

Social indicators

	2017	2016	2015
NEXANS GROUP			
TOTAL HEADCOUNT	26,308	26,258	26,607
Europe	15,272	14,849	15,194
Asia-Pacific	2,737	2,882	2,707
North America	3,341	3,227	3,415
South America	1,389	1,540	1,585
Middle East, Russia, Africa	3,569	3,760	3,706
CABLES BUSINESS			
HEADCOUNT, CABLES BUSINESS	16,111	16,329	16,606
% female employees	16%	16%	16%
% female managers (into manager population)	22%	23%	22%
Average age	43.6 years	43.5 years	43.5 years
Average length of service	13.1 years	13.1 years	13.1 years
% temporary employees	6.8%	5.2%	8.5%
Disabled employees ⁽¹⁾	304	365	333
EMPLOYMENT DATA			
Natural departures	-1,501	-1,375	-2,316
Restructurings	-237	-389	-520
New hires	1,678	1,488	2,289
Impact of changes in Group structure ⁽²⁾	-182	-3	-187
Transfers ⁽³⁾	24	12	10
Employee turnover rate ⁽⁴⁾	7.6%	6.7%	7.9%
Overtime rate ⁽⁵⁾	6.2%	6.1%	5.7%
Part-time contracts	389	394	477
% fixed-term contracts	7.8%	8.9%	7.9%
Absenteeism rate	4.4%	4.6%	5.2%
HEALTH AND SAFETY			
Global workplace accident frequency rate ⁽⁶⁾	3.03	2.62	2.75
Number of entities with a zero accident	35	34	35
Global workplace accident severity rate ⁽⁷⁾	0.17	0.18	0.18
TRAINING			
Total number of training hours	258,078	233,029	237,087

(1) This figure does not take into account countries where this information is not disclosed due to local regulations.

(2) In 2015 and 2016, the impact of changes in Cables business are -187 and -3, and not 1 and 7.

(3) In 2015 and 2016, transfers within the Cables business are 10 and 12, and not -58 and 60.

(4) Personal turnover rate = number of departures (resignations, contract expirations, individual terminations, death) excluding departures due to retirement, restructurings, business disposals and employee mobility transfers/average headcount x 100.

(5) Overtime rate = number of overtime hours worked/total number of hours worked.

(6) Global workplace accident frequency rate = total number of workplace accidents with more than 24 hours of lost time/total number of hours worked x 1,000,000. This rate relates to internals and externals.

(7) Global workplace accident severity rate = total number of lost work days (due to accidents at work)/total number of hours worked x 1,000. This rate relates to internals and externals.

Presentation of the Group and its activities	Corporate governance	Main risk factors and risk management	Corporate Social Responsibility	Financial statements	Information about the share capital and ownership structure	Additional informations	Concordance tables
p. 6	p. 28	p. 70	p. 90	p. 136	p. 236	p. 252	p. 274

	2017	2016	2015
HARNESSES BUSINESS			
HEADCOUNT, HARNESSES BUSINESS	10,197	9,929	10,001
Europe	5,925	5,691	5,836
Asia-Pacific	550	569	423
North America	1,859	1,796	1,894
Middle East, Russia, Africa	1,863	1,873	1,848
% female overall employees	59%	59%	60%
% female managers (into manager population)	20%	19%	15%
Average age	34.5 years	34.3 years	33.9 years
Average length of service	4.8 years	4.6 years	4.3 years
EMPLOYMENT DATA			
Natural departures	-3,953	-4,068	-4,185
Restructurings ⁽¹⁾	-2	-140	-8
New hires	4,351	4,184	4,462
Impact of changes in Group structure ⁽²⁾	0	-50	79
Transfers ⁽³⁾	-128	2	210
HEALTH AND SAFETY			
Overall workplace accident frequency rate ⁽⁴⁾	0.3	0.4	0.9
Overall workplace accident severity rate ⁽⁵⁾	0.00	0.01	0.01
TRAINING			
Total number of training hours	72,275	127,061	49,444

(1) In 2016, restructuring for Harnesses business are -140 and not -1400.

(2) In 2016, the impact of changes in Harnesses business are -50 and not -0.

(3) In 2015 and 2016, transfers within the Harnesses Business are 201 and 2, and not -71 and 0.

(4) Global workplace accident frequency rate = total number of workplace accidents with more than 24 hours of lost time/total number of hours worked x 1,000,000. This rate relates to internals and externals.

(5) Global workplace accident severity rate = total number of lost work days (due to accidents at work)/total number of hours worked x 1,000. This rate relates to internals and externals.

CSR concordance tables

The CSR concordance tables are available in section 8.4.

The concordance tables include the following:

- The concordance between articles R225-104 et seq. of the French Commercial Code and the GRI-G4 indicators,
- The concordance with the principles of the Global Compact.