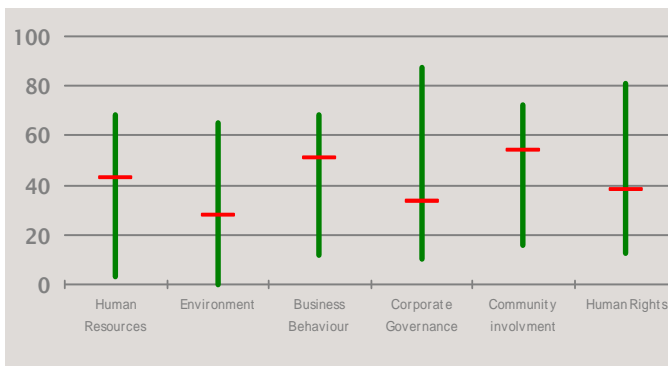


Environmental, social and governance performance of the company

Company's performance - in comparison with its sector (min - max)

Domains min -- /max ++	Scores 08a/2008	Rating 08a/2008	Scores 10/2009	Rating 10/2009
Human Resources	46	=	43	=
Environment	27	=	28	=
Business Behaviour	50	=	51	=
Corporate Governance	40	=	33	-
Community Involvement	32	=	54	+
Human Rights	50	=	38	=



The **score** represents the company's CSR commitment on a scale of 0 to 100. It is based on the analysis of company's policies and their effective implementation.

The **rating** is the positioning of the company's performance compared to its sector.

- ++** the company is ranked as a leading performer in its sector
- +** the company is ranked as an active performer in its sector
- =** the company is ranked as an average performer in its sector
- the company is ranked as a below average performer in its sector
- the company is ranked as a poor performer in its sector

Human Rights: fundamental human rights, freedom of association, non-discrimination, forced & child labour

Environment: incorporation of environmental considerations into the manufacturing and distribution of products, and into their use & disposal

Human Resources: labor relations, working conditions, health and safety, career development and training, remuneration system

Business Behaviour: relationship with clients, suppliers & sub-contractors, prevention of corruption & antitrust

Corporate Governance: board of directors, audit and internal controls, treatment of shareholders, executive remuneration

Community Involvement: impacts on local communities, contribution to social and economic development, general interest causes