



2.6.4. INDICATORS TABLE

Environmental indicators	Barometer	Unit	2013	2014	2015
Management systems of factories					
Factories with environmental and health & safety management systems (or with implementation under way)		%	99.7	89.0	89.0
BIC employees working in ISO 14001 certified factories (or engaged)		%	81.0	84.0	80.0
Energy consumption					
Annual energy consumption		Gigajoules	1,100,313	1,113,281	1,157,395
Annual energy consumption normalized to production	Barometer	Gigajoules per ton	12.68	12.22	12.16
Greenhouse gas (GHG) emissions					
Total amount of annual GHG emissions		tCO ₂ -e	93,679	94,375	98,855
• Direct GHG emissions		tCO ₂ -e	9,354	8,941	9,275
• Indirect GHG emissions		tCO ₂ -e	84,325	85,434	89,580
Total amount of annual GHG emissions normalized to production		tCO ₂ -e/ton	1.079	1.035	1.038
Water consumption					
Annual water consumption		m ³	606,884	568,084	551,968
Annual water consumption normalized to production	Barometer	m ³ /ton	6.99	6.23	5.80
Waste production					
Annual waste production		Tons	22,682	23,575	25,118
• Non-hazardous waste		Tons	20,314	20,744	22,036
• Hazardous waste		Tons	2,368	2,831	3,082
Annual production of waste normalized to production		Tons/tons	0.261	0.259	0.264
Annual production of non-recycled waste normalized to production	Barometer	Tons/tons	0.0794	0.0780	0.0830
Recovered waste		%	84	84	83
Transportation					
GHG emissions related to intra-company transport*		tCO ₂ -e/ton of products	0.592	0.662	0.633
Intra-company transport operated without air freight	Barometer	%	98.03	98.15	98.09
Products					
Products certified with the French <i>NF Environnement</i> ecolabel			22	22	22
Innovative responsible products launched	Barometer		n/a	2	4**
Products adapted to developing market created	Barometer		n/a	2	7**
Products that have at least one environmental benefit*	Barometer	%	49.9	49.6	50.0
Packaging					
BIC cardboard packaging from a certified and/or recycled source	Barometer	%	75.9	87.7	90.3
BIC plastic packaging PVC free	Barometer	%	70.6	78.2	83.1

* BIC Graphic (Advertising and Promotional Products) excluded.

** For 2014 and 2015



Social indicators	Barometer	Unit	2013	2014	2015
Group workforce					
Total workforce (full-time equivalent) – BIC Group			10,762	11,025	11,144
• Permanent employees			9,373	9,550	9,640
• Temporary workers			1,389	1,475	1,504
Voluntary turnover		%	7	8	8
Workforce by region					
Permanent workforce by geographical area					
• Europe		%	40.0	40.5	40.7
• North America		%	24.0	24.0	24.0
• Developing countries		%	36.0	35.5	35.3
Workforce by activity					
Permanent workforce by activity					
• Manufacturing and R&D		%	62	63	63
• Distribution, marketing et G&A		%	19	19	18
• Sales force and customer service		%	19	18	19
Training, career management and engagement					
Employees that have received one training		%	85	92	92
Number of training days		days	17,791	20,293	24,079
Number of training days per employee		days	1.89	2.21	2.70
Number of training hours per theme		hours	142,327	162,347	192,633
• Technical training		hours	101,762	100,837	132,782
• Leadership skills		hours	17,921	21,648	25,867
• BIC culture		hours	22,644	35,384	25,408
• Health & Wellbeing		hours	n/a	4,478	8,576
Internal promotion rate among managers (levels 3 to 6)					
• External recruitment		%	36	35	34
• Internal recruitment		%	64	65	66
Participation rates in surveys	Barometer	%	84	90.5	85.1
Internal development moves and promotion rate	Barometer	%	25	30.5	31.5
Diversity					
Percentage of women in management and workforce					
• Board of Directors		%	30	30	30
• Leadership Team		%	10	18	20
• Managers (highest levels: 3 to 6)		%	28	29	29
Safety					
Incidence rate of workers' accidents in the factories (accidents with temporary or permanent incapacity)	Barometer	Number per million hours worked	8.43	6.67	6.28
Severity rate of workers' accidents in the factories (in days of temporary incapacity)	Barometer	Number per thousand hours worked	0.27	0.31	0.26
Absenteeism					
Absenteeism rate (excluding on-site accidents and maternity)		%	1.4	1.5	1.5





OUR ENVIRONMENTAL, SOCIAL, AND SOCIETAL RESPONSIBILITY
Milestones

Societal indicators	Barometer	Unit	2013	2014	2015
Respect for Human Right in the workplace					
Net sales from BIC® products manufactured in its own factories		%	84.6	84.6	86.0
BIC permanent employees working in countries with no Human Rights risk ^(a)		%	80.0	80.4	81.0
BIC factories located in countries with no Human Rights risk ^(a)		%	84	83	86
Contract manufacturers located in countries with no Human Rights risk ^(a)		%	33	22	28
Contract manufacturers that have been audited using assessment tools that include a rating system and will be monitored on an ongoing basis	Barometer	%	-	26.8	75.7
Net sales in countries with no Human Rights risk ^(a)		%	87.3	87.4	88.3
Sponsorship					
Contribution to communities (percentage of the Group's pretax profit)		%	>0.5	0.49	>0.7

(a) Source: Freedom House.

