



HEALTH, SAFETY AND WELL-BEING AT WORK



Our responsibility and our commitment are to create the conditions that guarantee the physical and mental integrity and health of all those present at our sites, and beyond that, a framework that promotes quality of life at work. The labour policy within the Group extends the positive and effective initiatives already under way, and also introduces a new trend of increased investment in prevention, both to improve working conditions and to promote an environment conducive to the development of our employees and our business activities.

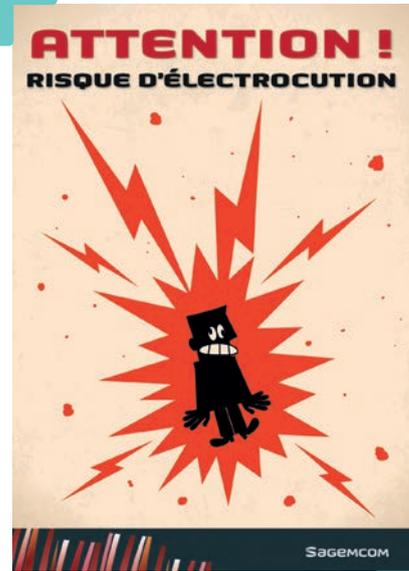


Eliminating danger, reducing risks, occupational diseases, serious accidents and the most frequent accidents, are all top priorities for Sagemcom. Our goal is to reach "0 accidents". While this objective represents a challenge, it remains the only one that is feasible with regard to the issues at stake and requires the involvement and concerted effort of everyone at every level.

Taking action to ensure safety at work

The safety of our employees is subject to a risk analysis for each business line. This allows us to anticipate risks as much as possible through preventive and protective measures, both individual and collective. This analysis is reviewed and updated each year but also every time a new activity or process is created. Central to our concerns are fire safety and protection against electric risks and exposure to chemicals. Various procedures have been established to manage the risks to the health and safety of employees:

- Risk assessment
- Legal requirements
- Validation of equipment
- Accident recording
- Preventive and/or corrective measures
- Management of dangerous products
- Treatment of dangerous products
- etc.



All of our employees are trained in occupational safety from the recruitment process onwards, and throughout their career within the Group. In order to minimise the risks, personal protection equipment is made available to everyone, in order to supplement the collective preventive actions .

In addition, employees are also involved in the definition of safety instructions: this is essential to ensure that the instructions and the associated equipment (gloves, glasses, etc.) are compatible with their daily lives.

We also take into account the technological developments affecting our production tools (for example the integration of automated lines) in the mapping and management of new risks. Safety analyses in every situation (including maintenance) are carried out, and specific rules are laid down. They are complemented by operator training sessions, and of course by the provision of suitable equipment.

The Group has therefore set up all the necessary means and equipment to detect and deal with emergency situations. These situations are tested annually or more frequently, depending on their impacts.

The results are then reported each month by the local management. An overview is held mid-year to verify that the actual results are in line with the objectives. Corrective measures are set up if this is not the case. The annual results are finally presented and analysed by the Executive Management.

Finally, in addition to the measures taken for production, processes have also been set up for teams handling electrical or gas products: as a result, even without certification, the same rules are applied to them. For example, every employee who works near an electrical product or machine must take training

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to become a qualified electrical worker. At the end of this training, and subject to passing the final exam, an electrical qualification certificate is then given. Dedicated safety systems for electric shocks, fires and explosions are also installed within our laboratories.

In Italy, within our factory in Citta di Castelo, a QSE (Quality Safety Environment) manager has been named to oversee the renovation of the plant and to ensure the health and safety of employees. Furthermore, international standards (ISO 14001 and 45001) are used as a reference for the management of the environment and safety on the site.



CERTIFICATION ISO 45001:

Sagemcom's safety policy is based on OHSAS 18001 certification, particularly for production sites. For example, our Tunisian production site, where the vast majority of our manufacturing is located, has been OHSAS 18001 certified by AFNOR since 2008, and ISO 45001 since 2018.

Within our Tunisian plants, every measure is taken to prevent risks (noise pollution, chemical products, psychosocial risks, etc.) to which our employees may be subjected. To preserve their health, working conditions are regularly audited and recommendations are issued, with a view to continuous improvement.

Taking care of our employees

Sagemcom does not intend to limit its commitment to safety, but wishes to commit to health as well by deploying a prevention initiative.



WORK POSTURE

Adjusting and arranging your computerised workstation properly allows you to adopt a natural and comfortable posture. For the planning to be profitable, your work must also be properly organised.

Regarding our Tunisian research and development teams, an extended medical service (contracted doctor, occupational doctor, physiotherapist, health and hygiene officers) is available to everyone every day of the week.

With this aim, the Group pursued action plans along several lines in 2019:

- Develop preventive and ergonomic procedures in the design of new tools and premises or the preparation before taking over a workstation and thus reducing the risks including the onset of Musculoskeletal Disorders (MSD). An e-learning module adapted to the group's activities was introduced to prevent the onset of MSDs, for example by addressing work on screens or handling operations. In Manaus, Brazil, the first 20 minutes of the working day are devoted to flexibility exercises before starting a job, to prevent MSDs. The success of this initiative resulted in its extension to our site in Taden, where staff members now do exercises to warm up their muscles before each shift. In 2019, the SS&T site also deployed a major project to prevent MSDs, supplemented by a communication campaign designed to promote best practices, especially in terms of posture. A safety day was organised on the Taden site, inviting employees to take part in a range of workshops (prevention of accidents at work, use of the rest room, etc.).



- Involve Occupational Health and Occupational Health Services, beyond medical surveillance, by providing advice designed to have employees participate in the process of preventing occupational risks (hardship, travel, etc.) but more generally to encourage employees to adopt healthy lifestyles. This advice is given either individually or during collective information and awareness

sessions, as in France or China, as part of information campaigns or visits to workshops, offices, or even during organising information and prevention campaigns. Let's take the example of "Pink October," a campaign set up on the SS&T site in Tunisia, aiming to make employees aware of the risk of heart cancer and ways of preventing it, or even "Diabetes Month," also at SS&T, which informs of the dangers and symptoms of diabetes. Our Tunisian factories are not left out with several actions such as screening for breast cancer, diabetes and high blood pressure as well as awareness campaigns on subjects such as breastfeeding.

Date	Time	Theme	Host	Site Mégrine
04/11/2019	10h - 12h	Diabetes and day-to-day hygiene	Dr. Meriem BEN SLEMA	Training room
11/11/2019	10h - 12h	Diet and Diabetes	Dr. Ines BECHA	VP room
18/11/2019	10h - 12h	1st emergency	Dr. Meriem BEN SLEMA	VP room
26/11/2019	9h - 12h	Diabetes test	Dr. Hana BEN YAHMED	Infirmary

Sign up with Sana Mastour and help out at the workshops.
YOUR HEALTH IS OUR PRIORITY

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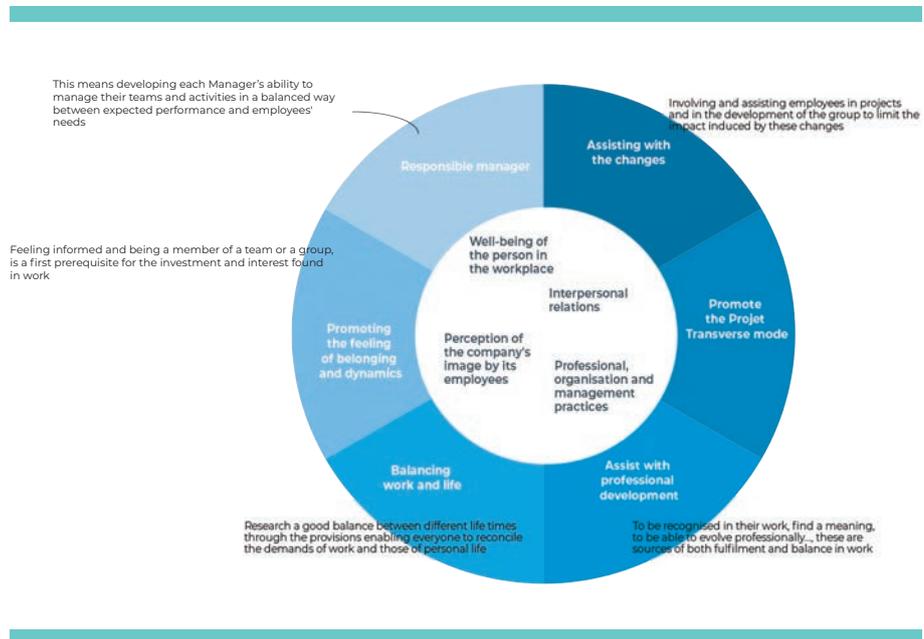
- Promoting access to a high level of healthcare and welfare coverage for every employee: regardless of their geographical location, Sagemcom provides its employees with reimbursement coverage for medical care, thus enabling them to preserve their health and, if necessary, that of their family.

Well-being at work, one of our central concerns

We pay close attention to the quality of life at work and we are developing initiatives to offer employees a working environment conducive to their development

and the reconciliation of their professional and personal lives, which also helps to develop our corporate performance.

The well-being of employees is dependent on the organisation of the company, its mode of operation, its management and dimensions such as the quality of interpersonal relations and personal guidance.



Sagemcom implements several initiatives on these themes:

- Particular attention is given to job organisation and workloads as well as their potential impact on employees' lives: the annual interview system that allows every employee to indicate their feelings about the workload, organisation and the balance between work and personal life, irrespective of the employee's working time (counted in hours, days with or without reference to working hours) or their geographical location came under closer scrutiny, and 100% of the escalated professional difficulties were addressed.
- Seeking to optimise the quality of life at work is also part of a process to prevent psychosocial risks. In France, a prevention plan was the framework for our approach and strives first and foremost to reduce the risks at the source in order to obtain deep and lasting improvements. The effects of the implementation of this policy are assessed every year, and the measures, if necessary, are updated within the framework of a Monitoring Committee in conjunction with the Staff Representatives and Occupational Medicine. The success of this method of prevention, confirmed by the Occupational Health Services, continued in 2019, with the deployment of a third action plan. In parallel, other measures are being taken in our subsidiaries, such as in China, to provide time and space for employees to unwind after the working day, with the organisation of daily sports sessions (tennis, basketball, etc.).
- The question of the balance between the different times of life is addressed through a number of specific measures. Numerous actions were taken in this field in France in 2019, in particular following the signing of an agreement on employees' right to disconnect in an attempt to regulate the use of digital tools. In addition to the existing outreach services at the Rueil-Malmaison site (conciierge service, transport shuttle, etc.), Sagemcom is helping to meet the demands of work and private life by addressing the demands of every aspect of parenthood by publishing a 360° guide to being a parent. The improved integration of the issues related to parenthood has also been extended to other countries, such as China, where further measures to organise working time have been taken to help new parents.

A close look at the modernisation of our industrial system

The group's growth strategy has seen a significant rise in our production volumes over recent years. We have moved on from around 20 million products per year, to more than 40 million in 2019. It is for this reason that our Group has chosen to increase its production capacity on different industrial sites with the aim of having a completely redesigned industrial system in 2020. High standards and quality must be met to guarantee our customers high-performance manufacturing methods that meet the latest industry standards.



The Sagemcom Multi-Energy site in Taden (Côtes d'Armor) comprises, over a surface area of 15,000 sq. m, two production buildings each with nearly 2,000 sq. m of floorspace, and is specialised in the manufacturing of Gazpar smart meters for Engie and Linky for Enedis. This industrial site is the result of the intention of Sagemcom and its employees to convert the former Dinan photo printers and fax consumables factory into smart metering. The initiative enabled the retraining of 32 employees in 2014. The Sagemcom MEI site currently has around 70 employees.



The Ezzahra site (Tunisia) was inaugurated in April 2019. This brand new site is dedicated to the manufacturing of our AVS and BBS products. As for the neighbouring Ben Arous site, it has been completely redesigned to meet the growing needs for the manufacturing of smart meters. By the end of 2020,

our two sites in Tunisia will have been redesigned to meet the requirements of the highest European standards!



The site of Sagemcom Italia SpA, in Città di Castello specialises in the manufacturing of multi-energy meters. Following the integration of Meter Italia into our Group, our subsidiary, Sagemcom Energy & Telecom benefits from a 6,500 sq. m production site with a high level of expertise in the production of multi-energy meters. In addition, by employing more than 300 employees, Sagemcom actively participates in the creation of new know-how in the local employment area.