



Prysmian Human Rights Approach

PROTECT – RESPECT – REMEDY

Prysmian
Group

Linking
the Future

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PROTECT – RESPECT – REMEDY

Mission, Vision & Values:
Committed to Sustainable
Development

Committed
to Human Rights

Our Approach
to Human Rights

Due Diligence Process –
Our Operations

Human Rights
Assessment –
Salient Matrix

Due Diligence Process –
Our Supply Chain

Sustainability and
Human Rights Audit

Our Human Rights
Actions

Mission, Vision & Values: Committed to Sustainable Development

We are global leaders in the cable industry.

We provide our customers with superior cable solutions based on state-of-the-art technology and consistent excellence in execution, **ultimately delivering sustainable growth and profit.**



7 AFFORDABLE AND CLEAN ENERGY

We believe that Energy and information help communities develop and **we aim to achieve an efficient, effective and sustainable supply of energy and information.** We therefore integrate sustainability into our business model, and have taken steps to implement sustainable practices throughout the entire value chain of our business activities.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We act as a partner and an enabler, accompanying the journey towards sustainability of the entire energy system and **we are committed to environmental responsibility in our production processes,**



13 CLIMATE ACTION

the **protection of the environment** generally,



11 SUSTAINABLE CITIES AND COMMUNITIES

and the **responsible management of relations with the local communities** in which we work.



5 GENDER EQUALITY

We're committed to **a diverse workforce** and **an inclusive environment**, where we share ideas and bring different perspectives,



3 GOOD HEALTH AND WELL-BEING

constantly focusing on **safety at work**



8 DECENT WORK AND ECONOMIC GROWTH

and the **development of our personnel.**

Committed to Human Rights

- Our commitment towards Sustainable Development is strengthened through our commitment to **respecting and protecting the Human Rights of all our employees and those affected by our business activities.**
- As a company who operates across the globe, in many different countries and with many different communities, we believe that **safeguarding the dignity, freedom and equality of all human beings is at the heart of who we are as a company.**
- We reject discrimination of any kind and all illegal acts and activities, such as corruption, and forced or child labour.
- With this in mind, we operate within the general reference framework of the **United Nations Universal Declaration of Human Rights** and of the **Fundamental Conventions of the International Labor Organization (ILO)** and seek to uphold their recommendations across all our locations, implementing our own approach to Human Rights.



Our Approach to Human Rights

Our approach to Human Rights consists of three pillars: **Commitment, Due Diligence and Remediation.**

COMMITMENT

We commit to respect and protect several Fundamental Human Rights



OUR POLICIES AND GUIDELINES

→ Available at:
<https://www.prysmiangroup.com/en/company/ethics-integrity>

DUE DILIGENCE

We assess Human Rights impact and track our performance involving different actors in the process



DUE DILIGENCE PROCESS

→ Available at:
<https://www.prysmiangroup.com/en/company/ethics-integrity/helpline>

REMEDiation

We provide access to remedy and take preventive actions such as training on Human Rights related topics and other different initiatives



GROUP HELPLINE AND OUR INITIATIVES

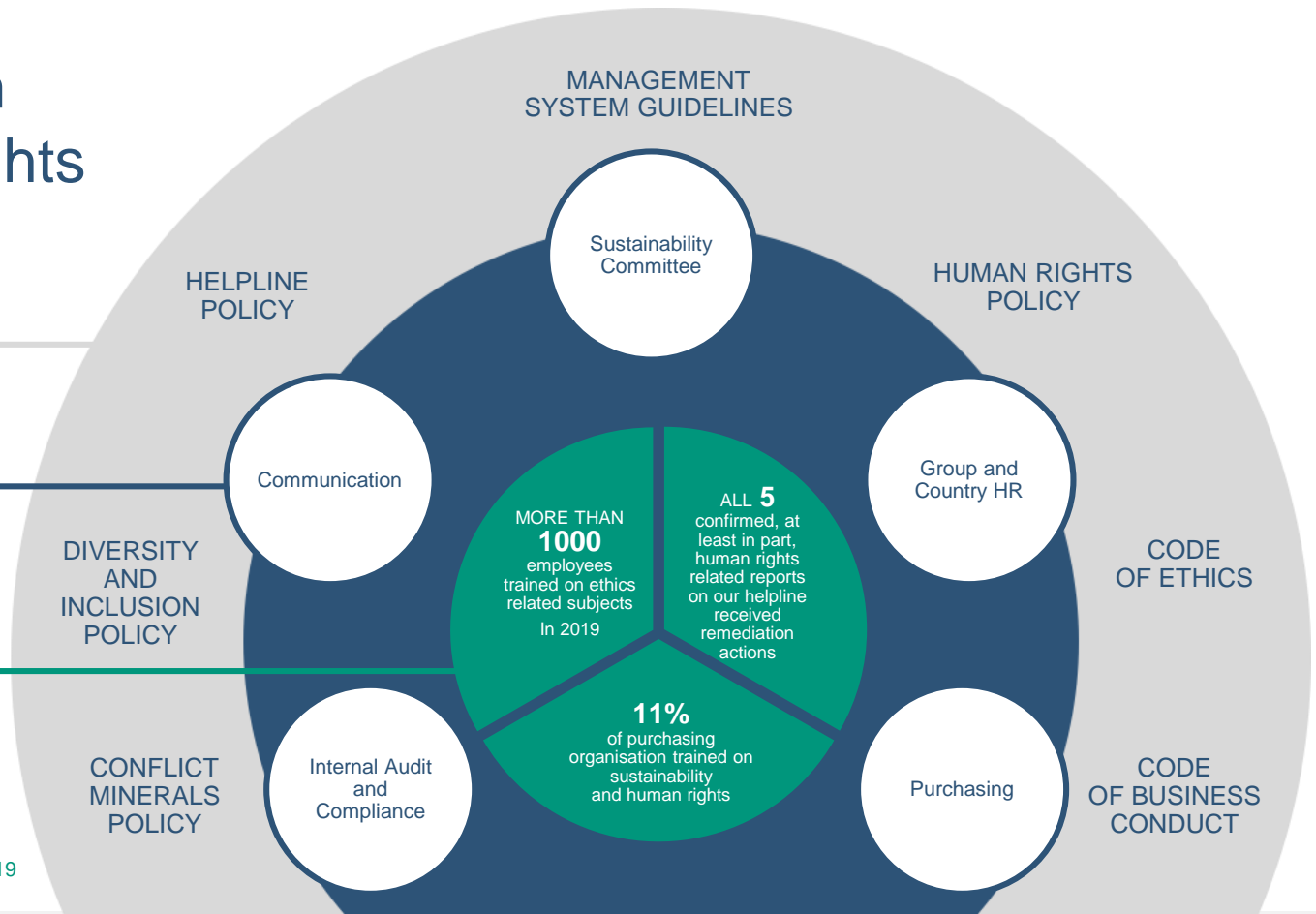
Our Approach to Human Rights

 OUR POLICIES AND GUIDELINES

 DUE DILIGENCE ACTORS

 HELPLINE AND PREVENTION

→ See also our [Sustainability Report 2019](#)



Due Diligence Process – Our Operations

Following the principles and commitment set in our Human Rights Policy, since 2018 we implemented **a due diligence process made up of 5 steps and based on recognized international standards**, to clearly map out the potential human rights impacts that could occur, during and because of, our operations.



→ See also our [Sustainability Report 2019](#) page 85

Human Rights Assessment

The first phase of our process aims to assess our operations current and potential impact on Human Rights and is carried out relying on a third part to ensure reliability of the information.

98%

of our sites received an Assessment in the last 3 years

IT CONSISTS OF 4 STEPS:



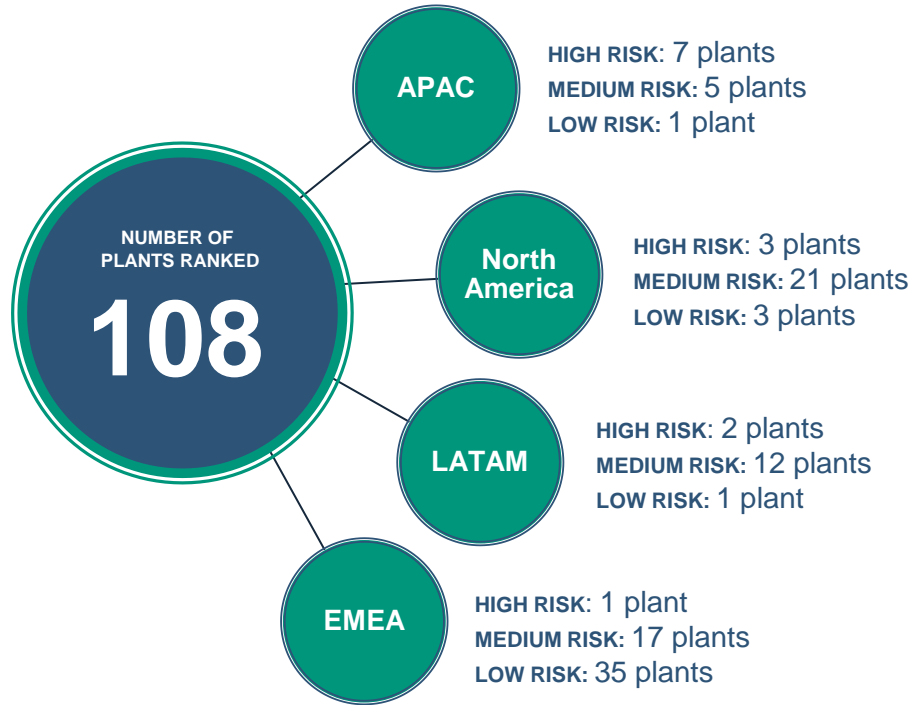
DURING THE SITE RISK ANALYSIS STEP THE FOLLOWING CATEGORIES ARE ASSESSED:



Human Rights Assessment – Salient Matrix

At the end of the Assessment Phase, by combining Country and Site Scores we obtain a salient matrix, which allows us to identify those sites with potential negative impact on salient human rights and consequently drives auditing activities priorities.

Following our Results from the Salient Matrix for 2019.



Overall Results

13 PLANTS AT HIGH RISK

55 PLANTS AT MEDIUM RISK

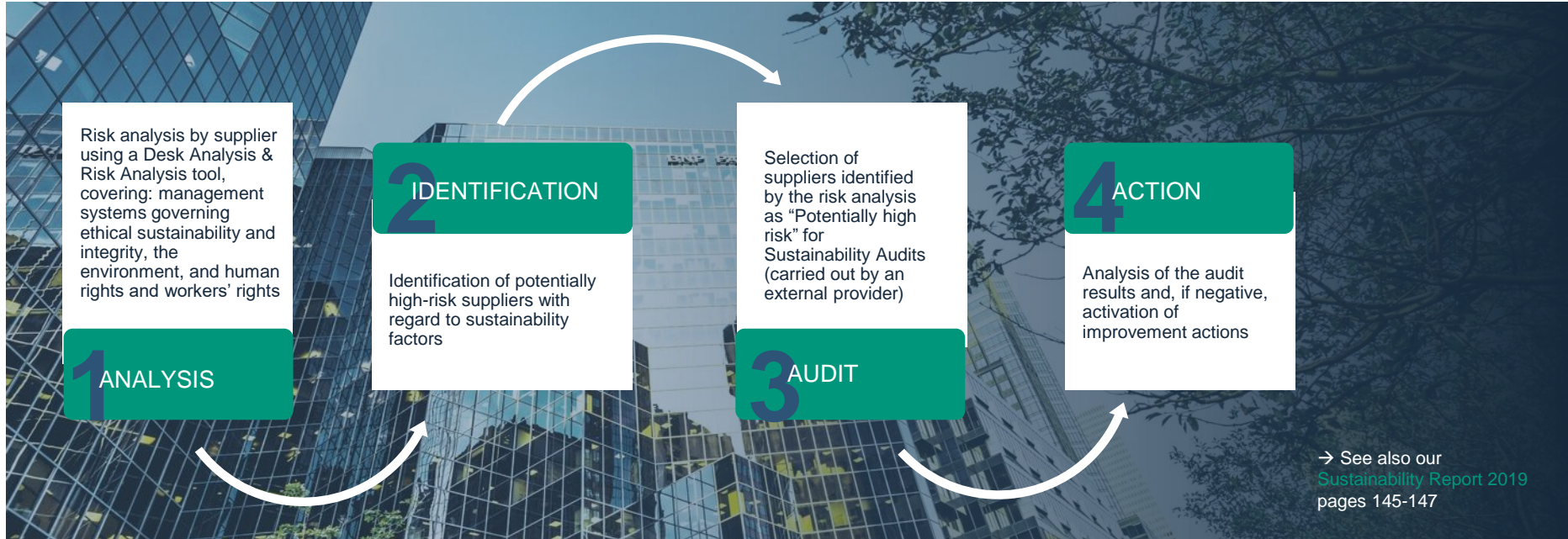
40 PLANTS AT LOW RISK

Due Diligence Process – Supply Chain

Not only in our Operations, we also monitor possible negative impacts in our Supply Chain with a 4-step process:

17%

of our Suppliers received an Assessment in the last 3 years



→ See also our [Sustainability Report 2019](#) pages 145-147

Sustainability and Human Rights Audit

As part of the Due Diligence Process, Sustainability and Human Rights Audits are carried out both in our Operations and in our Supply Chain for the sites and suppliers identified as high-risk.

In our Operations

In the last three years 5 on-site Audits were carried out on our assessed sites at highest-risk and other 6 Audits are scheduled to be performed in 2020 also in remote basis.

For 7% of sites potentially at high-risk the Audit outcome was non-compliant and a specific remediation process has started, including measures such as the preparation of a new Employee Manual with a clearer indication of local Human Rights policies and procedures, and improving actions related to occupational Health & Safety.

In our Supply Chain:

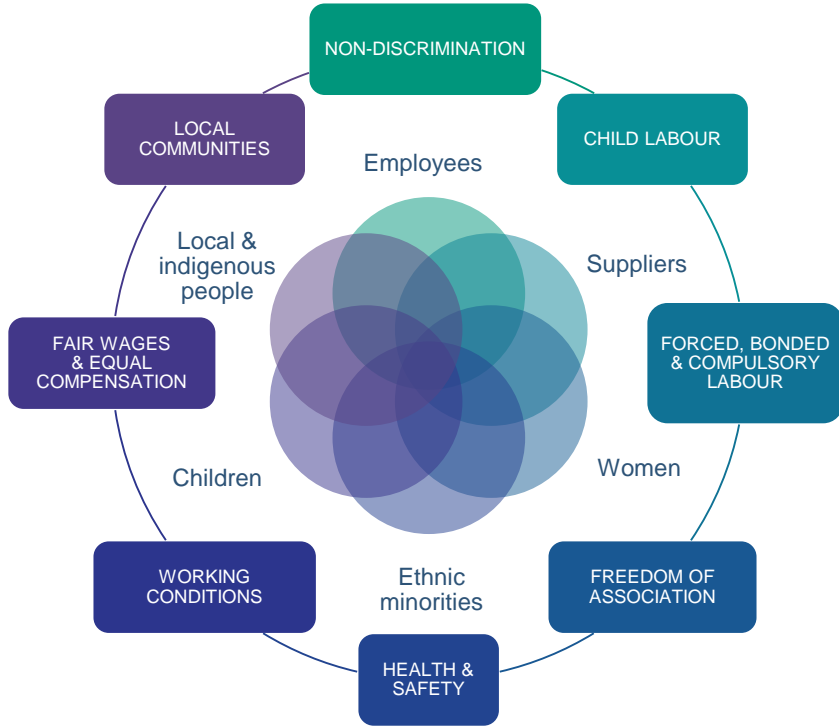
8 supplier audits were carried out during 2019 and, from 2017 to date, 15 sustainability audits have been carried out.

Following the audits, the Group works with the suppliers to determine the action plan needed, if applicable, in order to implement remedial actions.

In the last 3 years 4% of Suppliers had non-standard audit performances and an improvement process has started.

→ See also our [Sustainability Report 2019](#) pages 145-147

Our Human Rights Actions



At a Group level, with the aim to address our most relevant Human Rights Issues identified in our Human Rights Policy and to prevent negative impacts on identified stakeholders and vulnerable groups, we developed through the years a number of initiatives. **Here below some of the most important ones.**

<u>Global Diversity Recruitment Policy</u>	to ensure equal opportunity at all stages in the selection process
<u>Diversity Academy</u>	launched in the Philippines, focused on the topic of racial and ethnic diversity
<u>Involvement and consultation of unions</u>	at all levels, from plant to international (European Works Council) and use of collective bargaining agreements
<u>Health and well-being programmes</u>	For more senior employees offered at local level
<u>General and specific H&S training</u>	to operators on the safe management of materials, equipment, and machinery, with a spotlight on personal protective equipment
<u>Actions to facilitate work-life balance</u>	such as flexi-hours and remote working
<u>Global Maternity Policy</u>	to ensure that all the new mothers in Prysmian Group have equal minimum caring standards
<u>Remuneration policy</u>	Free of discrimination
<u>Under-age working ethics</u>	special initiative addressing mica suppliers
<u>Citizenship & Philanthropy activities</u>	that can help satisfy the needs of local communities in the countries where the Group is present



Thank you

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