



2014/15 CSR SCORECARD

This scorecard provides an overview of our CSR targets and performance between 1 January 2014 and 31 December 2015. Comparative data is included where available. Interactive data graphics are available online at saint-gobain.co.uk/CSR

INDICATOR	TARGET	TARGET DATE	STATUS	2015	2014	2013	NOTES EG SCOPE/TIME PERIOD/ INCLUDES/EXCLUDES	
	1.1 MultiComfort Buildings	New build and renovation reference exemplars developed in residential and non-residential sectors	2020	New	2 [underway]	1 [underway]		1 New Build started in 2014 to complete 2016, 1 Renovation underway in 2015 to finish September 2016
	1.2 Sustainable construction leader	55%+ score for leadership in sustainable construction	2020	New	35%*	35%		*Next Barometer planned for 2017
	1.3 Eco-innovation	150 colleagues trained by end 2015	2015	Achieved	168	142	5	
	1.4 Environmental Product Declarations	% of products (by turnover) covered by verified EPD's - 82% by 2018	2018	New	70.8%*			*only refers to construction materials manufacturing businesses
	1.5 Customer training in sustainable buildings	250,000 hours (aggregate) of customer training provided between 2013-2020	2020	On track	67,243*	48,574	43,936	*Includes 28,776 via Greenworks Academy and 38,467 via Saint-Gobain Technical Academies
	1.6 Construction apprentices and student training	4,000 students/apprentices trained each year via Thistle College Partnership*	2020	New	3,800	4,000+		*Delivered via online learning hub
Number of apprentices trained at Saint-Gobain Academies			Replaced	NA	24	73	We now partner with 4 colleges nationally to support delivery of Interior Systems apprenticeships. 70 apprentices and 21 students supported in 2015-16 academic year. Saint-Gobain Technical Academies now focus on delivery of specialist upskilling programmes (SUP) for qualifying candidates to NVQ Level 2. This is in support of the FIS 2020 strategy to qualify circa 23,500 tradespeople in the sector without a Level 2 qualification.	
	2.1 Environmental management systems	100% of sites ISO 14001 certified	2020	New				
		Concerned sites			97.7%	96%		
		Retail sites			67%	67%		
2.2 Raw materials	100% sustainable timber	2020	On track	98%	98%	96%		
	FSC certified			66%	72%	61%	2015 change in FSC/PEFC is due, in large measure, to one major contract change from a FSC to PEFC source	
	PEFC/controlled wood sources			32%	26%	35%		
	Due diligence, legally verified			1%	2%	2%		
	Reclaimed/recycled			0%				
	Limited knowledge			0%		1%		
	100% FSC pallet procurement	2015	Achieved	100%	100%			
	Establish process for measuring pallet re-use	2016	New	on track	NA			

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2.3 Waste	Zero production waste to landfill by 2020	2020					
	Total landfill (tonnes)*		Behind	10,493	11,549	10,801	2.8% decrease in 2015 vs 2013
	Waste generated (tonnes)*			29312	30,759	34,747	
2.4 Water	Reduce water use by 15% (2010 baseline)	2025	Behind				
	Total water withdrawn [excl mines] (m3)			2,119,796	2,092,360	1,927,112	Water withdrawn: 7.3% increase on 2013 baseline
	Total water discharged (m3)			947,954	955,895	929,969	2013 figure corrected and restated. 2015: 1.9% increase on 2013 baseline
2.5 Energy & carbon	2% reduction in total energy use per annum (2010 baseline) - A total of 15% reduction by 2025	2025	New	2,193,979	1,940,994	1,782,715	Total energy - gas and electricity - in MWh. See footnote for more information on change in scope.
	Electricity consumption (MWh)			381,633	250,112		
	80% low carbon electricity sources	2030	On track				
	Conventional grid			35%	56%	63%	
	Low carbon electricity			65%	44%	37%	This includes electricity purchased through our Power Purchase Agreement. In 2015 this was 6% and in 2014 14%
	2020 reduction in CO2 emissions (2013 baseline)	2025	New				
	Scope 1 direct: emissions from concerned sites and SGBD sites (tonnes)		New	346,251	355,888	329,278	See footnote for more information on change in scope.
	Scope 1 direct: SGBD car and commercial fleet (tonnes)		New	66,500	NA	NA	2015 is a baseline year, with the data available for the first time.
Scope 2 indirect: purchased electricity (tonnes)		New	180,330	135,310	NA	See footnote for more information on change in scope.	
2.6 Environmental Events (EVE1&2)	Zero EVE 1 & 2	2020	New				
	EVE1	2020	On track	0	0		
	EVE2	2025	Behind	58	64		
2.7 Biodiversity	Assessment of species within 5 miles (100%)	2020	New	34	NA		% age of concerned sites
	Action plans for concerned sites (100%)	2020		34	NA		% age of concerned sites

KEY:  INVENT SUSTAINABLE BUILDINGS

 LIMIT OUR ENVIRONMENTAL IMPACTS

An enlarged scope is in place for 2015 data, covering both concerned manufacturing sites and SGBD sites. 2013/2014 scope did not include SGBD sites. SGBD were calculated using CRC 2014/15 conversion factors.

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INDICATOR	TARGET	TARGET DATE	STATUS	2015	2014	2013	NOTES EG SCOPE/TIME PERIOD/ INCLUDES/EXCLUDES
3.1 Top Employer	Top Employer recognition	2020	New	Recognised	Recognised	Recognised	
	10 brands in Best Places to Work	2025	New	0	0		
	Zero businesses with engagement score <75%	2020	New	Awaiting Data	12	14	Data for businesses that conducted a survey that year
	100% of businesses with an absence level <2%	2020		13.3% [2/15]	23.5% [4/17]		
3.2 Diversity	Gender diversity*						*UK only
	Management male			85%	85%	87%	
	Management female (target 30% by 2020)	2020		15%	15%	13%	
	Non-management male			82%	80%	83%	
	Non-management female			18%	20%	17%	
	BITC Diversity and Wellbeing Benchmark: gold	2022	New	Still awaiting result			
	BITC Opportunity Now: gold		Replaced	NA	Silver		Business in the Community (BITC) has replaced its Opportunity Now award programme with the new Diversity and Wellbeing Benchmark
3.3 Safety	Employees under 26			11%	10%	7%	
	Zero lost time injury rate (TF1)	2020	On track	1.4	1.1	1.1	
3.4 Wellbeing	Zero total recordable incident rate (TF2)	2020	On track	2.8	2.7	6.8	
	25% increase in positive responses to wellbeing questions (2014 baseline)	2020	New	88%	65%		
	AXA Health age down 5yrs (2014 base)	2020	New	43.1	43.6 yrs		
3.5 Training and career development	AXA Health age down 10yrs (2014 base)	2030	New	43.1	43.6 yrs		
	Employees undertaking training during the year						
	Total training hours			157,264	147,000	137,899	This includes formal face-to-face and e-learning. A wide range of informal training activity is not included here.
	Average training hours per employee			9.19	8.64	8.16	
3.6 Academic partnerships	Total career moves			306	170	141*	*2014/ 2015 data includes internal promotions; moves between businesses; moves between functions; international mobility. 2013 data excludes promotions.
	6 (min) university partnerships in key knowledge areas	2018	New	10+	10		
4.1 Supply chain	Number of BES 6001 Responsible Sourcing Certifications			3			PAM, BG and Saint-Gobain Glass
	100% Supplier Charter sign up*	2018	New	46%	NA		*Businesses > €100,000 + contracts
	Site audits for suppliers identified as high risk		New	2	NA		
	Ecovadis audit completion rate - target 90%*	2018	New	60%	NA		*Businesses > €100,000 + contracts and identified as high risk
4.2 Entrepreneurship Foundation	Support 150 SMEs by 2020	2020	New	22			
4.2 Charity and community	BITC Business Class relationship for every brand	2018	New	7*	6		2015: CTD/Weber/PAM/British Gypsum/ Graham/Gibbs&Dandy/Delegation
	Total charitable donations via Together Partnership			£597,627	£402,373	£194,616	

KEY:



ENCOURAGE EMPLOYEES' PROFESSIONAL GROWTH



SUPPORT LOCAL COMMUNITY DEVELOPMENT