4 M of m ³	EN8	
Rainwater withdrawal for the entire Group at actual scope of reporting**	0.7 M of m ³	0.4 M of m ³	EN8	
Municipal water withdrawal for the entire Group at actual scope of reporting**	15.9 M of m ³	17.6 M of m ³	EN8	
Surface water withdrawals for the entire Group at actual scope of reporting**	28.9 M of m ³	29.6 M of m ³	EN8	
Ground water withdrawal for the entire Group at actual scope of reporting**	22.7 M of m ³	24.1 M of m ³	EN8	
Total water discharge for the entire Group at actual scope of reporting** ⁽¹⁾	42.8 M of m ³	48.9 M of m ³	EN21	1.4.2
Water discharges into the surrounding environment for the entire Group at actual scope of reporting** ⁽¹⁾	32.1 M of m ³	36.5 M of m ³	EN21	
Water discharges into the municipal waste water collection system for the entire Group at actual scope of reporting** ⁽¹⁾	10.2 M of m ³	12.2 M of m ³	EN21	

* Adjusted for 2014 scope of reporting. An update was provided for 2013 figures, taking into account closures or sales of units.

** The actual scope of reporting refers to all sites open in the Gaïa reporting tool at December 31.

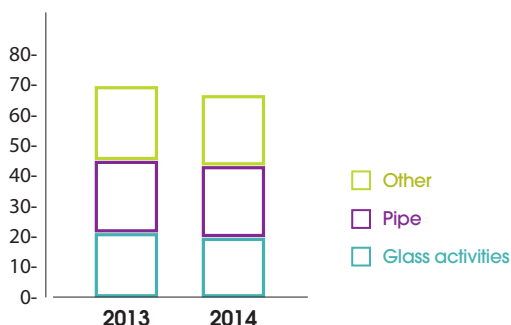
1.4.1 Water withdrawal

At production comparable to 2013 production output (or 2013 iso-production), the Group's concerned sites⁽²⁾ reduced their water withdrawal by 4.2% in 2014.

At actual production⁽³⁾, the Group's concerned sites in 2014 withdrew 68.4 million m³ of water, i.e. a reduction of 0.9% in absolute value. In 2014, all Group sites consumed 69.7 million m³ of water. The quantity of water consumed since 2013 reduced by 5.1%. All types of water withdrawal, municipal water, ground water and surface water declined between 2013 and 2014.

Water withdrawal - concerned perimeter

In millions of m³



⁽¹⁾ The indicator covers 75% of the sites in the actual 2014 scope of reporting, and 71% of the actual 2013 scope of reporting.

⁽²⁾ At iso-production for the scope of reporting concerned.

⁽³⁾ Actual 2014 production.



1.4.2 Water discharges

OBJECTIVE ⁽¹⁾

Water discharge: -12% (2014-2016)

At iso-production, water discharges from the sites of the scope of reporting concerned reduced by 9.0% between 2013 and 2014.

In 2014, the total volume of the Group's liquid water discharge was 42.8 million m³.

At actual production in 2014, the Group's concerned sites discharged 42.1 million m³ of water, i.e. a 4.4% reduction in absolute value from 2013. This reduction was due to the continuous deployment of the Water policy, which is based on the "Water" standard, and on a grid assessing risk exposure and site sensitivity.

Water discharge - concerned perimeter

In millions of m³



The "Water" standard, the deployment of which started in 2012, requires that sites limit the number of discharge points and ensure the quality of the waste before discharging it into the various networks (municipal network, natural environment, etc.). The assessment of accidental risk of pollution by chemical products will also be addressed by the "Water" standard.

1.4.3 Water recycling

Saint-Gobain encourages water recycling internally, specifically through the installation of closed circuits, which considerably reduces the consumption of natural resources. The procedures used in the Group are often complex. Through the application of the "Water" standard, the objective is to advance over time to make this measure more reliable for the entire scope of reporting.

The "Water" standard continues to be deployed on a priority basis at industrial sites identified as having the highest risk levels. Water consumption at these sites represents 71.7% of consumption of the Group as a whole, versus 69% in 2013.

Complete roll-out of the standard is forecasted in 2016 for sites with the highest risk levels.

⁽¹⁾ At iso-production for the scope of reporting concerned.

1.5 ACCIDENTS AND NUISANCES

Indicator	2014	2013	GRI Ref.	Note
Number of SEVESO-classified sites	5	5		
Number of level 1 accidental spills – Group	0	0	EN23	

No major accidental spill occurred in 2014. Major accidental spills are monitored using the EvE indicator (see Chapter 3, Section 7.5).

2016 OBJECTIVE

List all environmental events and analyze their principal causes.
Integrate the EvE standard into the key performance at all sites.

In 2014 Saint-Gobain continued to roll-out the EvE environmental event management standard, which identifies and processes events that might occur at the sites (accidents, incidents, etc.).



2. Human capital

2.1 HEALTH AND SAFETY

Indicator	2014	2013	GRI Ref.	Note
Lost-time and non lost-time accidents (TRAR), Group, actual scope of reporting ⁽¹⁾	4.5	6.1	LA7	2.1.2
Lost-time accidents (LTAR), Group, actual scope of reporting ⁽¹⁾	2.1	2.3	LA7	2.1.2
Group accident severity rate at the actual scope of reporting ⁽¹⁾	0.07	0.14	LA7	2.1.2
Lost-time accidents (LTAR), Building Distribution Sector, actual scope of reporting ⁽¹⁾	2.9	3.3	LA7	2.1.2
Lost-time and non lost-time accidents (TRAR), industrial sectors, actual scope of reporting ⁽¹⁾	3.5	4.3	LA7	2.1.2
Number of fatal incidents involving Saint-Gobain employees	1	2	LA7	2.1.3
Number of sites with over one million hours worked without lost-time accidents, and/or accumulating over five years of work without lost-time accidents	210	209		2.1.1
Number of Health & Safety certified sites at the actual scope of reporting ⁽¹⁾	385	376		2.1.1
Percentage of sites offering regular and periodic medical inspections	73%	74%		2.1.4
Number of occupational illnesses in France	131	N/A ⁽²⁾	LA7	2.1.4
Absenteeism rate	4.7%	4.3%	LA7	2.1.5
Percentage of employees covered by social security in France, and coverage rate	95% receive 94% coverage rate	95% receive 94% coverage rate		2.1.6
Education, training, advising, prevention and risk control programs to assist employees in the event of severe illness	yes	yes	LA8	2.1.6
Extension of the program to families	advice and assistance in case of severe accident	advice and assistance in case of severe accident	LA8	2.1.6
Extension of the program to communities	sometimes in collaboration with associations	sometimes in collaboration with associations	LA8	2.1.6
Proportion of health and safety agreements signed with employee representatives	7.0%	6.0%		2.1.8

2.1.1 Safety

The number of Health & Safety certified sites (OHSAS 18001 – ILO-OSH 2001) at December 31, 2014 was 385, versus 371 a year earlier, with a comparable scope of reporting.

The “Millionaires Club” recognizes the most exemplary sites with regard to safety, specifically those demonstrating 1 million hours or five years worked with no lost-time accidents. In 2014, this included a total

of 210 sites (at December 31, 2013: 209). It evaluates sites with the best results and the award demonstrates to the entire Group that the zero occupational accident objective is possible. Among these sites, 69 are “silver millionaires” (specifically with 10 years with no lost-time accidents), and six are “gold millionaires” (specifically with 15 years with no lost-time accidents, versus 68 and 5, respectively, at December 31, 2013).

⁽¹⁾ Indicators cover Saint-Gobain and temporary employees.

⁽²⁾ Indicator published for the first time in 2014 for the French scope of reporting.

2.1.2 Reduction in occupational accidents

2016 OBJECTIVE

TRAR < 4.8

For several years, through the efforts of all stakeholders, the Group has posted a steady decrease in accidents. As in previous three-year periods, the Group has set goals for reducing the lost-time accident rate with over 24 hours' lost time (LTAR).

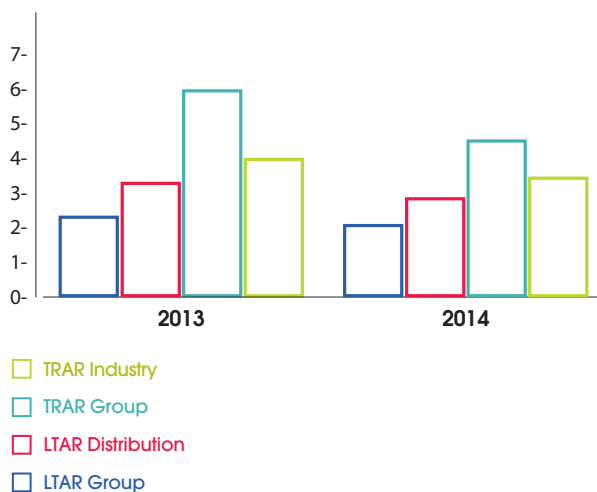
For this latest three-year period (2014-2016), to reflect the Group's maturity with regard to safety Saint-Gobain has set a goal for reducing its total recordable accident rate both with and without 24 hours' lost time (TRAR).

The Group has thus set the goal of having TRAR below 4.8 in 2016. It exceeded this goal in 2014, with TRAR for Saint-Gobain employees and temporary workers of 4.5, versus 6.1 in 2013.

The industrial TRAR was 3.5 in 2014, versus 4.3 in 2013, an improvement of 0.8.

In 2014, the lost-time accident rate with over 24 hours' lost time (LTAR) for Saint-Gobain permanent and temporary employees was 2.1 for the Group, 0.2 points less than in 2013.

Lost-time accident rate – permanent and temporary employees



The severity rate (SR), i.e. the number of days of lost time per thousand hours worked, is 0.07.

2.1.3 Prevention of severe accidents

In 2014, the Group experienced two fatal occupational accidents: one involving an employee, and one involving a subcontractor. This fact demands that each employee commit to making efforts to achieve zero occupational accidents.

These accidents covered the following populations:

- Saint-Gobain employees: 1 (2 in 2013);
- subcontractors: 1 (2 in 2013);
- temporary employees: 0 (0 in 2013);
- third parties present at Group sites: 0 (0 in 2013).

In 2014 the Group also recorded 8 non-work related deaths and 12 fatal traffic accidents (versus 7 non-work related deaths and 6 fatal traffic accidents in 2013).

2.1.4 Medical inspections and prevention of occupational illnesses

Although the proportion of sites offering regular periodic medical inspections declined slightly in 2014 (73%, compared to 74% in 2013), the number of sites at which this indicator is monitored rose from 1,311 to 1,367.

Saint-Gobain is also strengthening its system for monitoring occupational illnesses by analyzing their numbers and cause(s) in order to adapt its preventive measures to the local context. In 2014, 131 occupational illnesses were declared in France.



2.1.5 Absenteeism

Absenteeism rose slightly, from 4.3% in 2013 to 4.7% in 2014. The most frequent causes of absenteeism were illness (62.3%), maternity (12.0%) and occupational accidents (3.4%).

2.1.6 Social security and prevention programs

In France, a harmonization plan for the health and social security systems has allowed some 95% of employees concerned to benefit from a system with a coverage rate (ratio of actual medical expenses to reimbursements) of at least 94%.

Regarding education, training, advising, prevention and risk control to assist employees, their families and members of the local communities in the event of severe illness, programs vary from country to country. Thus employees have access to education programs (training in occupational health, behavioral risk, first aid, chemical products, noise, etc.), prevention programs (campaign to prevent obesity, vaccination campaigns, annual medical checkups, monitoring of psycho-social risks, etc.), assistance and advice (occupational health department, social workers on site, assistance and support programs in case of severe illness, etc.) and training (health coverage program, accident insurance, etc.).

In a number of cases, these services are also offered to employees' families (home Health & Safety brochure, extension of health coverage to families, sometimes through low-cost contributions, etc.). Several education and prevention campaigns are being carried out within local communities.

2.1.7 Impact on health and safety during the product or service life cycle

For new products, the research and development division incorporates health and safety concerns into its terms and conditions. An Environmental, Industrial Health and Safety (EHS) validation procedure forms part of the monitoring process for research projects and the launch of new products. It combines in a single tool all the criteria to be applied relating to raw materials, the manufacturing process, product use and end of life. Training in this approach and practice with this tool are also provided at the Group's research centers. In 2014, five training sessions were held in Europe, hosting 57 participants. This training was rolled out at the North American centers (6 sessions with 212 participants) and is in the process of rollout in China. It is regularly included in R&D project manager training in Europe.

For existing products, health and safety impacts are assessed. Specific programs to measure exposure levels are applied for certain products, as in the case of Volatile Organic Compounds (VOCs).

Product safety is also assessed before market launch, in accordance with regulations (for example, the European product safety directive).

2.1.8 Outcome of health and safety agreements

Occupational health and safety are two important factors in dialog at Saint-Gobain. The Group's results, particularly in the area of occupational accidents or risk exposure, are reported to all employees. Overall, health and safety represents 7.0% of agreements signed within the Group.

The balance between private and professional life, the quality of work life, and stress prevention are also covered by agreements or action plans with personnel representatives.



2.2 EMPLOYMENT

Indicator	2014	2013	GRI Ref.	Note
Total headcount	181,742 persons	187,071 persons	LA1	2.2.1
Breakdown by gender M/F	79.4%/20.6%	79.5%/20.5%	LA1	2.2.1
Distribution of employees by geographic region	Graphic	Graphic	LA1	2.2.2
Rate of Blue-collar workers	42.6%	43.5%	LA1	2.2.4
Rate of employees, technicians and supervisors	42.5%	41.8%	LA1	2.2.4
Rate of managers	14.9%	14.7%	LA1	2.2.4
Fixed-term employment contract ⁽¹⁾	4.5%	4.0%	LA1	2.2.5
Percentage of fixed-term employment contracts transformed into permanent contract	32.7%	30.0%	LA1	2.2.5
Departure rate	14.5%	14.4%	LA2	2.2.6
Resignation rate	5.3%	4.9%	LA2	2.2.6
Layoff rate	4.3%	4.4%	LA2	2.2.6
Hiring rate	13.8%	12.2%	LA2	2.2.6
Number of employees hired	24,592	22,285	LA2	2.2.6

2.2.1 Total employees and proportion of women in the Group

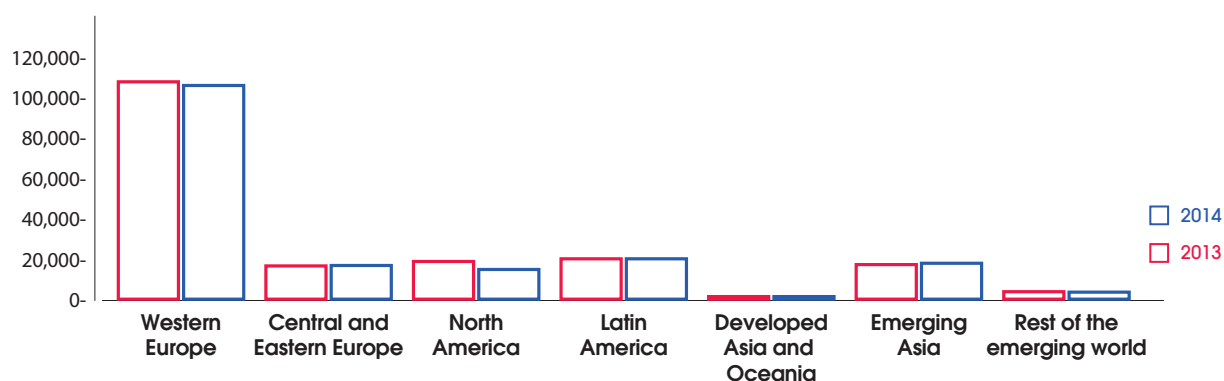
At December 31, 2014, the total of Group employees was 181,742 (187,071 in 2013 and 192,781 in 2012). Compared to 2013, total employees were down by 2.8%. This is explained by the sale of businesses in 2014, particularly Verallia North America. In fact, at comparable structures, the Group's employee total declined only by 0.2% in 2014.

The proportion of women among total employees was 20.6% in 2014 (20.5% in 2013).

2.2.2 Number of employees and proportion of women by geographic region

The number of employees fell slightly or remained stable in all geographic regions, with the exception of North America, which saw a more significant decline in the number of employees due to the disposal of Verallia North America.

Change in headcount by region



⁽¹⁾ Basis of calculation: excluding North America, i.e. 91.9% of the scope of reporting.

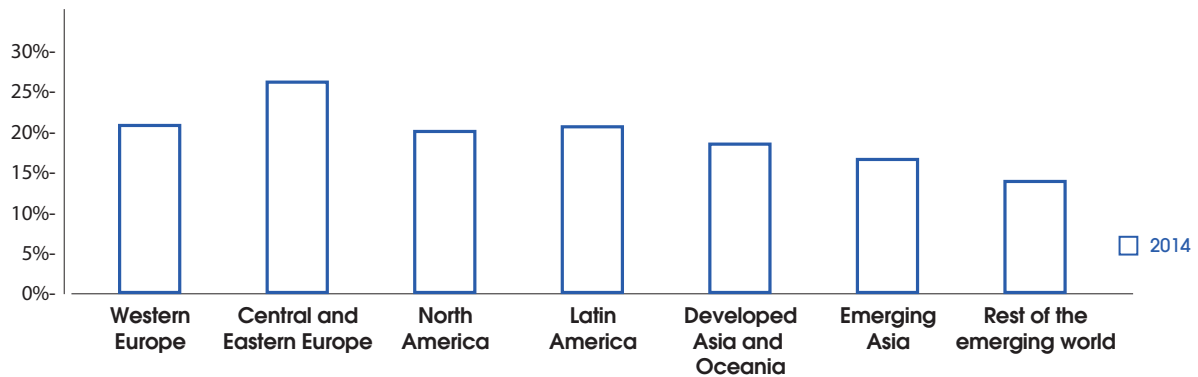


Similarly, the distribution of total employees among the various geographic regions was identical to 2013. Western Europe represents 59% of total employees, Central and Eastern Europe 9%, North America 8%, Latin America 11%, developed Asia and Oceania 1%, emerging Asia

10% and the rest of the emerging world 2%.

The proportion of women among total employees varies by geographic region. At 26.2%, Central and Eastern Europe have the highest proportion of female employees.

Proportion of female employees by geographic region



2.2.3 Number of employees by Sector ⁽¹⁾

The Innovative Materials Sector represents 33.0% of total employees, the Construction Products Sector 26.0%, the Building Distribution Sector 35.5% and the Packaging Sector 5.5%.

The number of employees in the Innovative Materials Sector remained stable (+0.3%). The Construction Products Sector saw its total employees decline by 0.8%. The number of employees in the Building Distribution Sector declined by 1.3%, with situations that varied from region to region. Finally, the number of employees in the Packaging Sector declined by 30.7% due to the sale of Verallia North America.

2.2.4 Number of employees and proportion of women by job type

In 2014, the proportion of management personnel among total employees grew slightly to 14.9%. The share of women in this category rose from 20.0% in 2013 to 20.9% in 2014 ⁽²⁾.

The proportion of Technical Employees and Supervisory Agents also rose (42.5%). The number of women in this category remained high at 31.8%.

Finally, the share of blue-collar workers declined, to 42.6% of Group employees. The share of workers is higher in industry, where it represents 56.6% of employees, than in distribution, where it is only 16.8%. The proportion of women among blue-collar workers fell slightly to 9.5% (9.9% in 2013).

2.2.5 Number of employees by contract type

In 2014, permanent employees represented 95.9% of total employees. By contrast, employees working under temporary contracts represented 4.5% of Group employees (4.0% in 2013 ⁽³⁾).

In 2014, the rate of conversion from fixed-term contract employee to permanent-contract employee was 32.7%, versus 30.0% in 2013.

2.2.6 Employee hiring and turnover

Hiring is done locally by the General Delegations and by Group companies, which define the strategy most appropriate for their individual environments.

In 2014, 24,592 persons were hired by Saint-Gobain (22,285 in 2013), up 10.4% over 2013. The hiring rate represented 13.8% of total employees (12.2% in 2013). To strengthen the Group's innovation capacity, 116 research professionals were hired in 2014.

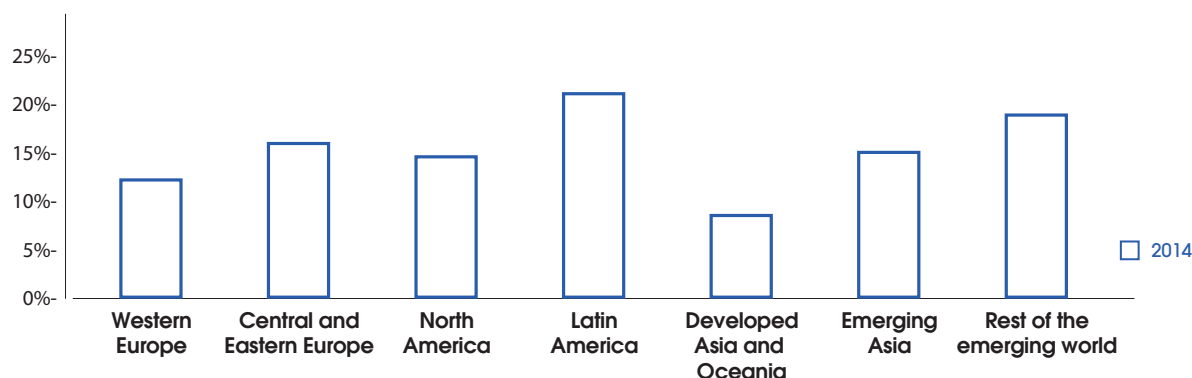
Due to the increase in hiring and stabilization of departures at 14.5% in 2014 (2013: 14.4%), Group employee turnover increased significantly. Further, in 2014 the resignation rate rose slightly to 5.3% (4.9% in 2013), although the layoff rate remained stable at 4.3% (4.4% in 2013).

Finally, employee turnover varies considerably from one geographic region to another, due to local economic environments. Emerging economies see higher employee turnover rates than in Western Europe, North America and developed Asia.

⁽¹⁾ Excluding holding company employees and support functions.

⁽²⁾ Source: PeopleGroup.

⁽³⁾ Basis of calculation: excluding North America, i.e. 91.9% of the scope of reporting.

Employee turnover by geographic region**2.3 PROFESSIONAL MOBILITY**

Indicator	2014	2013	GRI Ref.	Note
Number of inter-Activity mobility of managers ⁽¹⁾	572	545		2.3
Number of inter-profession mobility of managers ⁽¹⁾	878	936		2.3
Number of geographical mobility of managers ⁽¹⁾	200	246		2.3

Saint-Gobain makes professional mobility a major priority of its OPEN Human Resources policy (see Chapter 3, Section 6.2). To monitor and encourage mobility among Group employees, three indicators were introduced in 2012, tracking mobility between Activities, business lines and geographic regions. Since the objectives of professional mobility are

fixed in the medium or long terms, these indicators must be viewed over a longer duration.

In 2014, mobility between Activities grew while mobility between business lines function and geographic mobility declined slightly.

2.4 WORK ORGANIZATION

Indicator	2014	2013	GRI Ref.	Note
Share of employees working on shifts	32.9%	32.8%		2.4.1
Rate of overtime	3.6%	4.5%		2.4.2
Rate of temporary employees	6.6%	5.6%	LA1	2.4.2
Rate of part-time employees	3.0%	3.2%	LA1	

2.4.1 Shift work

Given the share taken by the Group's industrial activities, 32.9% of employees work in shifts according to cycles. The work may be organized over two or three shifts (2x8 hours, 3x8 hours), or on a continuous basis (5x8 hours), i.e. 365 days a year, 24 hours a day. Across the entire Group, uninterrupted production is organized in cycles, alternating work time and rest time.

In the Building Distribution Sector, meeting customer demands may sometimes require employees to work on a shift basis.

2.4.2 Overtime and temporary work

To address a temporary work overload, some Group companies occasionally ask their employees to work overtime, or utilize temporary workers. In 2014, overtime hours represented an average of 3.6% of hours worked (2013: 4.5%), and temporary workers 6.6% of hours worked (2013: 5.6%).

⁽¹⁾ Source: PeopleGroup.



2.5 LABOUR RELATIONS

Indicator	2014	2013	GRI Ref.	Note
Percentage of employees with employee representation	69.4%	68.3%	LA4	2.5.1
Percentage of employees covered by a collective bargaining agreement (mandatory in France) ⁽¹⁾	74.4% (100% in France)	73.5% (100% in France)	LA4	2.5.1
Number of agreements signed with employee representatives	1,448	1,513	LA4	2.5.2
Minimum prior notice period before any organizational change	two weeks to several months, depending on the country	two weeks to several months, depending on the country	LA5	2.5.3

2.5.1 Organization of social dialogue

Social dialogue is an essential component of the Group's life and a driver of its long-term growth. In 2014, 69.4% of employees were represented by an elected representatives. This rate is significantly higher than in 2013 (68.3% of employees).

To address social issues, several peer bodies meet regularly at various levels. At the European level, the Saint-Gobain Convention for European Social Dialogue met once in 2014, in the presence of the Group's Chairman and Chief Executive Officer, and the European Select Committee met nine times. In France, the Group Works Council met three times. Further, in 2014, two employees became members of the Saint-Gobain's Board.

Saint-Gobain considers collective agreements to be an indispensable bargaining tool in a company or business line. In 2014, 74.4% of employees were covered by collective agreements⁽¹⁾. This indicator is constantly rising at Group level, but varies from region to region due to differences in national laws. In France, 100% of employees are covered by collective agreements.

2.5.2 Agreements with social partners

Overall, 1,448 agreements were signed in 2014. These agreements involved wages (35.9%), working hours (23.5%), jobs (8.9%), occupational health and safety (7.0%), and training (4.1%).

2.5.3 Minimum notification period before any organizational change

The Group does not engage in collective layoffs, restructurings or site closures unless absolutely unavoidable. Saint-Gobain's size, the diversity of its activities and the number of its facilities are all strengths that favor mobility and return to employment.

The notification process prior to organizational changes varies from country to country. In most General Delegations it is a legal obligation or is specified in a company-wide agreement. Depending on the region, notification periods may range from two to fifteen weeks, although unusual situations may arise (such as in Germany, where the period may range from two weeks to seven months).

2.5.4 Employee satisfaction

Each year, a number of employee satisfaction surveys are carried out in most countries where the Group is active. These allow to measure employee commitment at various levels and to implement the necessary action plans when needs are identified.

Saint-Gobain has also been certified Top Employer 2014 by the Top Employers Institute, an independent entity that analyzes companies human resources practices, in seven countries: the United Kingdom, France, Brazil, China, Germany, Italy and Poland.

In France, Saint-Gobain has received the Happy Trainees label awarded by *meilleures-entreprises.com*, following a study carried out among 596 Group interns and apprentices in France. This distinction specifically recognizes a good overall assessment of the management and the quality of proposed assignments.

⁽¹⁾ Basis of calculation: excluding North America, i.e., 91.9% of the scope of reporting.



2.6 TRAINING

Indicator	2014	2013	GRI Ref.	Note
Proportion of payroll of training investment	1.8%	2.1%	LA10	2.6.1
Employees who have received training during the year	72.9%	77.0%	LA10	2.6.1
Average number of training hours per employee per year	23.9 hours	22.7 hours	LA10	2.6.1
Share of technical and EHS training ⁽¹⁾	36.3% of technical training 42.9% of EHS training	N/A	LA10	2.6.1
Share of Group employees who had an annual review	63.8%	59.8%	LA12	2.6.2
Share of non-management employees who had an annual review	58.9%	55.1%	LA12	2.6.2
Share of management employees who had an annual review	91.3%	86.8%	LA12	2.6.2

2.6.1 Training hours and employees trained ⁽²⁾

Over 4.3 million hours of training were dispensed within the Group in 2014. This figure is up 2.7% from 2013, due, among other things, to the inclusion of theoretical training of apprentices in France. The Group's training initiatives represent 1.8% of the payroll.

The proportion of employees who received training in 2014 was 72.9%, i.e. 130,024 employees trained. This figure includes 86.4% of management personnel and 70.5% of non-management personnel. In 2014, employees received an average of 23.9 hours of training per year. For management personnel, average hours of training per year were 29.2 hours, and for non-management, 23.0 hours.

In total, technical training represented 36.3% and EHS training 42.9%⁽¹⁾. The breakdown of training by topic was as follows: environment (5.9%), health and hygiene (6.7%) and safety (30.3%).

In 2014, in a process of continuous improvement, training data for France, Italy, Belgium, Spain, Portugal and Brazil were audited by an

independent third-party firm. Within this scope of reporting, the data was as follows:

- total number of training hours: 2.2 million;
- proportion of payroll dedicated to training: 2.4%;
- proportion of employees who received training: 73.1%;
- average number of training hours per employee per year: 31.2.

2.6.2 Annual reviews and career advancement

Saint-Gobain has set the goal of holding annual reviews for all management personnel. In 2014, the Group increased the number of annual reviews for all employees. 63.8% of Group employees accordingly had an annual review (2013: 59.8%). This rate represents 91.3% for management personnel and 58.9% for non-management.

In 2014, over 1,000 annual people review were held to promote careers and create opportunities for executive-level employees.

⁽¹⁾ In 2014, these indicators were calculated based on the number of training sessions, while in 2013 they were calculated based on the number of hours of training.

⁽²⁾ In 2014, the Group's training doctrine was redefined. From now on, in-person training sessions will only count if their duration exceeds five hours. Further, companies in France count hours of training of temporary workers, usually based on temporary employment contracts.



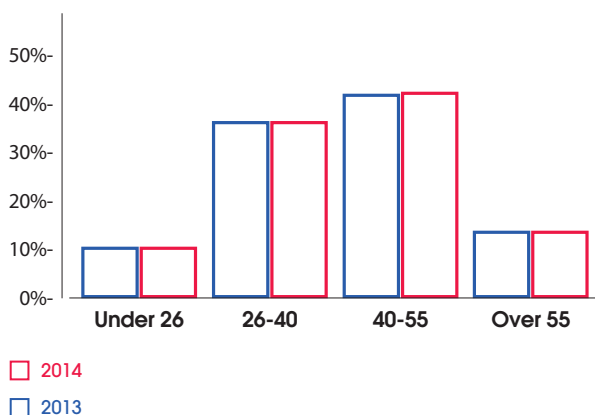
2.7 NON-DISCRIMINATION

Indicator	2014	2013	GRI Ref.	Note
Hiring rate of young people under 26	37.1%	36.6%	LA1-LA13	2.7.1
Proportion of youth contracts (internship, apprenticeship, etc.) in France	3.7%	3.2%	LA1-LA13	2.7.1
Hiring rate of employees aged 50 or older	7.1%	6.0%	LA1-LA13	2.7.1
Proportion of women among total employees	20.6%	20.5%	LA1-LA13	2.7.2
Proportion of women employees, technicians and supervisory agents among all women employees	65.3%	64.8%	LA1-LA13	2.7.2
Proportion of women workers among all women employees	19.7%	20.9%	LA1-LA13	2.7.2
Proportion of women managers among all women employees	15.0%	14.3%	LA1-LA13	2.7.2
Share of women among managers ⁽¹⁾	20.9%	20.0%	LA1-LA13	2.7.2
Manager hiring rate by gender M/F ⁽¹⁾	72.8%/27.2%	74.8%/25.2%	LA1-LA13	2.7.2
Promotion of female managers among all management promotions ⁽¹⁾	24.5%	24.5%	LA1-LA13	2.7.2
Percentage of female managers among the senior executives ⁽¹⁾	10.4%	8.9%	LA1-LA13	2.7.2
Ratio of average male to female salaries in France	0.9	0.9	LA14	2.7.2
Proportion of disabled employees within the Group	1.7%	1.6%	LA13	2.7.3
Proportion of disabled employees in France	4.0%	3.7%	LA13	2.7.3
Number workstation fitted out for disabled employees	115	180	LA13	2.7.3
Total number of discrimination incidents	42	30	HR4	2.7.5
Total number of violations of freedom of association	2	2	HR5	2.7.5

2.7.1 Generation diversity

Saint-Gobain cares about with the balance of its employees' age pyramid, and seeks to keep the proportion of its youngest and oldest employee sectors consistent with each country's context. In 2014, the distribution of total number of employees by age was identical to that of 2013.

Breakdown of employees by age



Furthermore, 9,129 individuals under 26 were hired at Saint-Gobain in 2014. They represent 37.1% of Group hirings, up 12.0% from the previous year (36.6%). At December 31, 2014 in France 1,653 young employees were pursuing sandwich training courses as part of professional training or apprenticeship contracts, representing an apprentice rate among the headcount of 3.7%, up 0.5% from 2013.

The Group works with *Agence Française pour le Développement International des Entreprises* (French International Business Development Agency) to offer *Volontariat International en Entreprise* (V.I.E.) (International Business Volunteer) job contracts. At December 31, 2014, the Group had 62 V.I.E. contracts.

Finally, employees aged 50 or over represented 7.1% of Group hirings in 2014, a net increase over 2013 (6.0%).

⁽¹⁾ Source: PeopleGroup.

2.7.2 Gender diversity

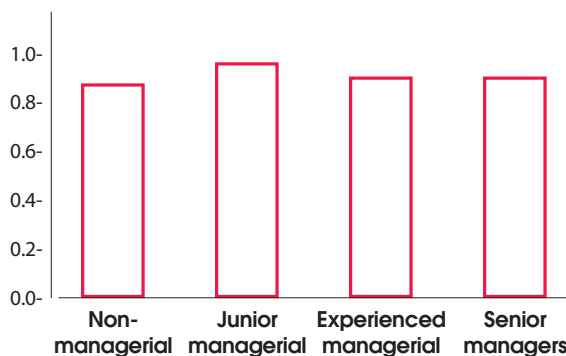
At end-2014, the proportion of women among all the Group's employees was 20.6% (2013: 20.5%). The hiring rate of women increased significantly, from 24.4% in 2013 to 25.4% in 2014.

Saint-Gobain's women employees are broken down into 7,392 workers (19.7% of women employed by the Group), 24,520 employees, technicians, sales personnel and supervisory agents (65.3%), and 5,615 management personnel (15.0%).

2014 saw increased promotion of women to positions of responsibility. First, the proportion of women managers among all managers rose from 20.0% to 20.9% in 2014. Further, the hiring rate of women managers increased significantly, from 25.2% in 2013 to 27.2% in 2014. The promotion rate of female managers remained stable at 24.5%. Finally, the proportion of female senior managers rose 1.5 point, from 8.9% in 2013 to 10.4% in 2014. Among all the managers working outside their country of origin, women represented 27.0%⁽¹⁾.

In France, gender equality is measured, among other methods, by the male/female salary ratio for various jobs. In 2014, salary ratios were virtually identical to those of 2013, varying as a reflection of employee age and seniority. When disparities are identified, the Group's Activities take targeted correction measures, at times applying customized compensation packages. Saint-Gobain is committed to enhancing the compensation of women who have taken maternity leave on one or more occasions, as a part of general and individual increases of the same category, and to not prorating bonuses.

Gender wage gap in France⁽²⁾



The Group takes care to ensure there is a balance between the professional and personal lives of its employees. As part of its parental leave policy, Saint-Gobain encourages employees to return to their jobs under the best possible conditions.

Parental leave in France in 2014

Number of women who took maternity leave	462
Number of women who took parental leave	284
Number of men who took paternity leave	1,252
Number of men who took parental leave	126

2.7.3 Disabled

The integration and retention of disabled workers is an important topic for Saint-Gobain. Disabled workers represent 1.7% of the Group's employees and 4.0% of employees subject to Agefiph (a French government agency promoting the employment of disabled people) contributions in France (i.e. 1,352 employees).

In France, 115 jobs were moreover fitted out for disabled in partnership with the occupational physician, and in certain cases with Agefiph.

⁽¹⁾ All indicators in this paragraph originate from PeopleGroup.

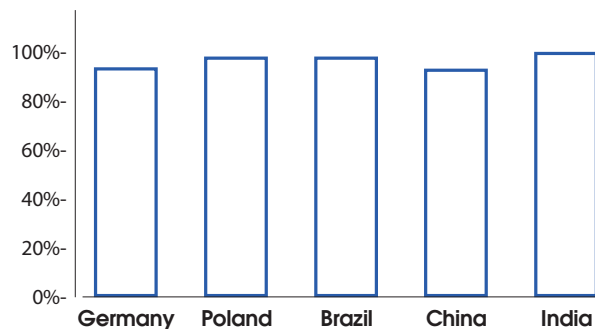
⁽²⁾ Source: PeopleGroup.



2.7.4 Local structure

International activities are performed by the creation of local teams, allowing Saint-Gobain to constantly adapt to the specific needs of each country.

Local nationals among staff in 5 countries where the Group has a presence⁽¹⁾



2.7.5 Promotion of and compliance with human rights and ILO conventions

a) Discrimination incidents

42 discrimination incidents were reported in 2014 (2013: 30), including 17 in Brazil, 13 in North America, 5 in France, 4 in the United Kingdom and 3 in India. The main reasons were the following: harassment (20), racial and ethnic discrimination (6), gender (5), discrimination against the disabled (4), union (4) and other (3).

Each incident was analyzed and addressed by the companies concerned. In total, 37 incidents resulted in legal complaints and 31 in lawsuits.

In 2014, following a clarification of definitions of discrimination incidents, the Group improved its collection of this information. Companies will now report all discrimination incidents, whether or not they result in a complaint, a lawsuit or a conviction handed down and characterized as discrimination.

In general, to supplement training in Principles of Conduct and Action, the General Delegations undertake specific awareness initiatives to promote diversity and combat discrimination: publishing charters and internal codes of conduct, distributing awareness-raising brochures, signing agreements with personnel representatives, producing modules distributed in several languages to raise awareness of gender equality, etc.

b) Union freedom of association and collective bargaining incidents

In 2014, Saint-Gobain recorded 2 incidents involving union freedom of association and collective bargaining (2013: 2 incidents). The two subsidiaries concerned dealt directly with these questions in order to provide the most appropriate responses, and the two incidents did not result in legal complaints. To date, one of the two incidents has been dismissed, and the other is still being followed up in a targeted manner within the company in question.

The right to union freedom of association and collective bargaining is guaranteed through the practice of active dialog with employee representatives at various levels of the organization: site, company, Activity and Group. A number of General Delegations offer training in labour law and corporate dialog to management-level employees. Union freedom is also guaranteed by freedom of association and the freedom to display posters at Saint-Gobain Group sites, consistent with local laws.

⁽¹⁾ Source: PeopleGroup.



2.8 BENEFITS

Indicator	2014	2013	GRI Ref.	Note
Number of employees participating in the Group Savings Plan	over 90,000	over 90,000		2.8.1
Proportion of shares held by Group employees	7.5%	7.5%		2.8.1
Percentage of voting rights held by Group Savings Plan funds	11.8%	11.3%		2.8.1
Number of countries participating in the Group Savings Plan	42	41		2.8.1
Proportion of employees covered by profit-sharing agreement in France	98.8%	99.0%		2.8.2

2.8.1 Group Savings Plan

The Group Savings Plan (GSP) represents an excellent means of giving employees a stake in the Group's success and profits. In 2014, 4,303,388 shares were issued under a standard plan with a five- or ten-year lock-up, for a total of €145.8 million (2013: 4,499,142 shares and €111.4 million).

In France, 47.6% of employees invested in the GSP through corporate mutual funds (*Fonds Communs de Placement d'Entreprise*, "FCPE"). Employees in 24 other European countries and 17 countries outside Europe also given the opportunity to take part, in all 34,770 Group employees participated in the GSP during 2014.

At December 31, 2014, the corporate mutual funds together held 7.5% of Compagnie de Saint-Gobain's capital and 11.8% of its voting rights. A new plan will be launched in 2015, giving employees the opportunity to acquire up to 5.3 million shares with a five- or ten-year lock-up.

In all, over 90,000 Group employees (or former employees) hold assets in GSP corporate mutual funds, or directly hold Saint-Gobain shares as part of the GSP and the 2009 global plan allocating seven bonus shares.

2.8.2 Employee profit-sharing and interests

In France, virtually all shareholders (98.8%) in 2014 were covered a collective profit-sharing agreement (2013: 99.0%). €58.1 million was paid to employees as profit-sharing, and €31.3 million as interests, representing 5.6% of the payroll concerned.



3. Suppliers

3.1 SUPPLIERS (NON-TRADE GOODS)

Indicator	2014	2013	GRI Ref.	Note
Proportion of purchases (%) covered by the suppliers charter	55%	15%		
Distribution of suppliers (%) by CSR performance level*				
• Critical	3.6%	2.6%		
• To be improved	92.4%	95.3%		
• Efficient	4.0%	2.1%		
Number of WCA audits ⁽¹⁾	50	55		
Distribution of suppliers (%) by WCA ⁽¹⁾ performance level**				
• Critical	6.4%	6.1%		
• To be improved	80.9%	42.9%		
• Efficient	12.7%	51.0%		
Proportion (%) of certified wood purchases (pallets)	89%	-		

* Assessment performed using a CSR assessment questionnaire according to the Ecovadis documentary audit method. New suppliers scored (excluding renewals).

** Assessment carried out via a WCA audit ⁽¹⁾. Only the latest rating is taken into account (in the case of a follow-up audit).

- Over 7,000 suppliers among the population of suppliers with sales to Saint-Gobain of over €100,000 per year had signed the Suppliers Charter at end-2014.
- Saint-Gobain encourages its subsidiaries to participate in the economic development of the regions where they are established. Thus in 2013 and 2014 the Group made 20% of its non-trade goods purchases from local suppliers.
- From the total number of suppliers deemed to be at CSR risk (see Chapter 3, Section 5.3), i.e. roughly 5,000 suppliers, approximately 1,200 suppliers were asked to answer a CSR assessment questionnaire in 2014, according to a documentary audit method, which covers four areas: environment, social, ethical and the supply chain. In total, 618 suppliers were rated in 2014, including 37 renewals.
- Approximately 200 suppliers, still from the group of suppliers deemed to be a CSR risk, were audited at end-2014 according to the Workplace Conditions Assessment (WCA) reference base, which examines the following topics: work (discrimination, discipline, harassment/abuse, freedom of association, working hours, compensation, benefits and employment contracts, child/forced labour), health and safety (premises, fire drills and training, occupational accidents, equipment safety, safety risks, chemical products, hazardous materials, sleeping and cafeteria facilities), management system (documentation and records, employee turnover and participation, audits and monitoring of corrective measures) and environment (legal compliance, environmental management system, waste and emissions).

⁽¹⁾ Workplace Conditions Assessment.



3.2 SUPPLIERS (TRADE GOODS)

Indicator	2014	2013	GRI Ref.	Note
Proportion of purchases (%) covered by the supplier charter	60%	50%		
Distribution of suppliers (%) by CSR performance level*				
• Critical	6%	7%		
• To be improved	31%	26%		
• Efficient	63%	67%		
Number of WCA-audited supplier factories ⁽¹⁾	34	23		
Distribution of audited factories (%) by WCA-performance level**				
• Critical	0	0		
• To be improved	72%	60%		
• Efficient	28%	40%		
Proportion (%) of purchases from responsibly managed forests (trade goods)	85%	85%		

* Assessment carried out via a CSR assessment questionnaire according to the Saint-Gobain Building Distribution reference base of the "Responsible Together" program.

** Assessment carried out via an audit

The Saint-Gobain Building Distribution (SGBD) "Responsible Together" program concerns trade goods purchases. It contains a Responsible Purchasing Policy section and an Audit section.

3.2.1 Responsible trade goods Purchasing Policy

The Responsible trade goods Purchasing Policy allows the Building Distribution Sector to demonstrate its intention to include all its activity within a responsible distributor logic, and may be summarized in a few key figures:

- 22 sessions over 18 months and in 15 countries have allowed it to train 1,000 employees in the Purchasing Excellence Program, a training program for the trade goods Purchasing teams;
- 60% of 2014 purchasing volume was through suppliers who have signed the supplier charter, 10% more than in 2013;
- 40% of trade goods purchases were made in 2014 through suppliers who responded to the self-assessment questionnaire, as part of the Responsible Together program, i.e. double the figure for 2013; "partnership action plans" are systematically implemented with suppliers whose CSR performance is considered "critical".

This co-operative approach reflects the Group's willingness to make progress and allows for the monitoring of key indicators. Thus 33% of self-assessed suppliers report a proactive approach on social aspects and can display a certification similar to OHSAS 18001, SA8000 or OHAS 18001; 51% declare they have implemented ISO 14001 or EMAS-type standardization processes; and 46% indicate that they have formally taken into consideration the environmental and social approaches of their own suppliers.

3.2.2 Trade goods purchasing audit policy

With the same goal of assessing its suppliers, SGBD has performed audits of their factories. 34 initial audits have been performed, applying in particular to the following:

- the management system of the factories;
- environmental, social and legal aspects of production activities;
- with a part included on the upstream supply chain.

During the 57 factory audits carried out in 2013 and 2014, none of the Group's trade goods suppliers earned a rating in the "critical" category.

⁽¹⁾ Workplace Conditions Assessment.



4. Territories

4.1 SOCIO-ECONOMIC FOOTPRINT

Indicator	2014	2013	GRI Ref.	Note
Total number of indirect jobs created by Group purchasing through its suppliers and their suppliers	461,200	-	S01	4.1.1
• of which: number of indirect jobs (excluding trade goods purchasing)	343,900	-	S01	4.1.1
• of which: number of indirect jobs (trade goods purchasing)	117,300	-	S01	4.1.1

4.1.1 Methodology note concerning the calculation of indirect Saint-Gobain Group jobs

The Saint-Gobain Group has given the consulting firm EY the task of calculating indirect jobs created worldwide through its purchasing activities. An indirect job is one that is perpetuated over the long term due to purchases and expenses generated from the Group's activity among its subcontractors and suppliers.

The methodology used and adapted by EY is based on the work of the economist Wassily Leontief, who also won the Nobel Prize for Economics in 1973. His work is based on the use of symmetrical input-output tables to model interdependencies between the activity sectors of a given economy. By combining this representation of the economy with the employment structure of each sector in it, it is in fact possible to determine the Saint-Gobain Group's indirect footprint in terms of jobs from its purchases.

The primary data (purchasing data) considered by the study was the most recent available as of the study date, i.e. the period from January 1st to December 31st, 2013. Indirect jobs are therefore those of 2013, while direct jobs are those of 2014.

The secondary data (input-output tables and employment intensity in each sector of activity) considered for the countries included in the study derive from Eurostat bases (65 sectors) and the World Input Output Database (35 sectors), and is therefore public. The most recent available tables were considered in all cases. The purchasing data of

the countries included in the scope was then mapped with the sectors from the input-output tables of the corresponding country in order to observe their impact on jobs. The data was then consolidated by major geographic region.

Imports were not subject to special adjustment since the scope of the study is the entire world, and the goal is to determine the total number of jobs created in the countries where expenditures incurred.

Some purchasing data was subjected to special adjustment.

For some countries representing a significant proportion of indirect Saint-Gobain jobs in their geographic region, and where input-output tables were not available (countries of Africa and the Middle East, as well as Argentina), purchases were multiplied by the ratio of jobs/purchases from countries considered as comparable. These cases represent 1% of total purchases.

Some purchasing data was not included in the calculation of indirect jobs:

- 11% of purchases coming from suppliers whose activity sector could not be identified;
- 5% of purchases coming from countries where input-output tables were not available, and part of geographic regions where these countries represented a small proportion of Saint-Gobain purchases;
- 3% of purchases were dispersed across a large number of small suppliers, and were not processed in order to reduce analysis and verification costs.

Thus total purchases' coverage was 81%.

4.2 LOCAL ECONOMIC DEVELOPMENT

Indicator	2014	2013	GRI Ref.	Note
Number of agreements signed with businesses to create external jobs in France	70	35		
Financial commitment as part of the agreements to assist SMEs in France	€1.1 million	€1 million		
Number of days of technical support to SMEs in France	256 ⁽¹⁾	261 ⁽²⁾		
Number of external jobs created in France through the support of Saint-Gobain Développement	291	254		

In France in 2014, Saint-Gobain Développement signed 70 agreements with businesses, for a financial commitment of €1.1 million, contributing to the direct creation of 232 jobs. These loans were granted to provide priority support to business projects in a sustainable development environment.

This program, which was aimed at providing the expertise of Group employees to SMEs and SMEs in the regions, represented 256 days of skills-sharing support.

Based on the method of calculation typically applied in revitalization agreements in France, this effort represents the equivalent of 59 jobs indirectly supported by Saint-Gobain.

291 external jobs were created in France through the support of Saint-Gobain Développement. This is the sum of the number of jobs created through agreements entered into with enterprises (232) and the number of jobs indirectly supported by Saint-Gobain through its technical support (59).

The latter figure is obtained by applying a coefficient of 0.23 to the number of days of technical support. This coefficient is calculated by applying a valuation of technical support of €1,000 per day, and dividing the resulting sum by three times the gross monthly value of the SMIC (French minimum wage).

⁽¹⁾ 2014 indicator: calculated from January 1 to December 31, 2014.

⁽²⁾ 2013 indicator: calculated from December 1, 2012 to November 30, 2013.



4.3 SOLIDARITY ACTIONS

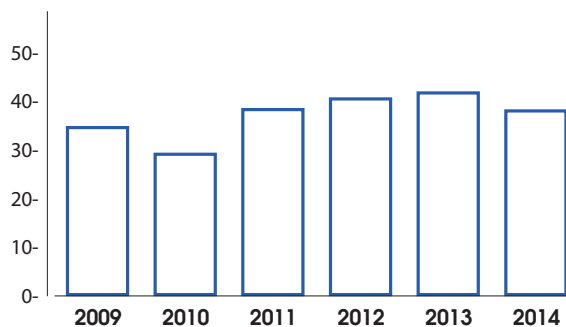
Indicator	2014	2013	GRI Ref.	Note
Group investment in projects to support local communities	€5.5 million	€4.9 million		4.3.1
Saint-Gobain Initiatives International Corporate Foundation: number of new projects received	37	42		4.3.2
Saint-Gobain Initiatives International Corporate Foundation: number of projects accepted	28	24		4.3.2

4.3.1 Investment in projects to support local communities

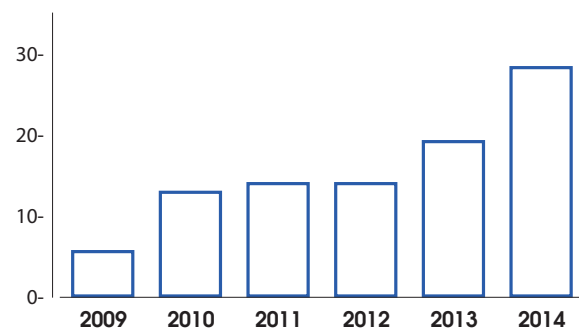
These figures include the annual contribution from the Saint-Gobain Initiatives International Corporate Foundation (€1 million).

4.3.2 Saint-Gobain Initiatives International Corporate Foundation

New projects received



Projects accepted



The Saint-Gobain Initiatives International Corporate Foundation today appears to be solidly established as a component of Saint-Gobain's sponsorship activities. 2014 was marked by a stabilization in volumes and improved project quality:

- the number of projects received, down from 2013, is on average consistent with records since the start of the Foundation;
- the number of projects accepted is up sharply, a sign of better targeting within the Foundation's acceptance criteria.

4.4 CULTURAL, ARTISTIC AND EDUCATIONAL SPONSORSHIPS

Indicator	2014	2013	GRI Ref.	Note
Amounts disbursed for cultural, artistic and educational sponsorships	€0.6 million	€0.8 million		



5. Other CSR indicators

5.1 COMPLIANCE

Indicator	2014	2013	GRI Ref.	Note
Number of management personnel trained in the Principles of Conduct and Action within the School of Management	732	832		5.1.1
Number of individuals who have received targeted training in the Principles (excluding School of Management)	504	373		5.1.1
Number of individuals who have received training in preventing corruption	1,243	-		5.1.2
Number of individuals who have received training in complying with economic sanctions and embargos	870	558		5.1.3
Number of field training seminars in competition law held	113	78		5.1.4
Number of alerts received through the professional alerts system	9	16		5.1.5
Number of cases of corruption identified	0	0		5.1.5

5.1.1 Training in the Principles of Conduct and Action

100% of management personnel have been trained in the Principles of Conduct and Action through an online training program (ADHERE), which every new management employee entering the Group is required to take.

As a supplement, over 1,200 individuals received in-depth training in the Principles of Conduct and Action in 2013:

- 732 as part of the School of Management, where training in the Principles is systematically applied in each seminar's program;
- 504 as part of more targeted programs (meetings of management personnel organized within the Delegations, meetings with local operations directors, training of trainers).

The purpose of the training of trainers program is to multiply efforts to promote the Principles of Conduct and Action. As a priority, it is directed toward local human resources directors, but it is also open to any person seeking ways to present the Principles to his or her teams. Over the course of two years, 28 sessions have been held, covering 494 participants in 15 countries: Argentina, Brazil, China, Colombia, Denmark, United Arab Emirates, Spain, United States, France, India, Italy, Mexico, Poland, the United Kingdom and Russia.

5.1.2 Anti-corruption measures

The anti-corruption prevention program includes initiatives and good practices already implemented in certain subsidiaries to prevent international business transaction risks. This program covers:

- active and passive corruption;
- relations with national, foreign or international government agents;
- the private sector.

Training measures were launched throughout 2013 and 2014. An on-line training course addressing prevention of corruption is currently in the process of being rolled out within the Group.

5.1.3 Compliance with economic sanctions and embargos

A network to promote compliance with economic sanctions and embargos has been created. It includes correspondents at the Sector, Activity and Delegation levels. These correspondents currently number 40. Correspondents within entities are in the process of being named.

All members of this network have been trained. Training adapted to the local context is currently being rolled out. In 2014, 870 persons were trained as part of this program.

5.1.4 Competition law plan

All Group employees are expected to comply at all times with rules relating to competition law, and the Group's General Management regularly reminds them of the zero tolerance policy.

In addition to a practical guide translated into 18 languages and widely distributed within the Group, almost 22,000 employees have taken at least once the Comply online training program on compliance with competition law.

To supplement this program, the individuals most directly concerned receive in-depth, on-site training, facilitated by Group legal experts and attorneys specializing in competition law. Further, unannounced audits are carried out in the field by outside attorneys, to ensure proper compliance with the rules of competition law.



In total, since the launch of the Competition Plan in 2007:

- 295 seminars have been organized, covering some 7,500 Group employees and managers;
- 118 Group sites have been subject to unannounced competition audits by specialized attorneys.

The Liaison Committee has approved a re-launch of this program, multiplying the number of field interventions among management personnel to make them aware of the latest trends in this area, and to provide them with training in addition to the online Comply training that is shorter and more closely targeted to the needs of their activities. These new measures, applied since early 2014, will continue throughout 2015.

5.1.5 Professional alerts measures

Nine professional alerts were received in 2014 *via* the Group alert system. All were analyzed, and investigated as necessary. If determined to be justified, appropriate measures were taken.

No alert received through the Group alert system covered a case of corruption in 2014.

5.2 RESPECT FOR HUMAN RIGHTS

Indicator	2014	2013	GRI Ref.	Note
Total number of incidents involving child labour	0	0	HR6	5.2.1
Total number of incidents involving forced or compulsory labour	0	0	HR7	5.2.1
Other human rights incidents	0	0	HR11	5.2.2

5.2.1 Measures against child labour and forced or mandatory labour

No incident involving child labour or forced or compulsory labour was identified in 2014.

The Group's companies verify the age of their employees, undertaking additional checks if necessary, working together with local authorities. In the same way as for child labour, the Group's companies ensure that they do not participate in any way in forced or compulsory labour, in particular through dialog with the representative personnel bodies, which allows any shortcomings to be detected.

Regarding purchasing, the refusal to work with suppliers who use child labour or forced or compulsory labour forms part of the responsible purchasing policy (see Chapter 3, Section 5.3).

5.2.2 Other recorded incidents of human rights violations

No incident involving compliance with human rights was recorded in the Group in 2014.



5.3 RESPECT FOR LAWS AND REGULATIONS

Indicator	2014	2013	GRI Ref.	Note
Value of significant fines for non-compliance with laws and regulations*	€715 million	0	S08	
Total number of non-monetary sanctions for non-compliance with laws and regulations	0	0	S08	

* The fine mentioned above relates to automotive glass (see Chapter 6, Section 1.4).

5.3.1 Required products and services information and labeling

The Group's products comply with current regulation such as EC labeling or the obligation for chemical products to have labels and Safety Data Briefs (SDB).

Saint-Gobain also provides non-mandatory information specific to some of its products, such as:

- voluntary safety data declarations for non-classified items or substances;
- declaration of the composition of components and materials supplied in an automobile industry data base, the IMDS (International Material Data System);
- specific labels such as the Environmental and Health Data Sheet in France for construction products.

5.3.2 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotions and sponsorship

In its business activities, Saint-Gobain relies on values stated in the Principles of Conduct and Action. These specifically require compliance with regulations (respect for the law), professional standards (professional commitment), and internal rules (principle of loyalty). Their application is the subject of the Group's compliance program (see Chapter 3, Section 1.1).

For its part, the Sustainable Habitat team performs monitoring and issues recommendations to the marketing teams in the Activities, enabling them to be better acquainted with existing labels for buildings and construction products (see Chapter 3, Section 8.1). The purpose is to give preference to labels that make life cycle analysis a selection criterion.

5.3.3 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

No fine of this kind was recorded in 2014 within the Group.

5.4 SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

The Group's activities are not directly dependent upon subsidies or public assistance measures. Subsidies and public assistance received are not consolidated at the Group level. This assistance may be received internationally, nationally or locally.

Examples include:

- case-by-case assistance for certain industrial facilities;
- assistance in localizing research and development activities, particularly in France;
- insurance arrangements for foreign investments.



6. Note on methodology

The content of the CSR chapters of this document reflects broad consultation with internal and external stakeholders.

In-house, the Sectors, Activities, General Delegations and a number of corporate departments (human resources, responsible purchasing, financial communications, responsible development, EHS, etc.) have been asked to contribute, in order to enhance the report with examples. Externally, stakeholders are regularly consulted on general policy or various specific aspects of Saint-Gobain's social responsibility. These consultations assist in developing the Group's CSR reporting and communications.

6.1 REFERENCE BASES

The reference bases used for social reporting and EHS reporting and the definition of indicators have been prepared in accordance with the United Nations' Global Compact and the French New Economic Regulations (NRE) Act of 2001, as well as with the 2012 Grenelle II law. In order to have a global reference framework, since 2011 these reference bases follow GRI (Global Reporting Initiative) indicators. This report was prepared using version G3.1 and application level A+.

The Saint-Gobain Group's Social Affairs Department, which is responsible for social reporting, regularly collaborates and exchanges information with leading contributors of the Human Resources Department in order to improve doctrine and reporting processes.

For EHS reporting, working groups suggest evolutions in the new EHS indicators, monitor changes in international standards, and enhance feedback from the sites. These proposals are then discussed and validated at management committee level twice a year.

The data published in this chapter on Saint-Gobain's CSR, following the GRI methodology, comes from three different Group reporting systems:

- the social reporting system, supported by the Enablon software, for employees report and annual social report;
- management and reporting system, PeopleGroup, for managerial staff;
- the EHS (Environment, Health, Safety) reporting system known as Gaïa.

6.2 SOCIAL REPORTING

6.2.1 Priorities

a) Scope of reporting

Social reporting had a total of 1,213 reporting entities and 548 Group companies at end-2014.

- The system used to count the number of employees (SIS), which is updated monthly, includes all companies controlled by the Group (including joint ventures in which the Company has an ownership interest of 50% or more). It is based on a consolidated calculation of the total number of employees, and the distribution of employees by gender, Sector, geographic region, socio-professional category and contract type (see Chapter 9, Section 2.2).
- The annual social report, created in 2002 to account for the Group's social performance, is based on a more limited scope of reporting, representing 98.1% of the consolidated number of employees in 2014. All other social indicators are calculated based on this.

Newly integrated companies are accounted for in accordance with their financial integration, and companies sold during the past year are not included.

b) Reporting tool

The quantitative social data in this report was collected using two tools: Enablon and PeopleGroup. The data was consolidated for the Saint-Gobain Group as a whole.

Enablon HR is the Saint-Gobain Group's social reporting tool. It supports the system for counting the number of employees and the annual social reporting campaign.

PeopleGroup is the Saint-Gobain Group's manager management tool. It is organized around the individual personnel file of each Group employee. The processes for career management, annual interviews and manager compensation are also incorporated into this system.

PeopleGroup updates the Group's organizational data at the start of each month, based on changes in the scope of reporting applied to the social report.

Individual employee files are updated in two ways:

- either manually by the company HR teams;
- or by automated reporting from the local HR systems (covering over 88.0% of Group managers in 2014).

Human resources managers and their assistants have access to their scope of reporting in PeopleGroup so as to keep individual information up to date. Changes in manager positions are filed. The data needed for analysis and the publication of spreadsheets relating to manager is extracted using the Cognos reporting tool, attached to PeopleGroup.

All indicators of the PeopleGroup data base are identified as such in the social performance section.

The GRI-HR questionnaire is completed each year by the HR Departments of the General Delegations and Activities in France in order to collect qualitative indicators, and internal stakeholders are consulted when drafting the report.



c) Ongoing improvement

The Saint-Gobain Group has taken a voluntary and progressive approach to enhancing the reliability of its social data, through:

- continuous exchanges of information with reporting contributors (800) to ensure proper understanding and application of the rules for calculating the social indicators defined in the Group's doctrine, available in French and in English;
- the choice of indicators, as part of a logic of stability to ensure as far as possible the reliability of comparisons over time;
- the annual submission of a selection of social data for external assessment;
- strengthening of the controls implemented at each collection and consolidation level;
- the multiplication of interfaces with payment systems for companies managed by Shared Service Centers (SSC), to ensure the reliability of the transferred data.

- validation by the person in charge of human resources management; depending on the country, this is done either at the company level or at the General Delegation level;
- verification and consolidation within the Group's Social Affairs Department;
- the report allows spreadsheets to be generated as management tools for the Group's Human Resources Department.

6.2.2 Data consolidation

The reporting process is organized into five stages:

- updating of the Group scope of reporting. Each month, changes involving acquisition, sale, merger or changes of consolidation method require updating of the collection software parameters;
- collection of data in questionnaires, which is carried out by contributors at company level; certain indicators are pre-completed by interfacing with local payment systems;

6.2.3 Difficulties and restrictions

The main difficulty lies in the variety of countries in which the Group is active. The principles for calculating social reporting indicators are distributed each year to contributors, but the indicators are sometimes interpreted according to local contexts (national laws or practices). This is the case, for example, with the notions of training or permanent employment contracts. To make the training data report reliable, the Group redefined the principles for these indicators in 2014. In France, these new principles have the consequence of showing training hours for trainees as part of their academic course work.

Further, data on local contexts is sometimes impossible to collect. Therefore certain indicators are calculated over a more limited scope of reporting than the scope of the annual social reporting campaign. This scope is defined each time.

6.3 EHS REPORTING

6.3.1 Priorities

a) Scope of reporting

The EHS report covers 1,631 entities corresponding to all the Group's facilities. All entities belonging to consolidated companies in which Saint-Gobain held a stake of 50% or more at balance sheet date are monitored, including, where possible, facilities that came on-stream or were acquired during the year and excluding facilities that were closed or sold.

The data is entered directly on the EHS data reporting system, called Gaia, for all EHS entities. The various questionnaires sent, as well as their frequency, scope of reporting and content, are presented in the following table:

Questionnaire	Frequency	Scope of reporting	Content
Safety-On-Line	When needed	World, all categories of victims	Instant alert in case of accidents involving fatalities or lost-time
Safety	Monthly	World, all categories of victims	Accidents, numbers of days lost, hours worked, etc.
General & Health	Annually	World (all entities except certain offices or attached sites)	Certification, audit results, monitoring of health standards, etc.
Environment & Mines and quarries	Annually	"Environmental concerned perimeter" sites + Mines and quarries (excluding sites connected to plants) + other sites at the Sector's initiative	Output, raw materials, energy consumption, atmospheric emissions, water, waste, mitigation plan, etc.



The Safety, Health and Industrial Hygiene, General and Safety-On-Line (SOL) questionnaires are designed to cover all facilities and Saint-Gobain employees. Depending on the questionnaire, they also cover temporary employees and subcontractors (Safety and Safety-On-Line questionnaires).

Safety data are reported on a monthly basis and comprise all accidents occurred during the month and their severity level. The system covers approximately 98% of the Group's employees. Full coverage is not achieved because of the maximum of two-years grace for newly acquired establishments to be included in Gaïa.

One-time reporting also allows establishments, through the Safety-On-Line system, to systematically report any lost-time occupational accident, including fatal incidents, and to explain the circumstances.

The Industrial Health and Hygiene questionnaire and the General questionnaire are completed annually.

The Environment questionnaire is completed annually by 967 sites. The consolidated data from these entities corresponds to the "Group Scope". An "environmental scope" has also been established to focus efforts on establishments having the greatest impact, and to improve data legibility and progress toward goals. The Activities have therefore also validated certain criteria (energy and water consumption, quantity of non-recovered waste, etc.) enabling clear identification and monitoring. This scope includes 614 entities.

Data for concerned sites are presented using environmental sub-groups. Because of the wide range of Activities of the Group, not all the environmental indicators on the Gaïa EHS data reporting system are relevant for all Activities. These indicators are therefore consolidated by "batches" and allocated to groups of entities with the same environmental impacts and ratios (indicators corresponding to the production unit, in general full metric tons). These groups of entities are called "environmental sub-scope", the main ones are the following:

- the Glass sub-scope, which includes Verallia (Packaging Sector), Flat Glass Activities, Saint-Gobain Adfors (Innovative Materials Sector), the Insulation Activity (Construction Products Sector) which have a glass smelting furnace (99 sites covered, across 104 entities);
- the Pipe Activity sub-scope of the Construction Products Sector (20 concerned sites out of 21 entities);
- the "Other" sub-scope covering all entities not included in the previous sub-scopes (Industrial Mortars, Lapeyre factories, glass conversion subsidiaries, Gypsum, etc.) (495 concerned sites out of 842 entities). This sub-scope includes also the 156 quarries.

One of the principles applied by the Group when calculating ratios is to use tons of finished products when relevant, rather than tons floated (for glass) or cast (for cast iron).

The EvE standard for environmental events management identifies and manages events that could potentially occur at the sites.

EHS financial data (expenses and capital expenditure) are tracked in the SIF, the Group's financial reporting tool, since 2013.

b) 2010-2025 and 2014-2016 objectives

The Group has set medium-term objectives, up to 2025, based on the 2010 results. To achieve them, intermediate objectives are established for a three-year period. The base year for the intermediate objectives

is the year prior to the period start. The current period 2014-2016 therefore uses 2013 as its base year.

Based on the results of the base year, every three years the Group updates the scope of "concerned sites" for which environmental results are tracked for the next three years (2011-2013/2014-2016/2017-2019/2020-2022/2023-2025).

The published results for this scope therefore have a comparable scope for the three years following the period: sites closed or sold are removed from current year and baseline year but no acquisitions are taken into account. They are included in the subsequent period.

In addition, results are published using comparable production to the base year for the indicators tracking environmental objectives. This means that 2014-2016 emissions and consumption are recalculated based on 2013 production.

Progress achieved over these five three-year periods (between 2010 and 2025) will be cumulated to assess whether the 2025 objectives will be achieved based on the 2010 results.

6.3.2 Data consolidation

The EHS reporting protocol is available in French and English. The EHS reporting process (both monthly and annually) involves three stages:

- data input, performed by the EHS correspondent(s) at the reporting unit concerned;
- data verification, by EHS Directors of each Sector;
- data consolidation by the Group's EHS Department Management.

6.3.3 Difficulties and limitations

Since the launch of the Group's reporting tools, the quality of the reports has continuously improved thanks to effective feed-back and better use of the systems by the specialized teams. These factors allow the Group to prevent potential errors such as differences in units of measurement between business and countries, difficulties in interpreting technical terms.