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SOCIAL INDICATORS

NEXANS GROUP

	Evolution	2019	2018	2017
NEXANS GROUP				
TOTAL HEADCOUNT	↘	25,945	27,058	26,308
Europe	↘	14,142	15,448	15,272
Asia-Pacific	↘	2,317	2,414	2,737
North America	↘	3,199	3,470	3,341
South America	→	1,372	1,369	1,389
Middle East, Russia, Africa	↗	4,915	4,357	3,569
% Female managers (into manager population)	↗	24%	23%	22%
EMPLOYMENT DATA				
Absenteeism rate	↗	5,5%	5,2%	5,9%
SAFETY				
Global workplace accident frequency rate ⁽¹⁾	↗	2,70	2,01	2,02
Global workplace accident severity rate ⁽²⁾	→	0,15	0,14	0,11
TRAINING				
Total number of training hours	↘	538,092	603,301	330,353

(1) 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. As of 2019, this rate concerns the internal and temporary workers. Beforehand, it integrated internals and externals.

(2) Global workplace accident severity rate = total number of lost calendar days (due to accident at work)/total number of hours worked x 1,000. As of 2019, this rate is available for internals only. Beforehand, it integrated internals and externals.

CABLE BUSINESS

	Evolution	2019	2018	2017
CABLE BUSINESS				
HEADCOUNT CABLE BUSINESS	↘	15,454	15,930	16,111
% Female overall employees	→	16%	16%	16%
% Female managers (into manager population)	↗	24%	23%	22%
Average age (years)	↗	44.2	43.8	43.6
Average length of service (years)	→	12.5	12.7	13.1
% Temporary employees	↗	7.3%	7.0%	6.8%
Disabled employees ⁽³⁾	↗	378	314	329
EMPLOYMENT DATA				
Natural departures	↘	-1,605	-1,705	-1,501
Restructuring	↘	-309	-215	-237
New hires	↘	1,418	1,727	1,678
Impact of changes in Group structure	↘	0	32	-182
Transfers	↗	1	-20	24
Employee turnover rate ⁽⁴⁾	→	10.4%	10.6%	9.3%
Overtime rate ⁽⁵⁾	↘	5.5%	6.0%	6.2%
Part-time contracts	↘	341	394	389
% Fixed-term contracts	↘	5.8%	6.6%	7.8%
Absenteeism rate	→	5.0%	4.8%	4.4%
SAFETY				
Global workplace accident frequency rate ⁽¹⁾	↗	4.06	3.15	3.03
Number of sites having zero accident	↘	32	42	35
Global workplace accident severity rate ⁽²⁾	↗	0.26	0.23	0.17
TRAINING				
Total number of training hours	↘	225,225	283,646	258,078

(1) 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. As of 2019, this rate concerns the internal and temporary workers. Beforehand, it integrated internals and externals.

(2) Global workplace accident severity rate = total number of lost calendar days (due to accident at work)/total number of hours worked x 1,000. As of 2019, this rate is available for internals only. Beforehand, it integrated internals and externals.

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

(4) Personal turnover rate = number of natural departures (resignations, contract expirations, individual terminations, retirement, death) excluding departures due to restructuring, business disposal and employee mobility transfers/average headcount x 100. New formula since 2018, data recalculated for 2017. For the Harnesses business, it should be noted that turnover is inherent in the very agile business model of this activity, which generates numerous hires on fixed-term contracts and then departures at the end of the contract.

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

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HARNESSES BUSINESS

	Evolution	2019	2018	2017
HARNESSES BUSINESS				
HEADCOUNT HARNESSES BUSINESS				
Europe	↘	10,491	11,128	10,197
Asia-Pacific	↗	509	389	550
North America	↘	1,694	1,985	1,859
Middle East, Russia, Africa	↗	3,190	2,700	1,863
% Female overall employees	→	60%	60%	59%
% Female managers (into manager population)	↗	21%	20%	20%
Average age (years)	→	34,8	34,5	34,5
Average length of service (years)	→	5,0	4,8	4,8
EMPLOYMENT DATA				
Natural departures	↗	-4,808	-4,642	-3,953
Restructuring	↘	-150	-209	-2
New hires	↘	4,369	5,781	4,351
Impact of changes in Group structure	→	0	0	0
Mobility (net variation)	↗	-1	1	-128
Employee turnover rate ⁽⁴⁾	↗	43,9%	42,4%	39,6%
Absenteeism rate	↗	6,2%	5,7%	8,4%
SAFETY				
Global workplace accident frequency rate ⁽¹⁾	↗	0,74	0,29	0,27
Global workplace accident severity rate ⁽²⁾	→	0,01	0,00	0,00
TRAINING				
Total number of training hours	↘	312,867	319,655	72,275

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(2) Global workplace accident severity rate = total number of lost calendar days (due to accident at work) / total number of hours worked x 1,000. As of 2019, this rate is available for internals only. Beforehand, it integrated internals and externals.

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(4) Personal turnover rate = number of natural departures (resignations, contract expirations, individual terminations, retirement, death) excluding departures due to restructuring, business disposal and employee mobility transfers / average headcount x 100. New formula since 2018, data recalculated for 2017. For the Harnesses business, it should be noted that turnover is inherent in the very agile business model of this activity, which generates numerous hires on fixed-term contracts and then departures at the end of the contract.

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CSR CROSS-REFERENCE TABLES

The CSR cross-reference tables are available in section 8.4. These tables include the following components:

Cross-references between Articles R.225-104 et seq. of the French Commercial Code and the GRI-G4 indicators,

Cross-references with the principles of the Global Compact.