

The 2008 sustainable development barometer

The BIC approach relies on BIC Group performance measurement for all sustainable development issues. BIC has set itself ambitious, yet realistic objectives out to December 2010, monitored through 10 indicators, combined into the BIC barometer.

The barometer constitutes a guidance tool, used by BIC staff management, which oversees and reviews action plans each quarter; it also provides a guideline for the daily activities of the different teams concerned.

Global barometer

The global barometer shows the average of the ten specific indicators. That way, it demonstrates the progress.

BIC 2008 **73%**



2008: global progress was an **advance of 15 points**, mainly thanks to measuring the environmental impact of products and to actions regarding work-related accidents.

PRODUCTS

Environment

BAROMETER 1
Measure the environmental performance of BIC® products

- Stationery **51%**
- Lighters **80%**
- Shavers **80%**



In 2010, 80% of BIC® products will have been eco-measured.

2008: eco-measurement of BIC® products was conducted, thanks to internal tools, or by outside consultants. Work continued throughout 2008. Targets set for 2010 have already been achieved for Lighters and Shavers. Eco-measurement for Stationery products, with many more references, is ongoing with priority on our best-selling products.

BAROMETER 2
Propose BIC® Stationery products with environmental benefits

- Stationery **37%**



In 2010, 50% of BIC® Stationery products will have environmental benefits. BIC's action is based on three criteria:
→ light and long-lasting (i.e. 3g per km of writing),
→ made from recycled materials,
→ refillable.

2008: an advance of 1 point, set to accelerate in 2009, with products based on recycled materials, launched recently, and the development of refillable products.

BAROMETER 3
Propose eco-optimized packaging

- Packaging **76%**



In 2010, the product weight/packaging weight ratio will have increased by 5%.

2008: The ratio was changed to include all BIC® products in the Group's primary marketplaces (USA, Europe and Brazil), instead of just the five category-leading products.

INDUSTRY

Management systems

BAROMETER 4
Deploy and maintain management systems in the BIC factories

- Environment MS **88%**
- Health & Safety MS **85%**



In 2010, BIC factories will have deployed management systems for the Environment and Health & Safety.

2008: inclusion of new sites represents progress, but also resulted in a decline of 11 points and 13 points, respectively, for the two indicators.

Energy

BAROMETER 5
Reduce GHG emissions from our production activities by 5%

- Factories **7%**



In 2010, BIC factories will have reduced GHG emissions (from direct and indirect electricity consumption) by 5% per ton of product produced.

2008: emissions reduction does not reflect the positive gains of earlier energy efficiency programs, conducted between 2005 and 2007 (improved ratio of 7.5%).

Transportation

BAROMETER 6
Reduce GHG emissions from our transport operations by 5%

- International transportation **100%**



In 2010, the GHG emissions of international transport operations will be reduced by 5% per ton of product transported.

2008: emissions measured on flows for transportation operations on the main continents, where BIC is present, declined by more than 5%.

SOCIAL

Working conditions

BAROMETER 7
Reduce workers' accidents

- Incidence rate **95%**
- Severity rate **78%**



In 2010, 100% of BIC factories will have lower accident incidence and severity rates than the French sector average.

2008: improvement in these two indicators was 17 points and 5 points.

BAROMETER 8
Deploy and maintain the BIC Group Code of Conduct

- BIC factories **83%**
- Global contract manufacturers **86%**
- Local contract manufacturers **35%**
- Licensed manufacturers **83%**



In 2010, BIC factories, global and local contract manufacturers and licensed manufacturers will have signed the BIC Group Code of Conduct, will have been assessed by or with the support of an independent agency, and will have implemented or will be implementing the BIC CSR program.

2008: priority was on subcontractors in charge of manufacturing products for worldwide distribution. In fact, that is virtually all subcontractors and nearly the entire subcontracting activity.

Training

BAROMETER 9
Develop employees' employability

- Training **78%**
- Satisfaction **100%**



In 2010, BIC employees will get 20 hours of training per year and training satisfaction scores will reach a minimum of 80 out of 100.

2008: the training indicator increased by 5 points. Employee satisfaction was determined by an outside consultancy firm.

Donation

BAROMETER 10
Strengthen our commitment towards our communities

- Contribution **> 0.5%**



In 2010, BIC will contribute more than 0.5% of pretax profits toward its communities: product donations, financial aid for philanthropic organizations.

2008: BIC's contribution once again surpassed 0.5% of pretax profits.