



Sustainability Framework 2019-2021



	Focus Areas	Why it matters to us	Where we're at	Current Objectives	Where we are going
Our People	Workplace Safety	It is our responsibility to have robust systems and processes in place across all work sites to ensure the safety of our employees, contractors and visitors.	<ul style="list-style-type: none"> • Each employee is responsible and acts as a HSR. • Monthly company wide refresher training in addition to quarterly safety focus forums. • Annual Global Safety Day in September. 	<ul style="list-style-type: none"> • TRIFR1 = 0.0, TRIFR2 = 8.2, TRIFR = 20. • SUSA (Safe and Unsafe Acts and Conditions) = 700. • Zero Lost Time Injuries. 	<ul style="list-style-type: none"> • Each day Zero harm. • Embedding our values and growing our culture.
	Talent Management	Promotes employee loyalty, knowledge sustainability, encourages engagement, innovation and promotes personal and organisational growth.	<ul style="list-style-type: none"> • Talent and Succession Mapping through Individual Development Plan. • Agile Leadership model driving employee engagement. • Centralised use of MyClick® application. 	<ul style="list-style-type: none"> • Retain key talent. • 100% engagement in IDP process. • Employee and business succession planning. 	<ul style="list-style-type: none"> • Zero regretted losses. • Deployment of Agile leadership principles. • Year on Year improvement.
	Employee Engagement	Increases productivity, employee wellbeing, communication, quality control, teamwork and collaboration. Ensures alignment between the individual and the companies values and ethics.	<ul style="list-style-type: none"> • Annual Nexans Employee Opinion Surveys. • Employee Engagement Focus Groups and Wellbeing committee. • SQDCE and internal newsletters. 	<ul style="list-style-type: none"> • To improve Nexans Employee Opinion Survey response rate to 80%. • Improvement in collaboration, innovation, teamwork and communication. 	<ul style="list-style-type: none"> • A team driven culture.
Our Partners	Social Responsibility	Nexans is committed to ensuring fair and ethical trade and it is mandated to our partners. We are committed to our values and ethics.	<ul style="list-style-type: none"> • All Partners compliant to Nexans CSR Charter. • Nexans Compliance week programme. • Nexans GMP programme. 	<ul style="list-style-type: none"> • 100% of Vendors have signed Nexans CSR policy; • 100% of Suppliers have signed Nexans CSR policy. 	<ul style="list-style-type: none"> • The Nexans CSR Charter inherent and applied to entire value chain.
	Relationships and Commitment	Alignment to business partners based on fundamental principles enables true partnering and value creation.	<ul style="list-style-type: none"> • Mutually constructed manner in which business is performed. • Consistent dialogue and interaction supported by CRM. • Request feedback to enable improvement in our offering. 	<ul style="list-style-type: none"> • Supplier Audits and Performance monitoring. • Transparency with all stakeholders, including Government and local councils, Worksafe etc. 	<ul style="list-style-type: none"> • All stakeholders have clarity on the business' vision, mission and positioning strategies.
	Our Planet	Environmental sustainability, Nexans commitment to reduce emissions and reduce the use of hazardous substances in processing and in finished products.	<ul style="list-style-type: none"> • Consistent and objective audit of suppliers stipulating environmental compliance and process. • Optimising purchasing specifications and best practices to enable growth in recycling. 	<ul style="list-style-type: none"> • KPI Targets for 2019: • Reduction in % to landfill. • Increase in % to recycling. 	<ul style="list-style-type: none"> • Achievement of stretched year on year improvement ratios.
Our Products	Sustainable Pricing	Improved efficiency and productivity supports lower cost manufacturing to allow for sustainable, competitive offers to our partners.	<ul style="list-style-type: none"> • Development of preferred materials. • Continually improving export and packaging expenses. 	<ul style="list-style-type: none"> • Target set for Net Promoter Score. • Target for value generated through new material trials. • Nexans University, e-learning and Customer Interface. 	<ul style="list-style-type: none"> • Year on Year reduction of waste within the business operation of 5% whilst maintaining current rate of R&D expenditure.
	Materials	To comply with regulations and meet the needs of our customers and their environments.	<ul style="list-style-type: none"> • Continuous development of products and design. • Direction in place to move more LSZH product options. • Affiliation and membership in ILFI, Declare and NZGBC. 	<ul style="list-style-type: none"> • Maintain ISO accreditation. • Maintain Nexans EHP label. 	<ul style="list-style-type: none"> • Achieve and maintain 100% accreditation in each strategic and mandatory accreditation requirement.
	Circular Economy	To ensure cable manufacturing continues locally (in NZ) whilst keeping New Zealand clean and green.	<ul style="list-style-type: none"> • We offer an End of life management commitment. • Use of recycled raw materials and in process waste materials. 	<ul style="list-style-type: none"> • Recycling pilot program for customers. • Zero notices or breaches from authorities. 	<ul style="list-style-type: none"> • Year on Year improvement in implemented circular economy statistics + planned outlook for additional opportunities.
Our Planet	Environmental Management	Maintaining a high level of environmental management at our manufacturing, distribution centres and sales offices.	<ul style="list-style-type: none"> • Monthly Environmental audits. • Maintaining requirements to ISO 14001:2015. • Nexans EMP initiatives. 	<ul style="list-style-type: none"> • Monthly Audits completed. • Measuring improvement process. 	<ul style="list-style-type: none"> • Year on Year improvement from base of Y-1 of 5%.
	Waste and Emissions	Protecting our environments from the risks of emissions and waste releases.	<ul style="list-style-type: none"> • Production waste streams are identified, monitored and controlled. • Ongoing and measureable reduction projects. 	<ul style="list-style-type: none"> • KPI Targets for 2019: • Water usage, electricity, waste (per CET). • Powerfactor. 	<ul style="list-style-type: none"> • Year on Year improvement from base of Y-1 of 5%.
	Energy Efficiency	Optimise our energy consumption through logical applications and processes.	<ul style="list-style-type: none"> • Implementing energy measurement at machine level. • Planned replacement projects for obsolete lighting to LED. 	<ul style="list-style-type: none"> • Lighting replacement. • Cooling towers and machine optimisation. • Electricity usage and Powerfactor monitoring. 	<ul style="list-style-type: none"> • Year on Year improvement from base of Y-1 of 5%.