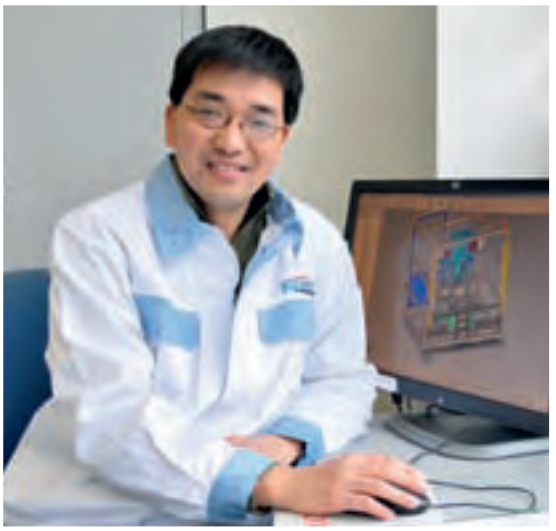
Sustainable *commitments*

Plastic Omnium's development is part of a long-term vision. The Company's growth and profitability objectives are fully aligned with its safety and environmental standards, as well as its respect for people and regulatory requirements. Involving all team members, this sense of corporate responsibility also supports initiatives to achieve operating excellence.









To encourage team members' full support for lasting changes within the organization, the focus in 2009's difficult business environment was on enhancing skills, effectively managing careers, integrating team members and transmitting the Company's powerful values and culture.

Supporting the Company's **growth**

At the Plastic Omnium Environment plant in Langres, France, a special room has been designed that simulates hazardous situations. Its purpose is to raise employee awareness of the need to comply with safety rules. Here, the topic is wearing goggles.

> Preparing the future with young people

Attentive to young people and their projects, Plastic Omnium is regularly in contact with leading business and engineering schools throughout France. Breakfast get-togethers and other meetings are organized with students, who also are offered internships within the Company. For more than seven years, Plastic Omnium has partnered the Ecole Centrale engineering school in Paris, helping to organize a rally race in which Company employees also take part. These policies make Plastic Omnium more attractive in the eye of recent graduates and strengthen the image of excellence it projects.

"In 2009, safety training initiatives helped to increase employee vigilance, which is key to locking in improvements already made in this area."

1/3

fewer accidents in 2009

Management tools

To enable employees to develop their skills, Plastic Omnium every year deploys a range of management tools. The annual performance review involving employees and their managers provides an opportunity to appraise the past year's achievements and set future goals and assignments.
In addition to assessing overall performance, the interview helps to define areas for improvement. Succession plans are also prepared every year within each Division in order to examine existing organizations and anticipate future human resources needs and career development aspirations.

Training in workplace safety

These management tools provide feedback that is useful in preparing training programs and career mobility opportunities.
In 2009, a total of 183,277 hours of training were offered across the organization, backed by a substantial budget and focusing on safety-related topics.
33 managers took part in the Top Safety program in 2009, increasing to 409 the total number of managers trained since 2005.
Another training priority involved programs launched during the year to reduce severe accidents. INERGY University also promotes safety and environmental standards specific to its business and introduced a dedicated module in 2008.

Transmitting corporate culture and the PO Way

The Plastic Omnium Code of Conduct formalizes the Company's ethical commitments in the area of sustainable development and sets forth rules of conduct to ensure compliance with local legislation. Intended for managers, who then share the messages with their team members, this in-house document is the cornerstone of the Company's internal communication efforts.
Senior management has regularly addressed employees directly about the "PO 2009" Plan. Optimum, the in-house newsletter published in five languages, and Top Net, the Company intranet, have also played an important role in relaying information about the Plan and about the PO Way.

409

managers trained in Top Safety since 2005

Introduced in 2002 and constantly developed and improved since then, Plastic Omnium's health, safety and environment plan is supervised directly by senior management. Among the many important initiatives pursued in 2009 were workstation ergonomics and man-machine interface, along with equipment compliance upgrades and ongoing deployment of the Top Safety training program.

A *Company-wide focus on safety and the environment*

"In 2009, Plastic Omnium organized three sessions of its Top Safety training program for managers. A training module called Premium will be developed for the Company's most advanced facilities."

> Tangible safety improvements

A number of important advances were made during the year, including:
– Accidents with or without lost time per day were reduced to two, from three in 2008.
– Facilities reporting no accidents with or without lost time increased by 42%.
– 4,922 Top Safety audits were conducted.
- 90% of facilities were ISO 14001-certified and 77% OHSAS 18001-certified at the end of the year.

Across-the-board involvement

Plastic Omnium has set an objective for 2010 of completing programs launched beginning in late 2008 to eliminate the risk of fatal and severe accidents and to significantly reduce the total number of accidents within the Company. Pursuing 2009 initiatives, three Health, Safety and Environment (HSE) committee meetings will be held during the year – to be attended by the Chairman and CEO – to manage the deployment of the four components of the HSE plan.

With the renewal of OHSAS 18001 certification for the Company's safety management process, two internal audits will be carried out to ensure that the system is operating smoothly and to promote the

sharing and implementation of safety goals and procedures by all subsidiaries. This will be followed in late 2010 by an audit conducted by an outside organization to ensure the full compliance of Plastic Omnium's Safety Management System (SMS) and the renewal of its certification.

Ergonomics-related challenges

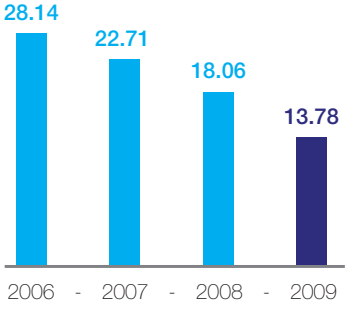
To raise employee awareness of the importance of workplace ergonomics, and in particular the risks of musculo-skeletal disorders caused by repeated movements, prolonged work in standing or seated positions, and the handling of heavy loads, an e-learning module to teach the correct movements and postures has been designed and distributed in seven languages for operators. Managers will also be involved in deploying the training program. Moreover, the module can be used in conventional training courses. Virtual reality technology is also being used to design three pilot workstations integrating ergonomic features. Operators are involved in the development of their own workstations so that they can be modified before they are actually installed.

Making machine operations safer

An equipment audit launched in 2009 with the aid of an outside partner will be completed in late 2010. Non-conformities will then be remedied, with special attention paid to those characterized as unacceptable. At the same time, Plastic Omnium is continuing to implement a man-machine interface procedure, since 80% of accidents are caused by behavioral factors. These two inter-related approaches will help to define safe operating procedures for machines that comply with performance standards, while also providing training for employees, in particular maintenance teams and subcontractors.

Accident frequency rate with and without lost time

Number of accidents with and without lost time per million hours worked



A new e-learning tool to train operators in correct movements: here, the handling of heavy objects.

Reducing Plastic Omnium's carbon footprint

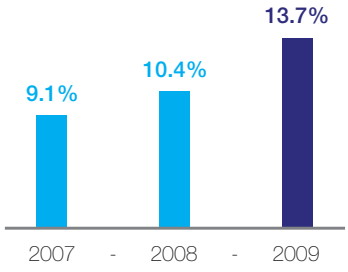
Plant energy consumption data are consolidated on a yearly basis so that total carbon emissions can be quantified, taking into account factors specific to each country. Carbon-related issues are monitored from headquarters in order to anticipate future obligations related to measures in the European Plan on Climate Change that have been integrated in France's 2010 budget proposal. The Top Planet program to reduce energy use was pursued in 2009. Plants in Fontaine, Guichen, Ruitz, Amiens and Vernon, France were presented with Top Planet awards in recognition of their environmental performance and cost-saving technical solutions.

Ecodesign to facilitate recycling

Ecodesign principles are integrated into all development and production processes. Plastic Omnium's focus is on innovative upstream projects to procure and integrate recycled materials. This is the rationale behind the Company's active involvement in Club CREER, an acronym for Cluster Research: Excellence in Ecodesign & Recycling that means "create" in French. Plastic Omnium is a founding member of the Club, which brings together 70 manufacturing companies and universities. A research project was launched in 2009 with the support of France's Environment and Energy Management Agency (ADEME) to optimize

The Bulbeo composter is manufactured entirely from recycled material. Its marbled appearance serves as a visual reminder that it is made with regenerated plastic.

Recycled plastic
as a % of total plastic used



8,124
tonnes of plastic processed by Plastic Recycling

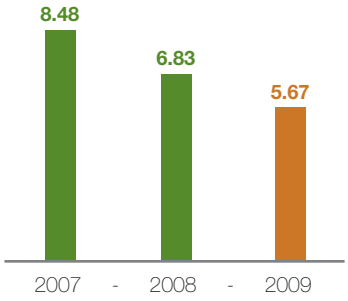
the use of scrap plastic by enabling plastic components to be traced, identified and separated by chemical family, The project will have practical significance for Plastic Recycling, a plastics recovery subsidiary. In 2009, Plastic Omnium also finalized the Greenlene® project, conducted jointly with the INSA Lyon and ENSAM engineering schools. A solution was found – and patented – for recovering and regenerating polypropylene and polyethylene from recycled materials, in particular crushed parts from end-of-life motor vehicles. The regenerated plastic will then be used to manufacture painted exterior components that deliver the same technical performance as parts made with new plastic.

Exploring other opportunities

Plastic Omnium has stepped up its research on “green” materials and the use of bio-polymer (i.e. non-petroleum-based) plastics or resins. The objective is to offer environmentally friendly solutions and reduce the use of fossil-based materials. The energy recovery channels for thermosetting materials developed by Plastic Omnium directly support carmaker initiatives to increase the use of high-performance composite materials in automobile manufacturing.

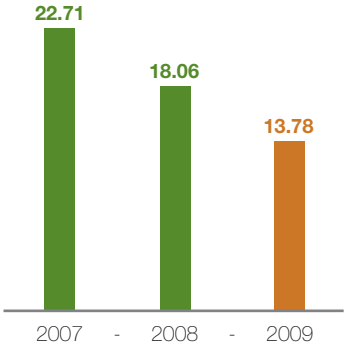
The laboratory at the Plastic Recycling facility in Saint-Eusèbe, France. This Plastic Omnium subsidiary took part in the Greenlene® project along with the INSA Lyon and ENSAM engineering schools.

Accident frequency rate with lost time



Number of accidents with lost time per million hours worked

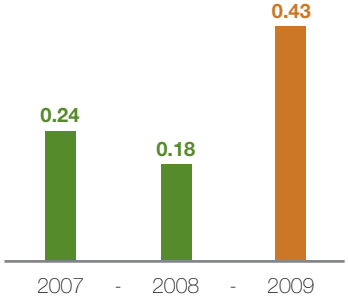
Accident frequency rate with and without lost time



Number of accidents with and without lost time per million hours worked

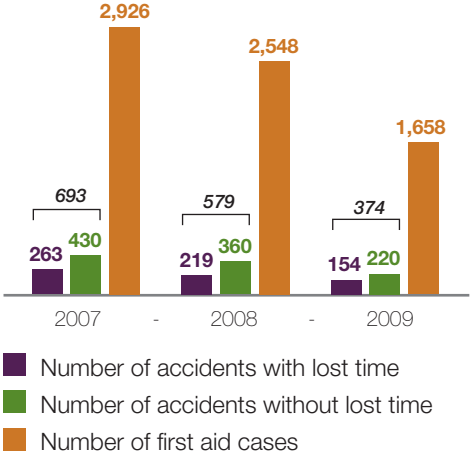
Sustainable Development
Indicators

Accident severity rate

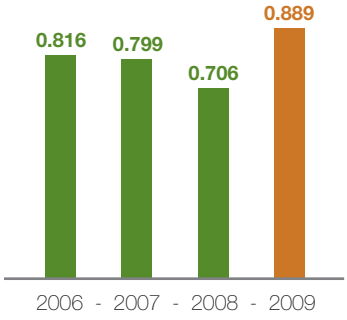


Number of days of accident-related lost time per 1,000 hours worked

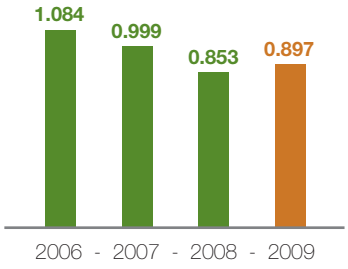
Type of accidents



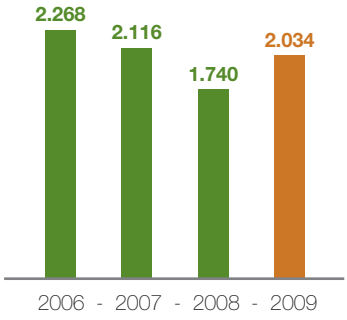
Greenhouse gas emissions
in kg of CO_2 per kg of processed material



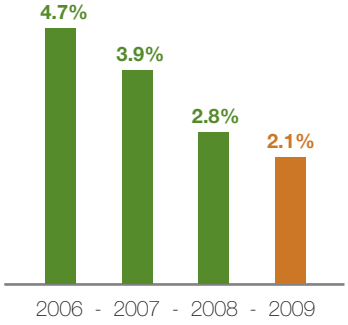
Gas consumption
in kWh per kg of processed material



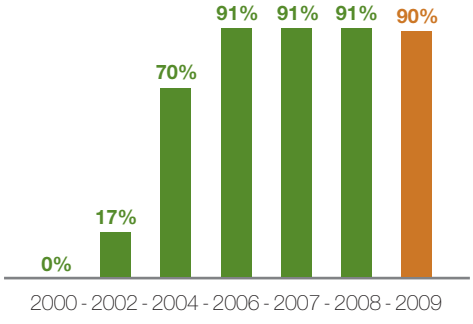
Electricity consumption
in kWh per kg of processed material



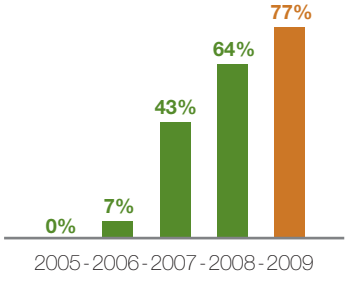
Untreated waste from plants
as a % of processed material



Percentage of sites certified ISO 14001



Percentage of sites certified OHSAS 18001



Review of 2009 actions

Plastic Omnium's sustainable development process is aligned with the United Nations Global Compact. Having signed the charter in 2003, the Company is committed to respecting its principles and to filing a report on actions taken and results achieved on an annual basis. This information is posted at www.unglobalcompact.org and www.un.org/french/globalcompact.

Management and industrial processes

Safety

Objectives	Actions	Results	Next Steps
Safety with regard to people			
Management assumes responsibility for the Health, Safety and Environment (HSE) program.	- Monthly Enablon reports reviewed by the Executive Committee with a focus on severe accidents. - Man-machine interface (MMI) procedure deployed. - "Unavoidables" defined. - Company-wide policy on equipment compliance standards implemented.	- 17% reduction in accidents with lost time (incl. temporary workers) and 23% reduction in accidents with or without lost time (incl. temporary workers) year on year. - Pareto analysis of business units with the highest rates of accidents with or without lost time. - MMI procedures deployed: one pilot unit per plant. - Equipment compliance audits at Plastic Omnium Environment and pilot project start-ups at Plastic Omnium Auto Exterior. - Empowerment of supervisors of people involved in accidents.	- Reduce the accidents with lost time rate (incl. temporary workers) to 4 at year-end 2010, a 29% improvement over 2009. - Reduce the accidents with or without lost time rate (incl. temporary workers) to 10.5 by year-end 2010, a 24% improvement over 2009. - Achieve a rate of around 15 in the business units with the highest rates of accidents with or without lost time. - Implement the MMI procedure for all equipment in all plants in 2010. - Audit all equipment in all plants in 2010 and launch corrective measures.
Deployment of a reconnaissance system.	- Safety objectives for all managers defined at their annual performance review. - Three Top Safety training programs conducted at units with major safety challenges. - Training provided in ergonomic corrective strategies. - A library of training resources for the "unavoidables" posted online. - Ongoing training provided in REACH and equipment compliance. - Safety awards created.	- Safety objectives defined for more than half of managers at annual performance reviews. - 33 managers trained in 2009, bringing to 409 the number of participants in the Top Safety program since early 2005. - Acquisition of a multimedia ergonomics training resource. - "Unavoidables" pamphlet prepared by the Divisions. - 21 employees took part in REACH training programs. - 32 employees trained in machine compliance.	- Define Safety objectives for all managers at annual performance reviews. - Organize three or four Top Safety training sessions in 2010 for a total of 30-50 managers. - Train all employees in ergonomic principles. - Develop "unavoidables" training modules. - Provide REACH training for all employees involved in chemicals management. - Provide machine compliance training for all maintenance and design personnel. - Present safety awards to qualifying plants at the Top 100 meeting in April 2010.
HSE criteria taken into account beginning in the design phase.	- HSE practices in milestone reviews standardized. - Virtual reality technology used to validate workstation ergonomics in the design phase.	- Pareto analyses conducted for product and process-related accidents. - Best practices benchmarked in project reviews. - HSE criteria redefined in product and process milestone reviews. - Benchmarking of virtual reality tools.	- No projects to be approved unless milestones validated by HSE Division coordinators. - Develop three pilot workstations using virtual reality technology.

Objectives	Actions	Results	Next Steps
Deploying a policy of excellence.	- HSE internal audit process (e-audit) developed. - OHSAS 18001 certification renewed for the centralized management of safety with regard to people and property. - Safety objective updates formalized during budget reviews.	- All internal audits integrate HSE questions in the reference base. - A risk map using a common standard developed at Division and Company level. - Safety Management System (SMS) posted on the intranet to make it easier for plants to access OHSAS 18001 certification programs. - 77% of facilities OHSAS 18001-certified as of 31 December 2009. - OHSAS 18001 certification renewed for the centralized management of safety with regard to people and property. - Guidelines drafted for the 2010 budget.	- Monitor HSE non-compliance via an online platform. - 87% of facilities ISO 18001-certified as of 31 December 2010 - Objective: zero incidents of non-compliance in the OHSAS 18001 certification audit for the centralized safety management system. - Validate HSE results and resource objectives alongside budget objectives. - Launch a project to actively promote HSE policies within Plastic Omnium's jointly owned companies.
Safety with regard to property			
Loss prevention.	- 35 facility audits by our insurance broker and agents scheduled for 2010. - Highly Protected Risk (HPR) initiative deployed throughout the organization.	- 32 facility audits by our insurance broker and agents carried out in 2009. - Implementation of 48% of people-related practices and procedures recommended by the audits.	- Zero tolerance regarding the implementation of these actions. - Internal auditors to verify the criteria used in calculating the Maximum Foreseeable Loss (MFL) during each inspection. - Internal auditors to ensure that a business continuity plan exists for supplier-related issues. - Capital employed protected by the HPR label.
Loss protection.	- 35 facility audits by our insurance broker and agents scheduled for 2010. - Insurer recommendations integrated into specifications for the construction of new Plastic Omnium plants.	- €3.4 million invested between 2006 and 2009 to reduce Maximum Foreseeable Losses (MFL). - Building specifications defined for new plants in low-cost countries.	- No new Plastic Omnium plant to be built without a sprinkler system. - Sites with the best loss protection performance rewarded with a change in their insurance premium.

Environmental performance

Objectives	Actions	Results	Next Steps
Reducing emissions.	- Ongoing deployment of solvent-free paint technologies. - Groundwater monitored on former sites classified at-risk.	- Four water-soluble paint lines operational at year-end 2009 and 23 lines equipped with VOC thermal destruction systems.	- Identify the operations and processes that emit the greatest amounts of carbon. - Increase recycled material content. - Continue to reduce the amount of solvents used on paint lines.
Managing energy consumption.	- Carbon tax regulations closely monitored. - Ongoing deployment of the Top Planet program to reduce electricity consumption.	- In 2009, *Top Planet Awards* were presented to five Plastic Omnium Auto Exterior plants in recognition of their energy consumption performance and their implementation of technical solutions that reduced costs.	- Deploy the *Top Planet* program in other European countries.
Completing the deployment of the Environment Management System.	- Acquired companies integrated into the scope of reporting for ISO 14001 certification.	- 90% of Plastic Omnium facilities ISO 14001-certified as of 31 December 2009. - Environmental/Ground pollution studies carried out for site disposal projects.	- 94% of facilities ISO 14001-certified as of 31 December 2010. - Ground pollution issues to be examined for all plant disposals and acquisitions.

Health

Objectives	Actions	Results	Next steps
Managing chemical risks (REACH).	- Management Safety Data Sheets on the X-Mat database updated. - Deployment of Management Safety Data Sheet printing software linked to the X-Mat database. - Training of key personnel involved in managing REACH and the X-Mat database	- Internet access to X-Mat improved for key personnel. - X-labeling module created. - Around 160 key players trained in REACH and X-Mat as of year-end 2009.	- Prohibit the use of substances subject to authorization or restrictions under the REACH regulation. - Modify X-Mat to optimize use of the Management Safety Data Sheet base. - All suppliers to provide up-to-date Management Safety Data Sheets. - X-labeling module to be used for all Management Safety Data Sheets on site.
Ergonomics.	- RREM method for preventing work-related physical disorders deployed at Plastic Omnium Auto Exterior plants, in partnership with physical therapists. - Virtual reality tool used to validate workstation ergonomics. - Multimedia tool used for training in corrective ergonomics.	- More than 250 people had received RREM training in all Plastic Omnium Auto Exterior plants in France by year-end 2009.	- Continue deploying RREM training on all Plastic Omnium Auto Exterior sites. - Make maximum use of tools and feedback in project progress reports. - Broaden the use of virtual reality tools. - Raise employee awareness of the principles of corrective ergonomics.

Products and services

User Safety

Objectives	Actions	Results	Next steps
Enhancing protection of pedestrians in the event of vehicle impact by reducing injuries to the leg, hip and head.	- Vehicle architecture solutions combining thermoplastics and thermosetting resins. - Research on more efficient energy absorption solutions. - Development and production of the bumper absorption beam to protect the leg. - Optimization of the space between the hood and the engine to protect the head.	- Wider use of thermoplastic bumper absorption beams, which provide maximum leg protection in Eurocap tests (Peugeot 308, 3008 and 5008, Citroën C3 Picasso, Renault Megane III, Jaguar XF, etc.). - Hybrid metal/thermoset hood concept developed to increase protection of the head.	- Pursue advances in the area of pedestrian protection with solutions that also help to make vehicles lighter. - Develop a comprehensive offering of pedestrian protection solutions.

Environment

Objectives	Actions	Results	Next steps
Reducing carbon emissions by making vehicles lighter and more aerodynamic.	- Ongoing development of lightweight solutions combining thermoplastics and composites that deliver superior quality, functionality and cost-effectiveness.	- Development of a module combining thermoplastics and composites for a car hatchback and truck body. The two vehicles will be brought to market in late 2010.	- Continue to increase the percentage of plastics and composites in automotive exterior and structural components, with the goal of reducing vehicle weight by 50 kg and per-vehicle carbon emissions by 6 g per km.
Increasing the recycling rate and reducing residual waste volumes.	- Strengthening the lineup of voluntary waste disposal equipment and information management solutions to improve waste sorting. - Deployment of a comprehensive offering for local authorities and their constituents with incentive-based invoicing rates.	- Three million people benefit from Plastic Omnium's waste container identification systems.	- Support community efforts to optimize waste sorting and reduce waste production. - Develop integrated urban equipment solutions.

Minimizing the impact of products throughout their entire lifecycle.	- Comprehensive ecodesign approach for new product development. - Efforts to reduce the amount of material consumed. - Use of materials that have the smallest environmental impact. - Priority given to recycled material.	- Participation in research projects carried out by Club CREER (Cluster Research: Excellence in Ecodesign & Recycling). - Product lifecycle analyses conducted.	- Pursue initiatives to reduce motor vehicles' carbon footprint.
Optimizing the use of end-of-life plastics and developing applications for recycled plastics.	- Maximum use of recycled materials in automotive applications and waste collection containers. - Research on new recycling solutions for automotive applications.	- Launch of a research program to identify and separate plastic parts by their chemical family, with the support of France's Environment and Energy Management Agency. - Finalization of the greenlene® program to produce bumpers made exclusively with recycled plastic from crushed automotive parts. - 26,911 tonnes of recycled material processed in the Company's plants. - 100% recycled polypropylene structural parts and impact absorption components produced in the Company's plants.	- Develop Plastic Recycling, the Company's dedicated recycling unit. - Produce exterior components made entirely with recycled plastics. - Support the development of recycling channels for end-of-life auto parts and vehicles.
Developing crop-based materials for automotive applications.	- Research on replacing polymers with materials made from hemp or flax. - Research on eliminating styrene and developing an odorless composite that emits no VOCs.	- Validation of a structural component made with 10% "green" material.	- Pursue research through joint projects.

Health

Objectives	Actions	Results	Next steps
Reducing polluting diesel engine emissions.	- Integrated systems developed to reduce nitrous oxide emissions.	- Series production start-up of two SCR DINOX systems to reduce nitrous oxide emissions for the Audi Q7 and A4. - Three new orders received in 2009. - Participation in the EQUINOx working group alongside PSA Peugeot Citroën, as part of the Mov'eo competitiveness cluster to develop a more cost-competitive SCR system.	- Pursue research to develop solutions tailored to large-series and smaller-engine cars.
Reducing hydrocarbon emissions.	- Development of a blow-molding technique that considerably reduces fuel tank hydrocarbon emissions.	- Series production of a Twin Sheet Blow Moulding (TSBM™) fuel tank for two cars: the BMW 7 Series and the Audi A8.	- Deploy this technology for hybrid vehicles. - Adapt the TSBM™ process to design and cost constraints.

Environmental and social information provided in compliance with article L. 225-102-1 of the Commerce code

(decree no. 2002-221 of 20 February 2002 and ministerial order of 30 April 2002)

Compagnie Plastic Omnium, which is listed on the Euronext Paris First Market, is a holding company that has no industrial operations or employees.

The environmental and social information below has been prepared based on the scope of consolidation used for the consolidated financial statements, with the same rules for consolidating subsidiaries. Because environmental data requires that a subsidiary be at least 50% owned, HBPO, which is proportionately consolidated at 33.33%, is not included.

Compared to 2008, the scope of consolidation for 2009 includes two new industrial facilities: one additional Plastic Omnium Auto Exterior plant in China and an INERGY plant in Russia.

Three automotive plants in France closed in 2009.

Moreover, only safety information from the Plastic Omnium Auto Exterior plants in China was fully integrated in 2009, since environmental data could not be collected for three of the six sites (except for the use of recycled plastic, the amount of recycled waste, the cost of waste processing and VOC emissions).

Environmental information

Plastic Omnium pursued the formalization of its environmental management system begun in 2001.

Environmental data management and reporting is based on the empowerment of everyone involved in the process of applying ISO 14001 standards, with responsibilities decentralized to each unit. Only the general strategy and the consolidation of raw site data are centralized.

Partners and suppliers are gradually being integrated into this general process.

The active involvement of senior management and the deployment of a safety and Environmental Issues organization in 2002 led to further improvements in a number of indicators in 2009:

- the percentage of ultimate waste was reduced to 2.1% of processed material in 2009, from 2.8% in 2008, an improvement of 25%;
- in the area of safety, the year saw a further 17% improvement in the accident frequency rate with lost time (including temporary workers), which declined to 5.67 from 6.83 in 2008. The accident frequency rate with or without lost time (including temporary workers) improved by 23% to 13.78 from 18.06 in 2008.

  In real terms, this means one fewer accident a day in 2009, compared with the previous year;
- the accident severity rate (including temporary workers) worsened to 0.43 from 0.18 in 2008 due to the addition of 6,000 days of accident-related lost time to take into account a fatal accident at a plant in Poland in May 2009.

The decline in business in 2009 because of the global crisis, combined with the inclusion in the scope of reporting of three automotive plants in China, led to a temporary worsening of the following indicators:

- energy consumed per unit of processed material:
  - electricity: 2.034 kWh/kg of material processed in 2009 versus 1.740 in 2008, an increase of 17%,
  - gas: 0.897 kWh/kg of material processed in 2009 versus 0.853 in 2008, an increase of 5%;
- the ratio of greenhouse gas emissions to the volume of material processed: 0.889 kg CO_2/kg of material processed in 2009, *versus* 0.706 in 2008, an increase of 26%.

The ISO 14001 certification program continued in 2009. At present, 72 facilities out of 80 are certified (90% of the scope of certification), *versus* 74 out of 81 at year-end 2008, with the closing of two certified plants in France and the opening of a new uncertified plant in Russia.

An OHSAS 18001 certification program was launched in late 2005. As of 31 December 2009, a total of 59 facilities out of 77 had been certified, representing 77% of the scope of certification, compared with 50 out of 78 at year-end 2008.

In December 2009, OHSAS 18001 certification – originally obtained in December 2006 – was renewed for the Company's system that centrally manages the safety of people and property.

> Environmental Data

Environmental impacts

Consumption of water, electricity and gas

		2007	2008	2009
Water in cu.m	Annual consumption	2,294,136	2,028,424	1,764,298
	Response rate in % of revenue covered	*99%*	*98%*	*99%*
Electricity in kWh	Annual consumption	551,391,816	527,360,631	501,563,316
	Response rate in % of revenue covered	*99%*	*98%*	*99%*
Gas in kWh	Annual consumption	260,430,353	258,698,971	221,199,377
	Response rate in % of revenue covered	*99%*	*98%*	*99%*

Consumption of plastics

		2007	2008	2009
New plastic *(in tonnes)*	Annual consumption	214,949	214,705	169,133
	Response rate in % of revenue covered	*99%*	*98%*	*99%*
Recycled plastic *(in tonnes)*	Annual consumption	21,635	24,831	26,911
	Response rate in % of revenue covered	*99%*	*98%*	*96%*
Total plastic *(in tonnes)*	Annual consumption	236,584	239,536	196,044
	Response rate in % of revenue covered	*99%*	*98%*	*99%*

Consumption of paints and solvents

		2007	2008	2009
Paints *(in tonnes)*	Annual consumption	3,830	4,588	5,017
	Response rate in % of revenue covered	*99%*	*98%*	*99%*
Solvents *(in tonnes)*	Annual consumption	7,889	4,997	3,764
	Response rate in % of revenue covered	*99%*	*98%*	*99%*
Paints and solvents *(in tonnes)*	Annual consumption	11,719	9,585	8,781
	Response rate in % of revenue covered	*99%*	*98%*	*99%*

Atmospheric releases

Volatile organic compounds (VOCs)

	2007	2008	2009
VOCs *(in tonnes of carbon equivalent)*	1,953	1,855	1,274
% of revenue covered by concerned facilities	*97%*	*98%*	*96%*

Greenhouse gases

	2007	2008	2009
Greenhouse gases *(in tonnes)*	208,169(1)	214,080(1)	219,158
% of revenue covered by concerned facilities	*98%*	*98%*	*99%*

(1) Emissions for 2007 and 2008 were recalculated using re-updated emissions factors (source: International Energy Agency data, 2007).

These figures correspond to CO_2 emissions from energy consumed in industrial facilities.

Waste

		2007	2008	2009
Recycled *(in tonnes)*	Volume of waste	15,690	16,105	21,103
	Response rate in % of revenue covered	*99%*	*98%*	*96%*
Reused *(in tonnes)*	Volume of waste	11,430	11,618[1]	7,975
	Response rate in % of revenue covered	*99%*	*98%*	*99%*
Ultimate waste *(in tonnes)*	Volume of waste	10,153	8,553	5,253
	Response rate in % of revenue covered	*99%*	*98%*	*99%*
Total *(in tonnes)*	Volume of waste	37,274	36,276[1]	34,331
	Response rate in % of revenue covered	*99%*	*98%*	*99%*

(1) Reused waste for 2008 has been corrected because of erroneous data.

- Total cost of waste processing: €2.7 million (on sites that contribute 96% of consolidated revenue).
- Income generated by the sale of waste for recycling: €2.2 million (on sites that contribute 96% of consolidated revenue).

Used of recycled material in 2009

- Consumption of recycled plastic: 26,911 tonnes.
- Plastic Recycling, a subsidiary equally owned with CFF Recycling, regenerated 8,124 tonnes of plastic during the year.

Certification

The scope of certification covers all production sites in which Compagnie Plastic Omnium holds at least a 50% share.

Forward supplier facilities are included in the certification of the production sites to which they belong.

- ISO 14001:

  72 of 80 sites are now certified to ISO 14001 standards. This represents 90% of the scope of certification.

  Plastic Omnium regularly acquires and or builds new plants. As a result, the objective of 95% certification for 2009 could not be achieved. The new facilities are, however, engaged in this process.

  The target for 2010 is to obtain certification for 94% of all sites.

- OHSAS 18001:

  59 of 77 sites are now certified to ISO 18001 standards. This represents 77% of the scope of certification.

  The goal of certifying 91% of sites in 2009 could not be achieved for the same reasons as for ISO 14001 certification. However, all sites are now engaged in the process.

  The target for 2010 is to obtain certification for 87% of all sites.

  OHSAS 18001 certification – originally obtained in December 2006 – was renewed in December 2009 for the Company's system that centrally manages the safety of people and property, in accordance with the 2007 version of the standard.

Organization

The Safety and Environmental Issues organization created in 2001 is supported by:

- a Group Safety Issues Director, who implements the HSE strategy defined by the Executive Committee and leads and coordinates action plans related to the Safety Management System;
- an Environmental network and a safety network with dedicated correspondents in each operating unit;
- the integration of safety performance goals in individual objectives;
- monthly reporting of the main safety and environmental indicators, which are discussed, along with financial indicators, at each Executive Committee meeting.

Safety and Environmental Training

- Information/awareness: 10,129 hours for 6,932 participants (on sites that contribute 99% of consolidated revenue).
- Training: 25,119 hours for 6,813 participants (on sites that contribute 99% of consolidated revenue).
- Deployment of the Top safety training program continued in 2009. Introduced in 2005, the program is designed to instill a culture of safety that, over the long term, will help the Company create an accident-free workplace.

  Personnel from industrial facilities in Europe, the United States, Mexico and South America participated in various programs. In all, 409 managers received training and 6,988 people took part in information/awareness sessions.
- In 2008, Plastic Omnium introduced an ambitious HSE plan to be completed in 2012. This four-year action plan reflects the Company's commitment to strengthening protection of people and property and to minimizing the environmental impact of its operations.

Environmental spending and investment

- Research and development: €110 million, or 4.5% of consolidated revenue.
- Environmental and safety spending: €3.4 million (on sites that contribute 99% of consolidated revenue).
- Net capital expenditure: €49 million.

- Dedicated Environmental and safety investments: €4.5 million (on sites that contribute 99% of consolidated revenue).
- Provisions for environmental risks: €0.7 million (on sites that contribute 99% of consolidated revenue).
- No products are made using asbestos.

Differences in the number of sites, the allocation base and the response rate between 2008 and 2009 had a slight influence on changes in indicators.

In addition, certain data from previous years (carbon emissions in 2007 and 2008 and reused waste in 2008) have been adjusted retroactively. The tables above were prepared using adjusted data for all years.

Safety Data

Safety indicators (including temporary workers)

	2007	2008	2009
Number of first aid cases	2,926	2,548	1,658
Number of accidents without lost time	430	360	220
Number of accidents with lost time	263	219	154
Number of days of accident-related lost time	7,443	5,806	11,554(1)

(1) Including 6,000 days of accident-related lost time to take into account a fatal accident at a plant in Poland in May 2009.

Accident frequency and severity (including temporary workers)

	2007	2008	2009
Accident frequency rate with lost time *Number of accidents per million hours worked*	8.48	6.83	5.67
Accident frequency rate with and without lost time *Number of accidents per million hours worked*	22.71	18.06	13.78
Accident severity rate *Number of days of accident-related lost time per 1,000 hours worked*	0.24	0.18	0.43

Accident frequency and severity (excluding temporary workers)

	2007	2008	2009
Accident frequency rate with lost time *Number of accidents per million hours worked*	6.87	5.90	5.31
Accident frequency rate with and without lost time *Number of accidents per million hours worked*	19.59	16.27	13.17
Accident severity rate *Number of days of accident-related lost time per 1,000 hours worked*	0.25	0.19	0.46

Social information

Plastic Omnium is committed to hiring the best people in all its businesses and to deploying efficient management processes to secure their loyalty and personal fulfillment.

The organization is driven largely by management-by-project techniques, both in development activities and in each plant's self-managing production units.

While consistently maintaining an international corporate culture, Plastic Omnium encourages local management and the resolution of problems at the level where they arise. The Group complies with local legislation and seeks to reach consensual agreements with employee representatives, who are present at all operating levels.

At year-end 2009, Plastic Omnium had 13,738 employees, of which 64% outside France.

> Social information

2009 consolidated financial data

(in € millions)	2008	2009
Wages, salaries and benefits	387.5	354.5
Employer payroll taxes	115.1	105.6
Statutory profit sharing	3.7	8.5
Pension obligations	(2.1)	(2.6)
Share-based compensation	2.1	2.1
Other personnel expenses	9.8	10.7
Personnel expenses excl. temporary workers	**516.1**	**478.8**
Temporary worker salaries and payroll taxes	44.5	25.5
TOTAL	**560.6**	**504.3**

Other 2009 data

The following information includes all Company businesses.

In the following tables, the 1,835 employees of the HBPO joint-venture and the Chinese subsidiaries XieNO, YFPO and INERGY China are included only in the figures concerning employees at 31 December 2009.

	2007	2008	2009
Employees at 31 December	**14,196**	**13,099**	**12,433**
Permanent employment contracts	13,102	12,038	11,317
Fixed-term employment contracts	1,094	1,061	1,116
Men	10,796	10,085	9,618
Women	3,400	3,014	2,815
Operators	7,684	6,946	6,903
Employees, engineers and supervisors	3,942	3,923	3,433
Managers	2,570	2,230	2,097
Terminations during the year			
Redundancies	298	472	815
Terminations for other reasons	662	420	283
Total terminations	960	892	1,098
Overtime			
Hours worked per week: 35 to 48 depending on the country Overtime (full-time equivalent)	301	231	239
Temporary workers			
Temporary workers, full-time equivalent	2,367	1,656	998
Temporary workers at year-end	2,073	738	1,305
Employees working in shifts			
Total employees working in shifts	6,945	6,478	5,817
Of which employees working only nights	790	997	630
Of which employees working only weekends	85	57	29
Part-time employees	357	327	293
Absenteeism and reasons *(% of hours worked)*			
Absenteeism rate due to industrial accidents	0.19%	0.16%	0.14%
Absenteeism rate due to other causes	2.88%	2.71%	2.86%
Total absenteeism rate	3.07%	2.87%	3.00%
Gender equality			
Number of women managers at 31 December	433	395	366
Number of women managers hired during the year	76	54	28
Employee relations			
Number of works councils	152	150	138
Other committees (training/suggestions)	53	42	39
Number of unions represented	33	31	29
Number of agreements signed during the year	104	95	121
Training			
Number of employees who received training	31,592	28,382	15,491
Number of sessions per employee per year	2.5	2.26	1.28
Total expenditure on outside training *(in € thousands)*	3,524	3,158	2,010
Total training hours	268,100	231,366	183,277
Training hours per year per employee	20.8	18.4	14.73
Disabled employees			
Number of disabled workers	211	230	192
Employee welfare programs (France only)			
Total contribution to works council employee welfare programs *(in € thousands)*	1,669	1,557	1,417

Glossary

> Accident frequency and severity rates, p. 57, 60

- The level 1 accident frequency rate expresses the number of accidents with lost time per million hours worked.
- The level 2 accident frequency rate expresses the number of accidents with or without lost time per million hours worked.
- The accident severity rate expresses the number of days of accident-related lost time per 1,000 hours worked.

> ADEME, p. 58, 65

France's **A**gency for **E**nvironment and **E**nergy **M**anagement, whose purpose is to conduct research and innovation programs, raise awareness of environmental issues, provide consulting services for socio-economic organizations and support related projects. Plastic Omnium partners with ADEME in the Top Planet communication campaign, designed to inform employees of the need to reduce electricity consumption. A research project to identify and separate plastic parts by chemical family was launched in 2009 with ADEME's support.

> Carbon Balance, p. 28, 63, 65

A method for calculating greenhouse gas emissions that enables manufacturers, service businesses, government agencies, local communities, and other organizations to measure their overall environmental impact. The Carbon Balance was created following the ratification of the Kyoto protocol in 2004 to measure and reduce the impact of human activities on the increase in greenhouse gases in the Earth's atmosphere.

> Club CREER, p. 58, 65

Cluster **R**esearch : **E**xcellence in **E**codesign & **R**ecycling. Plastic Omnium is a founding member of this organization of companies, whose mission is to share expertise and feedback on eco-design and recycling initiatives.

> CMR, p. 64

Carcenogenic, **M**utagenic and **R**eprotoxic substances (categories 1 and 2). In line with European REACH regulations, Plastic Omnium identifies and replaces these substances to protect the health and safety of employees and users of its products.

> CO_2, p. 4, 26, 27, 46, 58, 61, 63

Carbon dioxide (also known as carbonic acid gas), released primarily from hydrocarbon and coal combustion during manufacturing, energy and transportation activities. In Europe, the average weighted emissions of CO2 per vehicle have been set at 130 g/km for 2012. Plastic Omnium delivers solutions that make exterior automotive components and systems lighter in order to reduce vehicle carbon emissions, while also pursuing initiatives to lessen the environmental impact of its own operations.

> Eco-Design, p. 58, 65

An approach that takes into account all related consumption and emissions, beginning in the product design phase. The purpose is to reduce the negative environmental impact of a product throughout its entire lifecycle.

> Environmental Management System, p. 64

Management system deployed by a company, department or other unit to assess and reduce the environmental impact of its operations. Environmental management is an integral part of Plastic Omnium's sustainable development commitment.

> Eol Parts, p. 65

End-of-life parts. The Company's Plastic Recycling plant processes automotive components recovered through end-of-life parts channels.

> Global Compact, p. 62

Launched at the World Economic Forum in Davos in January 1999, the Global Compact encourages participating companies to respect ten principles with regard to human rights, freedom of association, working conditions and environmental protection, and to publish their improvements in each area once a year. Plastic Omnium is a signatory of the Global Compact.

> Greenhouse Gases, p. 61

Gas that absorbs and radiate infrared rays that increase the average temperatures of oceans and the atmosphere. Human activity is the main cause of greenhouse gases like carbon dioxide, steam, ozone and fluorine chlorine hydrocarbons.

> HSE, p. 19, 29, 40, 56, 62, 63

Health, Safety, Environment. In late 2008, Plastic Omnium launched a four-year HSE improvement program.

> ISO 14001, p. 56, 61, 63

A standard introduced by the **I**nternational **O**rganization for **S**tandardization that defines specifications and procedures for implementing and operating an environmental management system and for obtaining certification. Plastic Omnium's objective is to have 94% of its facilities certified at year-end 2010.

> MMI, p. 56, 57, 62

Man-machine interface. MMI defines the resources and tools deployed by people interacting with machines, thus enabling the design of systems that are ergonomic, efficient and safe.

> Mov'eo, p. 47, 65

A competitiveness cluster that brings together manufacturing companies, research and training organizations, local and regional authorities, and public and private institutions with the goal of developing automobiles and other means of transportation that are safe for both people and the environment. INERGY is involved alongside PSA Peugeot Citroën in the EQUINOx working group to develop cost-competitive emissions control solutions for diesel engines.

> NO_x, p. 27, 47, 65

Nitrogen oxide. Refers to all nitrogen compounds produced by the combustion of hydrocarbons. Very active in emissions-control systems, INERGY has developed a system for lowering nitrous oxide emissions using Selective Catalytic Reduction (SCR) technology. Called DINOx, the solution was brought to market in 2008.

> OHSAS 18001, p. 56, 61, 63

An international Occupational Health and Safety Assessment Series standard that defines specifications and procedures for implementing and operating a health and safety management system in the workplace and for obtaining certification. When deployed alongside Plastic Omnium's Safety Management System, the OHSAS 18001 certification process launched in 2006 helps to structure actions and support progress. In 2009, OHSAS 18001 certification was renewed for the Safety Management System.

> Polymers, p. 59, 65

Plastic substance (liquid when heated and solid at room temperature) made up of macromolecules with the same chemical composition. There are two major families of polymers: thermoplastics and thermosetting plastics, which have different characteristics and properties.

> Polyethylene, p. 39, 59

A thermoplastic that is extremely chemical and impact resistant. It is widely used by Plastic Omnium Environment in the manufacture of waste containers and by Inergy Automotive Systems for fuel and additive tanks. Scrap polyethylene wheeled bins are recovered and processed by the Company's Plastic Recycling subsidiary.

> Polypropylene, p. 39, 59, 65

Thermoplastic material extensively used by Plastic Omnium Auto Exterior because of its resistance and flexibility. Polypropylene is recycling and processed at the Company's Plastic Recycling facility. In 2009, Plastic Omnium finalized the Greenlene® project, conducted with the INSA Lyon engineering school and the ENSAM design institute. It involves recovering and regenerating polypropylene and polyethylene from recycling channels, in particular crushed parts from scrap vehicles. The regenerated material will be used in the manufacture of exterior components.

> Product Lifecycle, p. 26, 65

Lifecycle studies are conducted to determine a product's environmental balance, as part of an active sustainable development program.

> REACH, p. 62, 64

Registration, **E**valuation and **A**uthorization of **CH**emicals, a European regulatory framework for managing chemicals. REACH provides comprehensive information about the hazardous properties of certain products on the market, the risk of exposure to them and safe handling measures.

> Recovery, p. 59, 63

The aggregate recycling, reuse and energy recovery rate.

> Recycling, p. 26, 39, 48, 59, 65

Procedure for processing household and industrial waste that involves reintroducing materials in the manufacture of new products, whether in the same or other applications, excluding utilization for energy purposes. Plastic Omnium is the only automotive equipment supplier with its own recycling subsidiary.

> Safety Awareness Display Area, p. 54

In 2009, a special room with nearly a dozen interactive displays was inaugurated at the Plastic Omnium Environment facility in Langres to raise employee awareness of safety risks and challenges.

> SCR DINOx, p. 45, 46, 65

Selective Catalytic Reduction (SCR) is a process that drastically reduces nitrous oxide emissions from diesel-powered vehicles. The process uses an aqueous urea solution marketed under the AdBlue® brand. In addition to being harmful, nitrous oxides are also classified as greenhouse gases.

> Thermosetting plastics and thermoplastics, p. 59, 64

A thermosetting plastic hardens when heated to an irreversible solid state. A thermoplastic, however, solidifies as it cools and can be melted by reheating.

> TSBM™, p. 47, 65

Twin **S**heet **B**low **M**olding, a technology patented by Inergy. TSMB™ considerably reduces evaporation of volatile organic compounds through the outer layer of a plastic fuel system, which already reduces emissions substantially compared with a traditional fuel system. The technology provides a cost-effective solution for improving fuel system performance.

> Top Planet, p. 58, 63

Introduced in 2007, the *Top Planet* program is intended to inform Plastic Omnium employees about the need for energy efficiency and involve them in an energy-saving process by compiling a list of actions to be taken every day.

> Top Safety, p. 55, 56, 62

TReflecting Plastic Omnium's strong commitment to safety in the workplace, the *Top Safety* initiative was launched in 2005 as part of the Safety Management System program. It is based on a behavioral approach to workplace safety and empowers supervisory staff so that all new employees become involved in the process.

> VOC, p. 63, 65

Volatile **O**rganic **C**ompounds. Hydrocarbons of man-made origin that can produce photochemical pollutants when exposed to nitrogen oxides and light. VOC emissions from Plastic Omnium Auto Exterior paint lines have been substantially reduced or eliminated, in compliance with current legislation.

> Waste Sorting, p. 1, 48, 51, 65

The operation of separating waste by type of material in order to facilitate processing and recycling.

> Water-Soluble Paints, p. 63

Paints that use water rather than solvents as a thinner. In 2009, four Plastic Omnium Auto Exterior paint lines used water-soluble paints.