



BETTER
CONNECTED



TABLE OF CONTENTS

Message from Pierre Gattaz, Chairman of the Executive Board	2
A Family Business	3 to 4
Our CSR Policy: <i>Better Connected</i>	5 to 6
2015/2016 Highlights	7
Accountability	8 to 23
Governance	10
Compliance with International, National and Local Regulations	10
Standards of Conduct and Integrity	11
Health, Safety and Environment (HSE)	12
Environment	13 to 19
Health and Safety	20 to 21
Supply Chain	22
Conflict Minerals	23
Openness	24 to 29
Apprenticeship	26
Open door policy	27
Community involvement	28
Work with the best, to be the best	28
Volunteer programs for Radiall employees	29
Wholeness	30 to 39
Culture and Family Spirit	32
Empowering our Employees	32 to 33
Work Conditions	34 to 35
Radiall Community	36 to 37
Diversity	38
Equality	38
Disclaimer	39
Related Documents	39



I'm proud to introduce our first report dedicated to our Corporate Social Responsibility (CSR) policy: "*Better Connected*" because as a family-owned company, Radiall has always had a responsible approach to its business.

We've chosen to integrate our CSR policy into our strategic roadmap to reflect our CSR ambition and encourage an even broader diffusion of a sustainable mindset within Radiall.

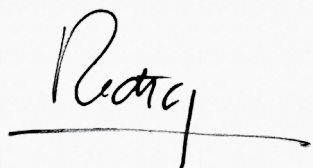
Our corporate social responsibility policy, "*Better Connected*", is built around three strategic priorities:

- Accountability
- Openness
- Wholeness

We are constantly working towards these goals through continuous improvement. Indeed, we consider it an integral part of our industrial process, which is defined by the search for excellence. Therefore, all aspects of our operations take into account our sustainability goals: industrial operations, purchasing, transportation, human resources, day to day operations, etc.

We've chosen to highlight in this report our main priorities, achievements, challenges and goals. For more detailed statistics, please refer to our annual Financial Report.

I am very pleased to share this report with you,

A handwritten signature in black ink, appearing to read "Pierre Gattaz", with a long horizontal stroke extending to the right.

Pierre Gattaz,
Chairman of the Executive Board

A FAMILY BUSINESS

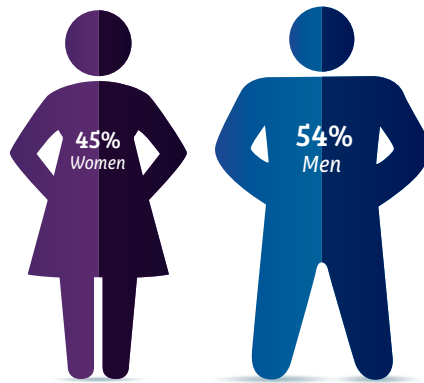
Radiall was founded in 1952 as a manufacturer of coaxial plugs for the emerging television industry. Today, Radiall is a global leader in the design, development and manufacturing of high reliability interconnect components. We have built an award winning reputation in engineering ingenuity by providing a constant flow of creative solutions to the Aerospace, Defense, Industrial, Medical, Space, Test & Measurement and Telecom markets.



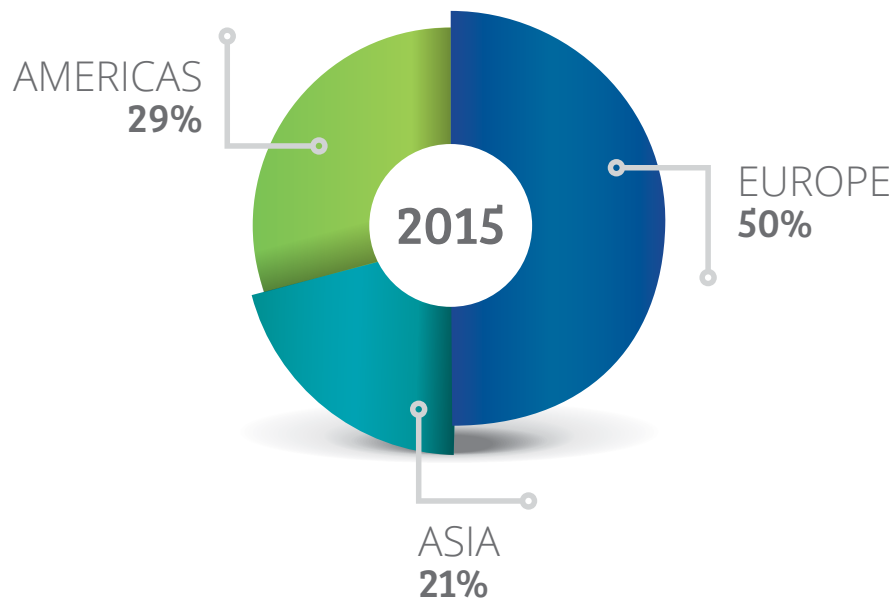
We recognize that relationships are based on trust. We earn that trust by understanding the unique challenges you face and having the expertise to bring forward solutions specific to you and your industry. Our expertise in interconnect technologies and intimate market knowledge combined with our accessibility make us valued partners to leading brands across the globe. With expertise centers and manufacturing locations on 3 continents and 13 countries, we are dedicated to providing customers innovative product solutions, personalized support and superior logistics.

A FAMILY BUSINESS

We have over 3,000 dedicated employees. By recognizing our employees' talents and abilities, we are able to offer customers global support from leading engineers and experts in order to ensure that customers always receive the best possible end-to-end solutions.



As a global organization, we recognize that we must be available to meet the needs and schedules of our customers. To ensure that customers have the support they need, when they need it, we have a worldwide workforce that contributes to the designing, manufacturing and marketing of our products to our customers in countries all over the world.



OUR CSR POLICY: **BETTER CONNECTED**

At Radiall, we believe that excellence begins at home: in order to work for the best, we strive to be the best. We also strive for the best in the field of Corporate Social Responsibility, which includes our commitment to sustainability and our contribution to the community.

Ethics, integrity and leading by example are embedded in the company's culture.

Our Corporate Social Responsibility policy, *Better Connected*, is designed to reflect those values because we believe that we are better, when we are connected. Our *Better Connected* policy expresses our commitment to social responsibility, our goals and plan for achieving them:

GOAL

To be better, on both a social and environmental level. To work and feel better. This enables us to be more connected and create links with our local communities, our stakeholders and among Radiall employees.

PLAN

How do we achieve this CSR excellence? By being better connected among ourselves, exchanging good practices, but also by being open to our communities, aware of the potential impact of our business on our environment.



OUR CSR POLICY: **BETTER CONNECTED**

Our Better Connected policy includes our three strategic CSR goals

Accountability: being a socially and environmentally responsible company

Our goal is to achieve an all-around level of excellence in order to protect our workers' health and safety, protect the environment and ensure a sustainable Radiall. We hold ourselves and our suppliers accountable to high standards of integrity and respect for international, national and local regulations.

Openness: being a company open to the community, in order to promote the industrial sector and help young people succeed

As a family-owned company with a strong corporate culture, Radiall has always given special attention to youth and equal opportunities both inside and outside the company.

Radiall believes in helping young people find their passion and specialty. As a result, Radiall is actively involved in its local communities, with a strong focus on youth and education. We also encourage employees to get involved in local non-profits that work with the youth.

Youth involvement within the company and building closer relationships with schools is integral to Radiall's culture. It is also a way to help nurture the specialized skills Radiall will need in the future in order to maintain a presence in the industry.

Wholeness: making Radiall a great place to work at and collaborate

A company is only as strong as its people. Our company culture is a strong part of our history and emphasizes the human dimension of our operations.

We promote our employees' well-being and personal development. It is a priority that we provide fair and safe working conditions and offer training opportunities to enhance their employability.

We aim to empower our employees giving them the best workplace possible, but also giving them the chance to make it the best workplace possible through intrapreneurship within the company. In fact, many of our social and environmental actions were born from employee initiative.

2015/2016 HIGHLIGHTS



Radiall 2025: A transformative project to empower our employees

Radiall is engaged in a transformative project, Radiall 2025, in order to build the future of the organization. The goal is to find ways to improve all aspects of Radiall operations with voluntary inputs from our collaborators, in order to be more agile, innovative and customer-centric.



Clean Industry certification of the Obregon plant

Radiall Obregon, Radiall's largest manufacturing facility, received the "Clean Industry" (Industria Limpia) Certification in 2016 from the Mexican Federal Government. This certification recognizes Radiall for maintaining high environmental standards of the facility.



Health, Safety and Environment (HSE) policy and action plan

Radiall has implemented a new global HSE policy which includes specific targets to achieve in order to ensure coherence with Radiall's culture of continuous innovation and improvement. Our goal is to achieve an all-around level of excellence in order to protect our workers' health and safety, protect the environment, and ensure a sustainable Radiall.



Professional Equality Agreement (France)

In 2016, an improved agreement dedicated to professional equality was signed in France with the labor unions. It includes specific measures that will contribute to gender equality in the French sites.



Better chemical substance tracking in our products: Audros environment database

To track all chemical substances Radiall uses, an environmental database was implemented in order to show not only those regulated by the RoHs directives but also all chemical requirements and regulations. Initially launched in 2015 for the French production sites, our goal is to extend the database so that it is accessible to all European, US and Obregon sites, and later to the Shanghai and Bangalore sites.



Accountability

Being a socially and environmentally
responsible company

ACCOUNTABILITY

Governance

The Executive Strategic Committee (ESC) and Operational Steering Committee (OSC) set the strategic priorities of Radiall's Corporate Social Responsibility and ensure proper implementation.

Compliance with international, national and local regulations

We are committed to complying with international, national and local regulations. This includes, but is not limited to, compliance with the following regulations:

- United Nations International Convention on the Rights of the Child of 20 November 1989, which prohibits child labour
- Article 1 of the International Labour Organisation Convention of 25 June 1957 on the Abolition of Forced Labour
- RoHS (Restriction of Hazardous Substances), WEEE (Waste Electrical and Electronic Equipment), REACH (Registration Evaluation Authorisation and Restriction of Chemicals) Directives and Directive 2003/11/EC, as well as with the International Traffic in Arms Regulations (ITAR) and the Export Administration Regulations (EAR)
- Section 1502 of the US Dodd-Frank Act regarding Conflict Minerals

"The management committee is responsible for the Group's ethical and social policy. The operations management of each unit ensures that Radiall's ethical and social policies are constantly and correctly implemented."

Our commitment
(Radiall Social and Ethical policies)

Closely collaborating with its customers and its suppliers, Radiall answers requests on environmental compliance of its products or its manufacturing processes.

"All Radiall companies within the Radiall Group and their employees must obey the laws and regulations of the countries in which they operate. Radiall respects the dignity of individuals and the right of employees to belong to trade unions and associations."

Our commitment (Radiall Social and Ethical policies)

Standards of conduct and integrity

Our Social and Ethical policies identify the values, ethics and conducts that are expected at Radiall. Through these Policies, Radiall expresses its support to having a defined set of fundamental values.

Our Social and Ethical policies are available on the company website and visible at all Radiall facilities, to ensure all employees are aware of the expectations and comply with the policies. We strongly believe that all employees are active proponents of our Social and Ethical policies and thus, no employee can be blamed for alerting Radiall management of an infringement to these policies.

- *Radiall conducts its operations with honesty and integrity, with respect for the rights and interests of its employees.*
- *Radiall favors a spirit of mutual respect in the work environment, in which everyone is responsible for the company's reputation.*
- *No employee may give money or gifts of significant value to a customer.*
- *The company gives the same degree of privacy to confidential information from its customer as to its own confidential information.*
- *Payments of money, gifts or any other favors of significant value shall not be requested or accepted.*
- *Radiall's employees shall not engage in any personal activity or financial transaction that might be in conflict with the company's interests.*
- *If conflicts of interest arise, they must be made known and brought to the attention of the Group's general management.*
- *Radiall's employees shall not seek any personal interest from relationships that they may have with third parties, nor misuse the power that they have within the company to serve their personnel.*
- *Radiall management requires its employees to strictly comply with these policies and expects them to alert their management of any infringement that they witness or suspect.*
- *The employees are allowed to make known any infringement to Radiall social and ethical policies without them being blamed for such an infringement.*

Our commitment (Radiall Social and Ethical policies)

Health, Safety and Environment (HSE): policy and action plan

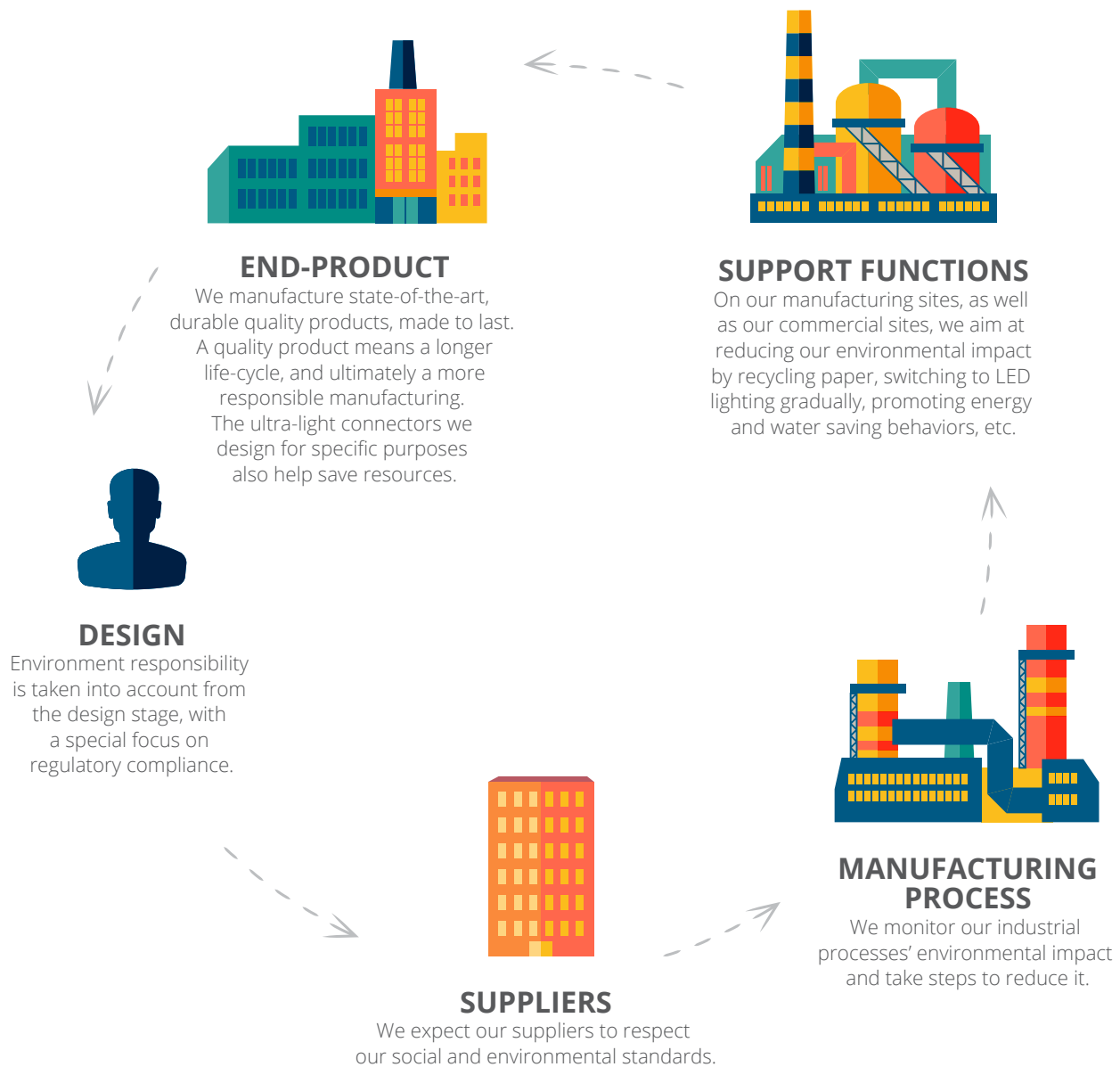
Our Health, Safety and Environment policy is a core component of Radiall's global strategy. This global action plan defines specific targets to achieve, in coherence with Radiall's culture of continuous innovation and improvement and is implemented in each plant by a designated coordinator.



Action Plan

- Ensure compliance of our activities with applicable regulations
 - Through constant regulatory monitoring and regular compliance monitoring. If a case of non-compliance is detected during those audits, the necessary actions are implemented to ensure our compliance.
- Reduce the risk and impact of our operations (aiming for "0 accidents" in terms of safety and environmental concerns)
 - Conducting a structured analysis of the risk and impact
 - Mastering and reducing industrial emissions and discharges (into air, water and soil)
 - Controlling and optimizing consumption of natural resources (energy and raw materials)
 - Taking safety and environmental concerns into account right from the product design stage
- Implement health, safety and environmental 'best practices' across the Radiall Group
- Promote the adoption of health, safety and environmental principles by suppliers and service providers

How we protect the environment



"All companies in the Radiall Group are determined to prevent pollution and encourage respect for the environment among the personnel. Radiall tries to integrate the environmental considerations as well as safety in the design of products and processes. It also controls industrial scrap and manages waste in an appropriate manner."

Our commitment (Radiall Social and Ethical policies)

Industrial operations

Our industrial processes are designed to consume as little resources as possible whenever possible which are achieved by the following actions:

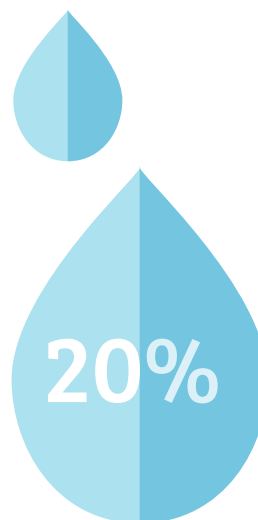
- Good practices to reduce our energy-intensity
- Closed-circuit cooling-circuit to save water
- Recycling of industrial waste
- Recycling of some raw materials left over from the production cycle (metals, etc.)

To support these goals, in our Voreppe, Obregon and Shanghai plants a detoxification station is used to treat the wastewater and discharges of the plating units. Our Shanghai and Bangalore plants are ISO 14 001 certified, and have been recognized for their environmental management. Our Voreppe plant follows a self-controlled environment management system. In 2015, an energy audit was conducted within the French manufacturing sites to determine how we can improve our industrial operations, specifically, performance of our air management system.

Voreppe manufacturing plant: Vacuum sealed evaporator for plating

The manufacturing plant in Voreppe (France) is equipped with state-of-the art plating technology in order to achieve a “zero wastewater discharge” for the plating process. The wastewater discharge is collected after its use and treated in a vacuum sealed evaporator. This treatment produces clean water, which is then reused in the industrial process as a concentrated discharge of the pollutants and then properly disposed of and treated by an external operator. This process helps us reduce our impact to the environment because there is no polluted water discharge and thus less water is consumed.

Resulted in a
20% DECREASE
of the water
consumed in the
plating process.



Achievements



Clean Industry certification for the Obregon plant

In 2016, Radiall Obregon, our largest facility, received the “Clean Industry” (Industria Limpia) certification from federal Mexican authorities.

This achievement recognizes a rigorous certification process which included environmental audits and action plans in order to meet the Mexico Clean Industry certification requirements.

Hazardous substances

REACH

Radiall complies with the requirements of the European Regulation (EC) No 1907/2006 on the Registration, Evaluation, Authorisation and Restriction of Chemicals (“REACH”).

RoHS

Although Radiall products are not directly subject to the requirements of the European Directive 2011/65/EU concerning the restriction of hazardous substances (RoHS), Radiall has implemented this directive for a large range of its products. We are proud to say, we follow a strict hazardous substance corporate policy.

In support of this approach, we:

- Invest in innovation to anticipate environmental obsolescence of our products or processes
- Collaborate with our suppliers to meet current environmental regulations
- Deploy our best efforts to fulfill our customers’ environmental requests
- Stay informed of the evolution of the regulations in our operating countries
- Develop tools to facilitate substance tracking in our products

Better chemical substance tracking in our products: Audros environment database

We developed a tool designed to facilitate the tracking of chemical substances used both in our products and in our processes. This new database is “Audros environment”. Our end goal isn’t only to track hazardous substances, it is also to track all chemical substances in order to offer a better service to our customers, to be responsible in their use and, ultimately, to protect the environment.

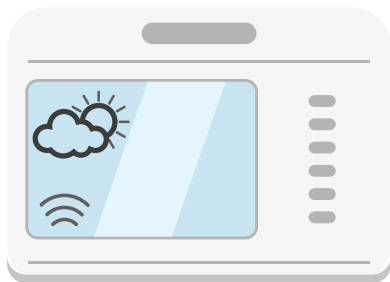
This environmental database allows us to track the chemical substances we use for our products and our processes. It was launched in 2015 for the French production sites. Our goal is to extend it to our European, US and Obregon sites, and later to our Shanghai and Bangalore sites.

Promotion of eco-friendly habits

In addition to our responsible use of natural resources in our industrial operations, we strive to maintain environmentally responsible buildings in order to promote eco-conscious habits among our employees.

INSTALL LED LIGHTING

targeting all Radiall sites.



Install efficient **COOLING
& HEATING** systems.

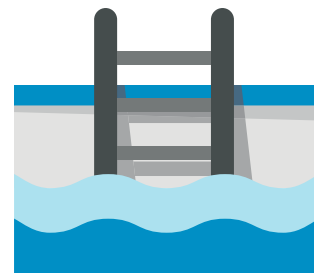
Implementing these environmentally friendly initiatives and engaging in responsible habits has positively impacted the communities in which we work.



-11% OF WATER CONSUMPTION

between 2014 and 2015 despite an increase in activity.

Which is the equivalent of about
**2.5 OLYMPIC SIZED
SWIMMING POOLS.**



Recycling

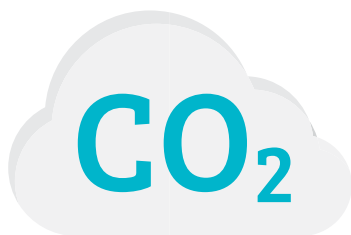
In all our manufacturing and commercial facilities, we promote recycling and have implemented processes to increase recycling.

All hazardous waste is properly disposed of through specialized channels and non-hazardous waste (paper, carton, plastic), is collected throughout each facilities through the use of recycling bins and containers. In an effort to positively contribute to recycling, we have established a company wide goal to improve our global rate of recycling.



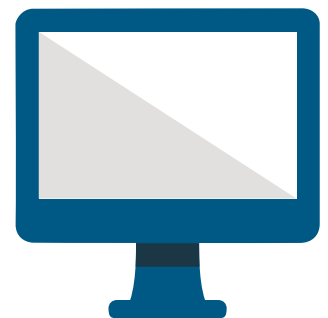
70% OF WASTE RECYCLED

RAINWATER IS COLLECTED & USED at Bangalore plant



700 TONS OF WASTE RECYCLED in 2015, which is equivalent to minus **220 TONS OF CO₂** rejected in the atmosphere!

PAPER DIGITALIZATION in all USA sites and Isle d'Abeau (France). Conversion of more sites on the way.



Each eco-conscious gesture matters

In 2014, a recycling collector for disposable coffee cups and plastic cups was set up in Radiall Paris HQ: "Eco-collectoor". It ensures this waste is properly recycled. We chose to work with a socially conscious company that conducts reforestation programs: 1 tree planted for 875 cups collected.



119KG OF PLASTIC RECYCLED / **SINCE 2014** /
AROUND 350 KG OF CO² EMISSIONS AVOIDED

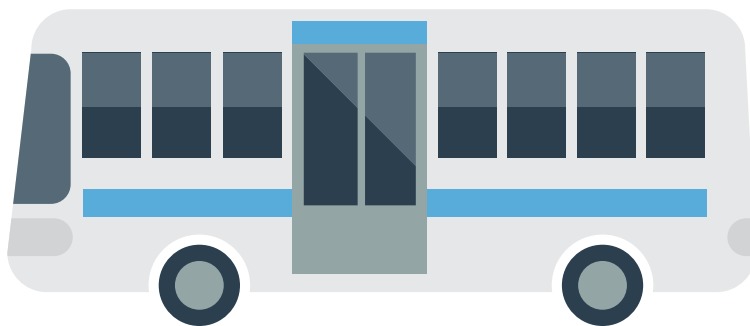
"Most employees are now in the habit of putting their plastic cups into the Eco-Collectoor and not in the garbage anymore! It has created such excitement that employees now want to know how many trees we are able to plant!"

- Marie Jadeau, Project Initiator

Transportation

In 2015 and 2016, two Radiall facilities participated in a regional initiative known as the "Mobility Challenge" which encourages people to use public transportation, carpool, bike or walk to work instead of using individual cars.

180 PARTICIPANTS IN 2016 / **3000 KILOMETERS** DRIVEN
BY CAR AVOIDED / **600 KGS** LESS OF CO² EMISSIONS



EMMANUEL HUC, TRAFFIC MANAGER – THE DAY I INITIATED THE “MOBILITY CHALLENGE”

“A few years ago, I was hired at Radiall headquarters in the suburbs of Paris. At that time, I was driving my car to work daily, but I switched to the subway and soon became very happy with it.

When I took a new position in the Voreppe (CTA) plant, I continued to keep my car in the garage. Instead, I choose to take the train to the nearest stop and then ride my bike to the factory. Ever since, I have tried to convince my colleagues to find their own alternative solution.

I then heard about the “Mobility Challenge” set up in the region. Local companies were invited to compete against each other on a specific June working day. The challenge was to have as many company employees as possible use another method than the individual car to go to work. I immediately took this challenge as an opportunity to help convince more of my colleagues to change their habits.

In 2013, I gathered a small bunch of green-leaning colleagues, got the support of the Plant Manager, and we registered Radiall CTA in the 2013 Mobility Challenge. That first year, 111 CTA employees joined the challenge.

In 2015, the Isle d’Abeau (IDA) plant joined the Challenge and it became the regional leader in it’s category (43% of Radiall IDA employees participated on June 9th!)”

Collaborative consumption

Polluted air affects everyone in many ways. In an effort to help reduce pollution and improve air quality, we encourage employees to be conscious of the amount of air pollution they contribute to the environment. To help reduce vehicle emissions, we encourage our employees to carpool to work. This not only positively impacts the communities we live and work in, and lowers GHG (Greenhouse gas) emissions but it also saves employees money and enables employees to build strong relationships with colleagues.

To promote collaborate consumption, we have implemented environmentally friendly practices at some of our facilities and offer the following advantages to employees:

- At our Voreppe (France) and Isle d’Abeau (France) manufacturing facilities, we have dedicated parking for employees who carpool as an incentive.
- At our Château-Renault (France) manufacturing facility, we installed electrical outlets for electrical and hybrid vehicles in order to promote their use (we intend to continue and extend these actions within other facilities in the near future).
- At our Bangalore (India) office, we offer employees regular check-ups of their cars GHG emissions levels.

Health and safety

The health and safety of our workers is important to us. To show our commitment to these areas, we have dedicated Health and Safety coordinators in each manufacturing facility to ensure procedures are followed and to prevent accidents and injuries.

At Radiall USA, we are OSHA compliant and we strive to assure safe and healthful working conditions for employees by setting and enforcing standards and by providing training, outreach, education and assistance. We have a zero tolerance policy towards violence in the workplace.



41% DECREASE IN WORK ACCIDENTS
IN FRANCE **BETWEEN 2013 & 2015**

Promoting health and safety at Radiall

To promote health and wellness to all employees, we offer annual health checks at all our facilities. We also have local initiatives to support employees and encourage healthy habits.

- At our New Haven, CT (USA) facility, we provide employees fresh fruit daily in an effort to support a healthy lifestyle. On an annual basis, we offer employees bio-metric testing to ensure employees are informed and knowledgeable about their overall health. Flu shots are also offered to employees who are interested to ensure they are given the best possible work conditions.
- At our Obregon (Mexico) facility, we held a “Health and Safety at Work” ceremony. This internal ceremony recognized the safest work areas within the plant and was designed to promote current safety guidelines and communicate the desire to maintain safety in the future. We believe that hosting this event promoted respect among employees and built healthy camaraderie among colleagues to be safe at work and follow security guidelines. This truly reflects our dedication to our workers’ safety.
- At each site in France, there is a CHSCT (Committee on Health, Safety and Working Conditions) which meets regularly to review workplace health and safety conditions. During these meetings, a comprehensive Occupational Risk Assessment document identifies potential dangerous situations for workers and ways to remedy them.
- Radiall France also participates in the “TMS (troubles musculo-squelettiques, “musculoskeletal injuries”) Pro initiative”, which aims at offering comfortable work conditions and work stations that over the long-term help to prevent work-related musculoskeletal injuries.

“Radiall obeys the regulations in the countries in which it operates concerning the health and safety of its employees at the place of work. Preventive measures, particularly concerning fire protection, medical supervision and protective clothing for certain activities, are adopted at all facilities.”

Our commitment (Radiall Social and Ethical policies)

Supply chain

We require and promote high standards for labor, health and safety, the environment and ethics in our supply chain. Radiall selects suppliers who respect our high standards of legal compliance, accountability and respect for human rights.

The purchasing departments take into account environmental criteria when procuring products. Radiall's purchasing terms and conditions stipulate social and environmental requirements that suppliers and subcontractors must comply with.

At Radiall, we understand the importance of a good relationship with our suppliers and we strive to develop strong relations with them which are based on trust. For this reason, all major subcontractors are interviewed and audited on the topics outlined above. Depending on their involvement in our plants, some subcontractors are certified in accordance with ISO standard 14001.

"The company aims at developing a relationship of mutual trust with its suppliers and is committed to paying its suppliers according to the agreed contractual terms."

Our commitment (Radiall Social and Ethical policies)

Conflict minerals

Radiall deploys its best efforts to follow Section 1502 of the US Dodd-Frank Act regarding Conflict Minerals. As part of Radiall's commitment, it is our goal to use tantalum, tin, tungsten and gold in our products that do not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries.

We follow a strict conflict minerals corporate policy. Our policy is implemented with the following action plan:

- Collaborate with our supply chain partners to take reasonable steps to ensure Radiall's compliance with the law and regulations and to strive towards sourcing parts and materials which are considered "3TG conflict free".
- If a "3TG conflict free" status cannot be determined by a supplier, supplier agrees to cooperate with Radiall, including disclosing from whom supplier purchased the mineral and urging others to disclose such information so that the original source of minerals can be accurately determined and reported. If needed, Radiall will execute remediation steps to evaluate and procure, as necessary, alternate parts and materials.
- Expect our suppliers to flow down this policy to their suppliers or establish a conflict mineral policy consistent with Radiall's conflict mineral policy.
- Improve our knowledge of the origin of the 3TG present in our range of products throughout our supply chain to ultimately supply 3TG product that is "3TG Conflict free".



Openness

Being a company open to the community,
in order to promote the industrial sector
and help young people succeed

OPENNESS

We aim to foster connections between young people and the professional world, and improve their professional integration in the industry.

Our openness mission is to develop the links between the industrial sector, the youth and the education world. We believe it is important to help young people discover their professional calling. Fostering vocations in Radiall's fields of expertise also helps us build our future as a company.

Our company's first strength is its people and their dedication. These events and programs are made possible by the intense personal involvement of Radiall employees because they are committed to making a positive impact in their community and work environment.

Apprenticeship

Radiall supports young people who are interested in working in the dynamic industries in which we serve. To help students understand our business and specifically the niche markets we serve, we train young people through apprenticeships and also welcome many school trainees at all the company sites each year.

The emphasis on apprenticeship is in Radiall's DNA and was started by the founders of Radiall in the 1960s in order to provide the practical skills training used by Radiall for several years.

In France, an agreement for talent management and intergenerational contracts was signed to support the transmission of professional skills. The goal is to enable young talents access to a long-term work contract and strengthen the employability of our veteran employees.



Open door policy

On a regular basis, Radiall sites open their doors to students and teachers all over the world. The purpose of these school visits within the factories is to provide an inside look at our facilities. This initiative is also designed to promote our company wide goal of openness.

Our Voreppe (France) facility participates in the national “School in the Company” (Classe en entreprise) program in partnership with local schools. This program allows a group of students to attend class inside the facility for several days. It allows the students and their teachers to see first-hand how a factory runs. It is also an opportunity for young students to discover the professional skills and expertise needed in a high-technology company and hopefully foster new goals and passions.

In order to demonstrate to teachers the tangible application of what students are taught in school, Radiall also participates in the “Teachers in the Company” (Profs en entreprise) program, which invites teachers to visit our manufacturing sites. In 2016, the Isle d’Abeau (France) site hosted a high school class on the occasion of the International Youth Day in order to support the program.



Community involvement

We aim to have a positive impact on our local environment through our active involvement, openness and donations to local communities of each site. We regularly donate to non-profit organizations to show our support, and enable groups to provide services to the communities in which we operate.

At our New Haven, CT (US) facility, we donate unused and older computers and furniture to local non-profits. This reduces our impact to the environment and waste and also provides tools and materials to groups who are in need. On an annual basis, we also donated to the Fair Haven Clinic, a local non-profit health clinic that serves some of our employees.

At Radiall, we are proud of our success and want to share our passion for the products we build with our local community.

To share our excitement with the local community, in each site around the world, we offer:

- Tours of our sites to groups of students or job-seekers as well as the public
- Career events and student fairs to inform people on the industries we serve
- Programs specifically dedicated for educating youth

Work with the best, to be the best!

Establishing close relationships with engineering and technical schools all over the world is important to us at Radiall. To support this goal, a practical training program has been created within the Obregon site and employees work with students from the engineering school Instituto Tecnológico de Sonora (ITSON) in Obregon (Mexico).

In both Obregon (Mexico) and New Haven (US), an agreement has been signed with local universities to enable students more internship opportunities within Radiall in order to attract graduated students.

Our Radiall New Haven (US) facility is a member of the “New Haven Manufacturers Association” and also makes donations to the association to help support local schools in the field of practical training.

In France, Radiall employees closely collaborate with students from the Ecole Nationale Supérieure d'Ingénieurs de Limoges (ENSIL).



Volunteer programs for Radiall employees

Sport dans la ville / Job dans la Ville (Sport in the City/Job in the City) is an NGO of professionals who use sports to engage with disadvantaged urban neighborhoods. The "Job in the City" program is a mentorship system. Radiall donates to the NGO and Radiall employees who are interested in volunteering to become mentors for the youth are encouraged to do so.



THE DAY I BECAME A MENTOR – VALERIE SIMONI, ASIA AND BUSINESS UNIT CONTROLLER

"When two members of the NGO came to Voreppe to present "Job in the City", I was very enthusiastic about the idea of sharing my experience and giving some of my time to a young person that needs it. The goal of the program is to meet with the mentoree once a month to discuss his/her journey in life and help them with their questions.

Right away, I loved spending time with my mentoree, a bright young woman. She had the opportunity to meet some colleagues from Radiall to talk about their work and to experience "mock job interviews". We also talked about the importance for a woman to be financially autonomous and independent.

Whenever I spend time with her, she gives me incredible energy and I'm re-booted for the rest of my day! Why? Mostly because I feel useful and I'm able to teach her about the professional world and different careers. This will help her to succeed and learn. Her honesty and her youthful energy also positively impact me. It is an extraordinary experience that I recommend to all of those who want to meet people outside of their close circle. I will definitely continue being a part of the program!"



Wholeness

Making Radiall a great place
to work at and collaborate

WHOLENESS

Culture

As a family-owned company, Radiall has a strong corporate culture that promotes goodwill among the employees, a flat hierarchy and a positive environment to pursue one's career.

This family spirit makes Radiall a great place to work and to be oneself. Our continuous goal is to build on this foundation and make sure that all employees feel comfortable bringing their enthusiasm and their drive to the work place, and ultimately feel a sense of ownership and empowerment in their work.

Empowering employees

We believe that giving a voice to our employees is important because we are convinced that all of them have a stake in our company, and know how to move the organization forward. We actively encourage our employees to have an entrepreneurial spirit and state of mind, and constantly propose new ideas to improve our activities and processes.





RADIALL 2025: A TRANSFORMATIVE PROJECT EMPOWERING OUR EMPLOYEES

Radiall is engaged in a transformative project: Radiall 2025. The goal is to find ways to improve all aspects of Radiall operations in order to be a more agile, innovative and customer-centric organization. In 2015, small working groups worked together to come up with improvements, either incremental or disruptive.

The second phase of the project, started in September 2016, allows every Radiall employee all over the world to have a say in the transformation of Radiall. Some of the Radiall 2025 themes are more directly business-oriented while others help enrich and improve our CSR policy. These themes include: Green Radiall, Radiall in its local environment and quality of life at work.



ECOLOGY = ACCOUNTABILITY

LOCAL ENVIRONMENT
= OPENNESS



COMMUNITY SPIRIT
= WHOLENESS



FOCUS: ENTREPRENEURSHIP WITH THE COMPANY – THE START US UP PROJECT

During a Start Us Up event, around 100 Radiall employees from all around the world gathered for three days to pitch startup ideas in a creative and playful environment and turn them into real projects. In 48 hours, they worked in teams to create business models and prototypes, including landing pages and 3D models.

This event is reflective of the intrapreneurship spirit Radiall promotes. Intrapreneurship is about leveraging the spirit of start-uppers into a corporate environment; it is entrepreneurship within the company.

Visit the multimedia section online at www.radiall.com to see a video summary of the event.



Work conditions

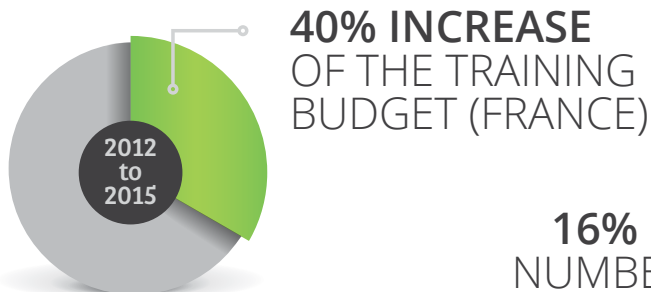
We aim to create good working conditions to prevent psychological risks or undue stress.

“All Radiall employees are entitled to working conditions that respect their health and dignity.”

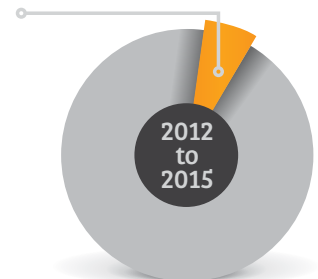
Our commitment (Radiall Social and Ethical policies)

Training and careers

At Radiall, we believe it is important to invest in our people, and allow them the opportunity to use their skills and expertise to contribute to the success of the organization. We also, believe that when employees use their skills, training and expert knowledge, we can provide customers the best possible results.



16% INCREASE IN
NUMBER OF HOURS
OF TRAINING
(FRANCE)



Our training policy aims to develop our employees' expertise, and focuses on:

- Enabling employees to improve their skills or to develop their professional expertise.
- Promoting both internal as well as external employability to keep up with changes in technology-based jobs or work organization.
- Offering a "Technical career ladder", with defined criteria and evaluation of experts by a dedicated committee in order to promote career expertise.

To help employees improve their skills and expertise, our Voreppe, Isle d'Abeau and Château-Renault (France) facilities have joined regional job mobility consortiums (Pôle de Mobilité Régional Isère and Touraine). These programs allow employees to benefit from free meetings with advisers on professional mobility, and learn about long-term training opportunities to develop new skills. By joining this association, Radiall empowers its employees to build their own career path.

"Employees are encouraged to develop their work skills through professional training"

Our commitment
(Radiall Social and Ethical policies)

Radiall community

We strive to offer a comfortable work environment for all employees and want employees to be excited and happy every day at work. This is because we believe that if employees feel like themselves at work the organization benefits. It ensures a better end-product, a better customer experience and a better work environment.

To support this belief the company promotes activities among colleagues at all sites.

FOCUS: YOGA CLASSES LAUNCHED IN RADIALl BANGALORE

In 2015, the first edition of the International Day of Yoga was started at Radiall India. A voluntary weekly yoga program was also put in place and was an initiative of Biju George, Radiall India Managing Director.

THE DAY I DECIDED TO TEACH YOGA AT WORK – BIJU GEORGE, RADIALl INDIA MANAGING DIRECTOR

Lifestyle diseases originate from a sedentary lifestyle – obesity, hyper tension, diabetes, etc. are a major threat to today's society. I am trying to do my little part, as a practitioner and instructor of the ancient science of Yoga, to make our people move and also to make them self-aware. The healthier the people, the happier they are!

Yoga is not another exercise regimen. It is a tool to control and silence the mind. A quiet mind leads to better awareness, focus and productivity, enriching an individual's personal and professional lives.

In June 2015, we did the first Yoga session in Bangalore. Then, we engaged external faculty to train our people regularly for 3 months. After that, many people started practicing on their own and many of the novices of last year have become experts and volunteers now. The number of people who participated in this year's Yoga Day on June 21st 2016 was extremely encouraging.



Radiall community

Soccer and running activities are a popular community sport for Radiall employees in France.



Employees from Château-Renault and Isle d'Abeau (France) participated in the local "10 kilometers of Tours" race.



45% OF WORKFORCE ARE WOMEN



Radiall has a long tradition of diversity in the workforce, dating back to its early days. Today, 45% of Radiall employees are women and we constantly strive to increase the level of diversity in technical or management positions. To achieve this, we look within the organization to achieve better representation of women in senior management positions as well as to have a better representation of men in production positions.

Equality

We are working to increase our workforce diversity and ensure everyone is treated equally by:

- **Avoiding any kind of bias when recruiting or promoting someone, with the use of specific tools and guidelines, to make sure only appropriate criteria is taken into consideration.**
- **Ensuring all employees are treated equally regardless of their gender, origin, age and sexual orientation.**

Radiall participates in the “My job is Cliché-Free” program to combat prejudices and stereotypes that influence education and career choices. We are also proud to be a signatory of the French Diversity Charter (Charte de la diversité en entreprise) which symbolizes our commitment to ban discrimination in the workplace.

At Radiall USA, we comply with Equal Opportunity laws and regulations which prohibit job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability or genetic information.

“The companies in the Radiall Group recruit, employ and promote employees based solely on their qualifications and skills needed to do their work. All forms of discrimination are forbidden, especially concerning age, disability, nationality, race, religion or sex.”

**Our commitment
(Radiall Social and Ethical policies)**

FOCUS: PROFESSIONAL EQUALITY AGREEMENT

In 2016, an update of the agreement dedicated to professional equality was signed in France with the labor unions. It includes specific measures that will contribute to gender equality in the French sites:

- *Better access to the industrial sector for the youth, through the increase of our youth actions and an active involvement in programs dedicated to help women enter the manufacturing world ("Engineer sciences for Women", "My job is Cliché-Free", etc)*
- *Financial aid for child care, school tutoring, etc*
- *Wage compensation to take into account the impact of a parental break longer than 1 year on an employee's pay increase*
- *Flexibility of the workday for working parents*



Disclaimers

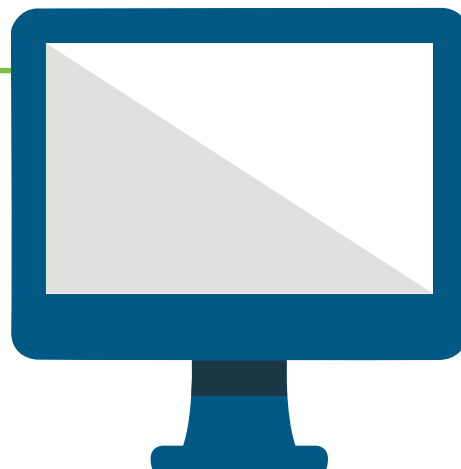
This report highlights only the main actions, goals and achievements regarding Radiall corporate social responsibility. Our readers and stakeholders should refer to the "Environmental, corporate and social information" section of Radiall's annual Financial reports to find the most complete and up-to-date data and information as well as the full data required by the Grenelle II Law of July 12th 2010, Article R. 225-105-1 of the Commercial Code and its corresponding Application Decree D. 2012-557 of April 24th 2012.

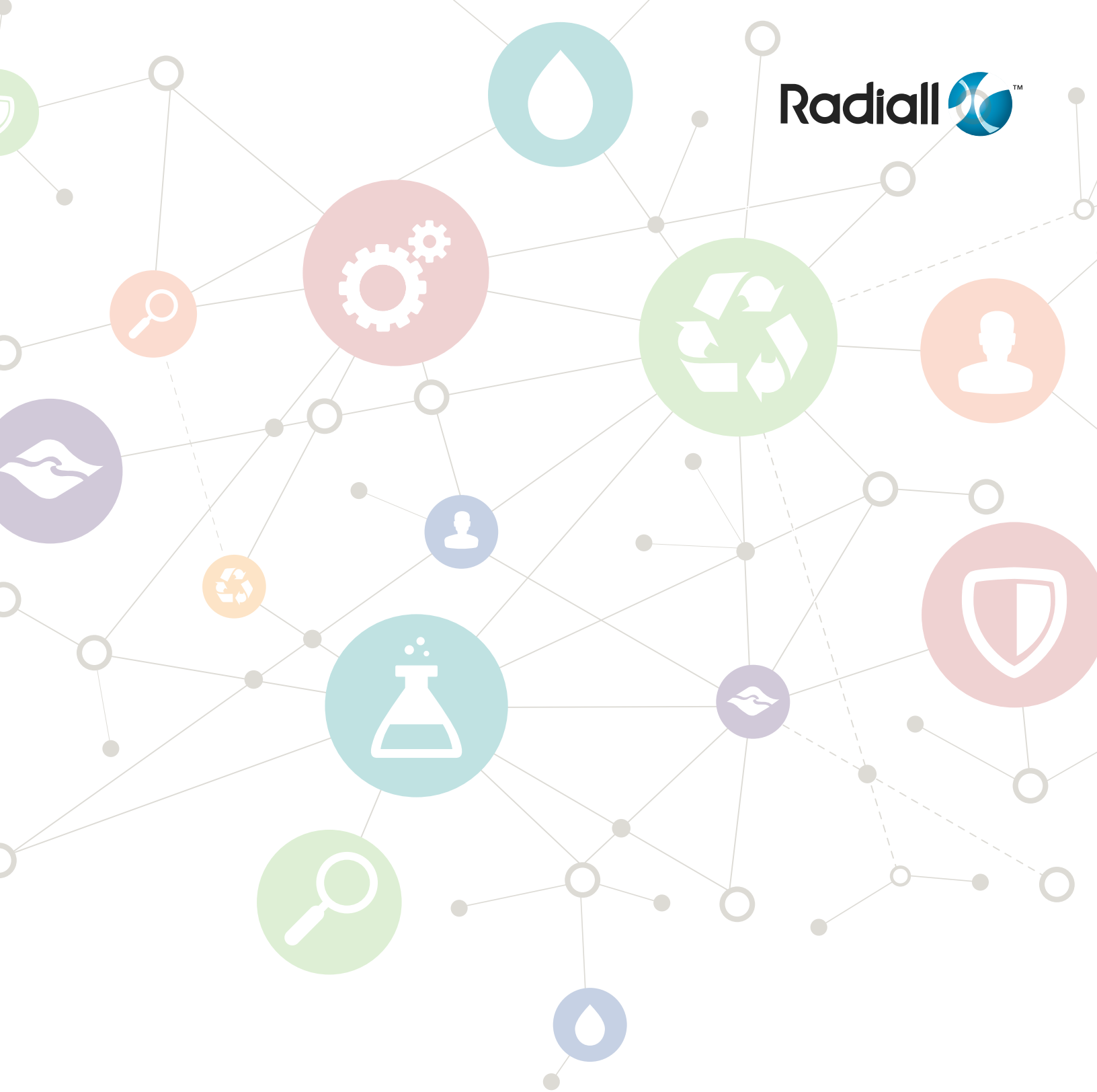
The annual reports can be consulted online at the following address:
<https://www.radiall.com/about/investors/annual-reports>

Related documents

The following documents referenced to in this brochure are accessible on the Radiall website.

- REACH and RoHS policy
- Social and ethical policies
- HSE policy





 **BETTER
CONNECTED**
Committed to Corporate Social Responsibility