

Sustainability report 2014



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# The world around us our shared concern

Bekaert's global Corporate Social Responsibility (CSR) strategy is centered on four main pillars: our responsibility in the workplace, in the marketplace, towards the environment and towards society. Our CSR efforts and activities are therefore focused in such a way that balanced consideration is given to the interests of all respective stakeholders, i.e. employees, customers, suppliers, shareholders, partners, local governments and the communities in which we are active.



## Message of the CEO and the Chairman

Dear reader,

At Bekaert, we recognize that our commitment to consistently driving value creation for our stakeholders has to take into account the broader economic, environmental and social impact of our operations. We therefore consider the interests of customers, suppliers, employees, shareholders, communities and other stakeholders in all aspects of our operations.

2014 was a year of solid organic growth for Bekaert. We have been defending our strategic positions in highly competitive markets and in spite of a weakening final quarter, our volumes increased by 3%, on the wave of increased demand in automotive markets.

If you want to learn more about our financial and operational performance, we invite you to read our 2014 Annual Report and our 2014 Shareholders Guide, both available on our website.

Overall, we achieved better results than in 2013, but so far, we have not been able to reach our long-term profitability goals. We are determined to deliver upon these goals, aimed at driving sustainable profitable growth.

In doing this we take into account our responsibility in the workplace, in the marketplace, towards the environment and towards society.

We co-operate with customers and suppliers, we interact with local governments in a transparent and constructive way and strive to be a loyal and responsible partner in the communities where we are active.

By encouraging continuous development and establishing an interdependent health and safety culture, we create value for our employees. We strive to develop products and processes that contribute to a cleaner environment and focus on risk prevention and management. We recognize that we also have a responsibility towards society. Education projects form the backbone of funding and other community-building activities. In addition, we support local activities and projects for social, cultural and economic development. In this report, you will find examples of how we are acting as a socially responsible company.

We want to thank our customers, partners and shareholders for their continued trust. And we want to thank our employees for their commitment and drive to take on the challenges to realize our goals.

Matthew Taylor, CEO

Bert De Graeve, Chairman





# Bekaert at a glance

## Who we are

Bekaert is a world market and technology leader in steel wire transformation and coating technologies. We pursue to be the preferred supplier for our steel wire products and solutions by continuously delivering superior value to our customers worldwide. Bekaert (Euronext Brussels: BEKB) was established in 1880 and is a global company with 30 000 employees worldwide, headquarters in Belgium and € 4 billion in annual revenue.



*Steel wire ... We transform it, apply cutting-edge coating technologies, and specialize in continuously improving any properties of steel wire products. Explore the World of Bekaert...*

## What we do

Bekaert employs unique metal treatment technologies to deliver a quality portfolio of drawn steel wire products and coating solutions on a global scale. We purchase approximately 3 million tons of wire rod per year as our basic material. Depending on our customers' requirements, we draw wire from it in different diameters and strengths, even as thin as ultrafine fibers of one micron. We group the wires into cords, ropes and strands, weave or knit them into fabric or process them into an end product. Our products reduce friction, improve corrosion resistance, or enhance adhesion with other materials.

## How we work

*Better together* sums up the unique cooperation between Bekaert and its business partners. We create value for our customers by co-creating and delivering a quality portfolio of steel wire solutions and by offering customized services in all continents.

We believe in lasting relationships with our customers, suppliers and other stakeholders and are committed to delivering long-term value to all of them.

We are convinced that the resilience, trust and integrity that bring our 30 000 employees worldwide together as one team, form the fundamentals of sustainable and successful partnerships, wherever we do business.

## Our strategy

Our strategy is aimed at consistently driving value creation for our shareholders by cost effectively creating superior value for customers.

Our newly defined vision and core strategies form the foundation of a transformation of our business toward higher level performance. They are the basis of the company's priorities and actions for the coming years.

## Our vision

Consistent with our *better together* aspiration, we relentlessly pursue to be the preferred supplier for our steel wire products and solutions, by continuously delivering superior value to our customers around the world.



## Our Core Strategies

Five core strategies form the basis of Bekaert's priorities and decision making process toward to drive value and growth. These strategies put the company's vision into practice and reflect the direction and priorities for the company:

1. bring the customer into the heart of our business
2. drive growth by providing superior customer value
3. accelerate Bekaert's technology leadership and speed-to-market in target products and processes
4. leverage our scale to greater effect, and reduce our complexity to facilitate this
5. deliver the value proposition we want to offer the customer, at the lowest total cost

## About this report

### Reporting scope

This report covers the CSR KPI for all subsidiaries of the Bekaert Group.

### Reporting period and cycle

This report covers the activities between 1 January 2014 and 31 December 2014, unless stated differently and if relevant for the report.

Bekaert reports annually on its sustainability performance.

### Process for defining reporting content

The content of this report has been defined considering the most significant indicators of our activity, the impact of and commitment to the company's interest groups, the effort in sustainability and the level of detail established by model G3 of the GRI guidelines.

We have taken into account the present and future contribution of the activities in the improvement or the deterioration of social, environmental and economic conditions.

Our stakeholders are all physical, legal or collective persons that are influenced directly or indirectly by the activities of the company.

Our interest groups include: the Bekaert employees, suppliers, customers, shareholders, partners, local governments and the communities in which we are active.

### Reporting principle

Bekaert's CSR report 2014 is based on the GRI G3 Guidelines regarding the GRI Sustainability Reporting Framework. Global Reporting Initiative (GRI) is a non-profit organization that promotes economic sustainability. GRI has concluded that the report fulfils the requirements of Application level C. Bekaert's responsible performance in 2014 has been recognized by its inclusion in the Ethibel Excellence Index (ESI) Europe - a reference benchmark for top performers in terms of corporate social responsibility based on Vigeo's research - as well as in Kempen SRI.

### Overview of reported KPIs

GRI G3 EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.

GRI G3 EC3 Coverage of the organization's defined benefit plan obligations.

GRI G3 EN8 Total water withdrawal by source.

GRI G3 EN21 Total water discharge by quality and destination.

GRI G3 LA1 Total workforce by employment type, employment contract, and region.

GRI G3 LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.

GRI G3 LA4 Percentage of employees covered by collective bargaining agreements.

GRI G3 LA6 Percentage of total workforce represented in formal joint management-work health and safety committees that monitor and advise on occupational health and safety programs.

GRI G3 LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.

GRI G3 LA10 Average hours of training per year per employee by employee category.

GRI G3 LA12 Percentage of employees receiving regular performance and career development reviews.

GRI G3 SO3 Percentage of employees trained in the company's anti-corruption policies and procedures.

Go to [sustainability.bekaert.com](http://sustainability.bekaert.com) to download the [GRI Content Index](#).



## Our responsibility in the workplace



## Our employees

Our employees are our most important asset. They create the dynamics that characterize our international corporate culture.

### Employee related data

At year end 2014 Bekaert had 28 440 employees (\*) (GRI G3LA1)

	Region				TOTAL
	EMEA	North America	Latin America	Asia Pacific	
<b>Blue collars</b>	4 894	1 241	6 096	9 198	21 429
Male	4 347	1 189	5 964	8 873	20 373
Female	547	52	132	325	1 056
<b>White collars</b>	1 359	243	1 893	1 908	5 403
Male	903	154	1 332	1 372	3 761
Female	456	89	561	536	1 642
<b>Management</b>	631	158	262	557	1 608
Male	545	135	233	445	1 358
Female	86	23	29	112	250
<b>TOTAL Male</b>	<b>5 795</b>	<b>1 478</b>	<b>7 529</b>	<b>10 690</b>	<b>25 492</b>
<b>TOTAL female</b>	<b>1 089</b>	<b>164</b>	<b>722</b>	<b>973</b>	<b>2 948</b>
<b>GRAND TOTAL</b>	<b>6 884</b>	<b>1 642</b>	<b>8 251</b>	<b>11 663</b>	<b>28 440</b>

(\*) Early 2015, 2 000 additional employees joined Bekaert, following the successful closing of the acquisition deals with Pirelli and Arrium.

### Breakdown by employment type

Headcount versus FTE broken down by region

Region	Headcount	FTE
EMEA	6.884	6.837
North America (*)	1.642	1.642
Latin America (*)	8.251	8.251
Asia Pacific	11.663	11.643

(\*) there are no part-time employed employees in North and Latin America.

### Attracting and retaining talent

We are committed to provide equal opportunity in employment and to respect the rights and dignity of each employee. We recognize and appreciate the cultural identity in the countries in which we operate and do business. We promote equal opportunity and do not discriminate against any employee or applicant for employment on the basis of age, race, nationality, social or ethnic descent, gender, physical disability, sexual preference, religion, political preference, or union membership.

The recruitment, remuneration, application of employment conditions, training, promotion and career development of our employees are based on professional qualifications only.

Our hiring policy states that every new employee receives a copy of our [Code of Conduct](#) which explains our policies and procedures with regard to business ethics. All new managers are required to sign a compliance statement.

We offer competitive salaries and benefits designed to enhance the financial, physical and well-being of our employees and their families. While our offerings differ from country to country and are often integrated with local social security, we provide a wide range of employee benefits that may include retirement benefits, healthcare plans, service awards, labor accident disability coverage and paid leave. For more detailed information on employee benefits we refer to [section 6.15 of the annual report](#). (GRI G3 EC3).



## Benefits

Benefits provided to full-time and part-time employees that are not provided to temporary employees (as "interim workers"), by significant locations of operation (> 1000 employees) (GRI G3 LA3).

	Belgium	China	Slovakia	US
Life insurance	yes	yes	yes	yes
Health care	yes	yes	no	yes
Disability and invalidity coverage	yes	yes	yes	yes
Parental leave	yes	yes	yes	yes
Retirement provision	yes	no	yes	yes
Stock ownership	no	no	no	no

## Communicating with our people

We recognize the right of any employee to join or to refrain from joining a trade union. 82% of our employees worldwide are covered by collective bargaining agreements (GRI G3 LA4).

We encourage communication with our employees and their representatives.

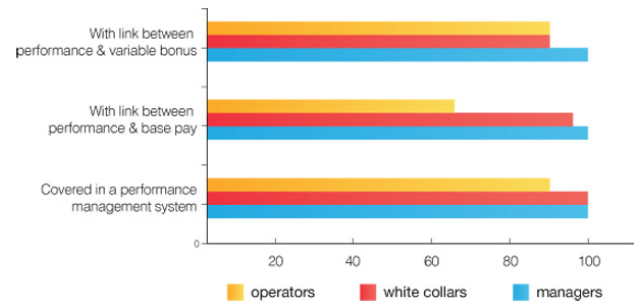
- Direct information meetings are held in all plants worldwide, regular information meetings are scheduled with Unions in all unionized plants worldwide.
- Annually, we hold 4 interactive teleconferences with all managers worldwide.
- We organize 1 International Management Conference worldwide per year.

## Learning and development

In order to encourage the continuous development of all employees, the group targets are deployed into team and personal targets for everyone. Bekaert's performance management system enables the evaluation of teams and individuals as they relate to the set targets, as well as their way of working.

Bekaert attaches great importance to offering continuous learning and development opportunities to employees. Such programs not only include technical and function-specific training, but also leadership modules that help our people develop and cooperate in a global business environment.

- Average n° of training per employee category & per gender (cfr GRI G3 LA10): On average 38 hours of training
- % of employees who received a performance review (cfr GRI G3 LA12):



## Stepping up technology leadership by continued employee development

Bekaert has engaged and challenged its employees in an innovation competition in 2014. After several jury rounds, the FastForward game brought about three winners out of eight nominations from an impressively longlist of new ideas. The winning ideas are being turned into reality by dedicated teams.



*Bekaert FastForward Award Event 2014*

## Sustainable support tools

In 2014 Bekaert launched an internal Learning & Development portal. In a first phase, the web based tool was rolled out for all managers worldwide. It provides an overview of all available trainings, both traditional classroom courses and e-learning modules. The portal also serves as a monitoring tool since it keeps track of each manager's training history.

# Health and safety

## Measuring and improving safety

The Bekaert safety policy is deployed through the Safety Tree model and monitored via the Bekaert Safety Evaluation System (BEKSES). In 2014, BEKSES audits (based on OHSAS 18001) were carried out in a number of plants. In newly acquired plants and plants recently added to the consolidation perimeter, special efforts were made to align the local safety management to the worldwide Bekaert approach.

To increase safety awareness even further, Bekaert included all recordable incidents (versus lost-time accidents) in its 2014 internal safety reports.

Following the fatal accident in Slovakia in 2013, a thorough investigation was conducted on similar equipment across all plants worldwide.

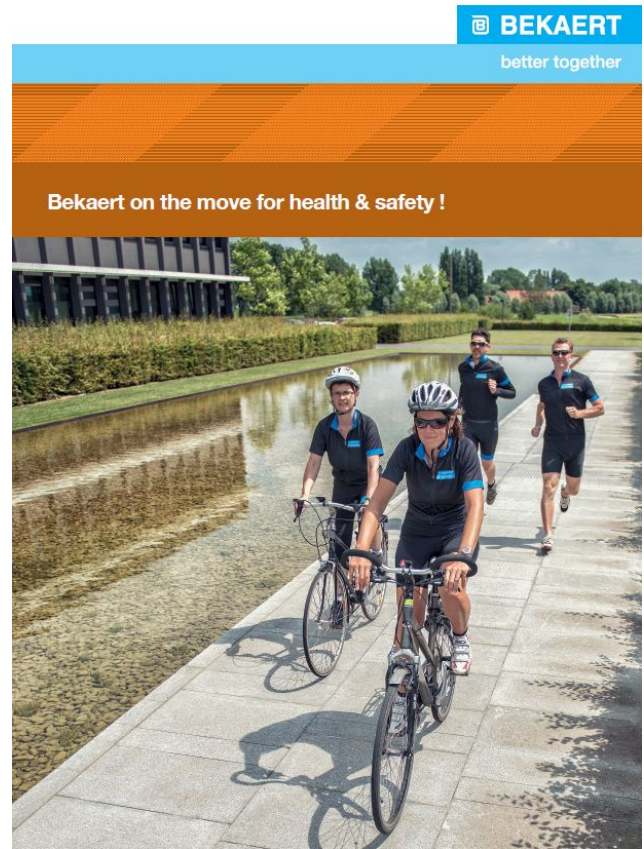
## Continued focus on health

Because we attach great importance to a healthy working environment, we continued to invest in automated handling equipment and other workplace ergonomics in 2014. To coincide with our International Health & Safety Week, we implemented a vitality program with the aim of letting teams move together in a healthy way.

## International Health and Safety Week

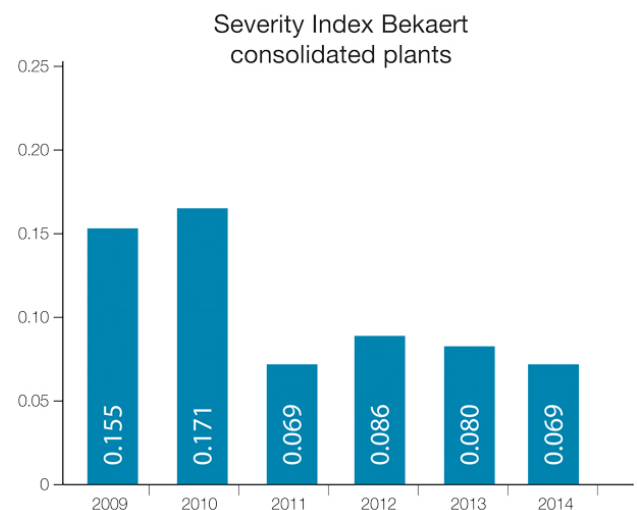
Bekaert has a long tradition of organizing a Health & Safety Day worldwide every year in September. In 2014, Bekaert extended the duration of this event to a full week, giving all employees the opportunity to participate. The central theme for this year's edition was "Bekaert on the move for health & safety". The safety component focused on internal and external transportation and on handling equipment with moving parts. For the health part, a vitality challenge was set: the objective was to reach 80 000 km by moving together in a healthy way. With the active participation of all teams worldwide, the teller eventually reached 130 220 km. The vitality challenge set the tone for continued vitality activities throughout our entities.

By organizing the International Health and Safety Week each year, Bekaert's top management and all management teams reconfirm that the safety and health of all Bekaert employees around the world is, and remains, one of the company's main priorities.

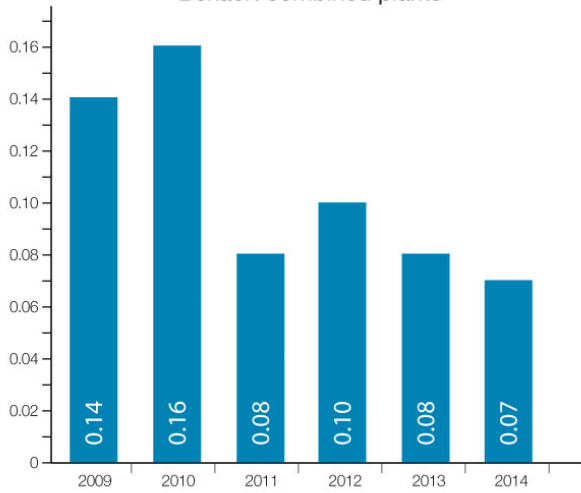


## Safety related data

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Severity Index  
Bekaert combined plants



Combined numbers include the results of the Bekaert consolidated plants and those of joint-ventures and associated companies.

Severity Index = Number of lost days due to occupational accidents per thousand worked hours

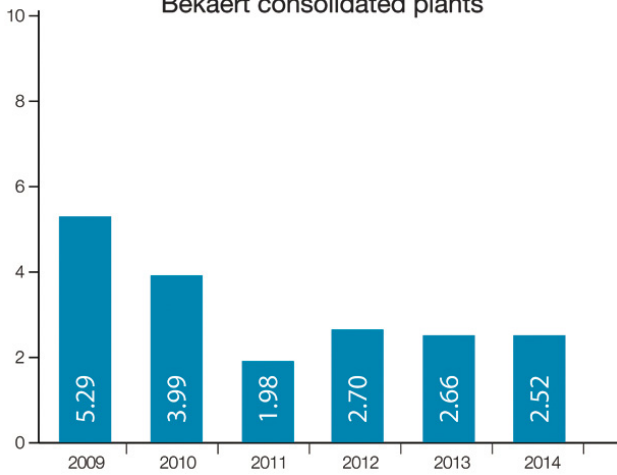
Repeatability Index = Number of lost time accidents (LTA) per million worked hours.

### Safety champions

(number of years without LTA)

	>=7 years	>=4 years	>= 2 years	>= 1 years
N° of plants	2	1	2	9

Repeatability Index  
Bekaert consolidated plants

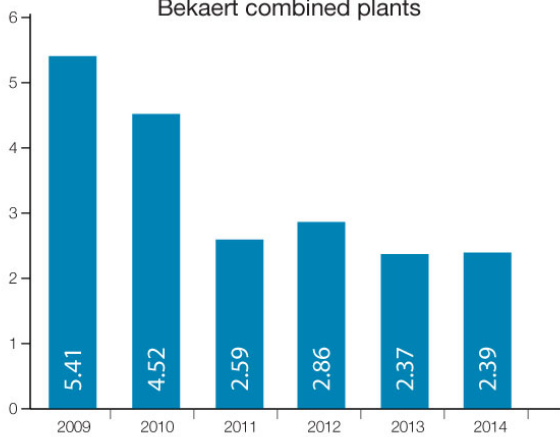


The plants that have been incident-free since at least more than one year represent 30% of the Bekaert population (number of employees of the above plants versus total number of employees from consolidated entities).

### Health and safety committees

97.5% of our total workforce is represented in formal joint management-worker health and safety committees. They help monitor and advise on occupational health and safety programs. These committees operate at all levels of the organization. (GRI G LA6)

Repeatability Index  
Bekaert combined plants



## Our responsibility in the markets

### better together in the communities where we are active

Bekaert strives to be a loyal and responsible partner in the communities where we are active. We make a point of interacting with local governments in a transparent, constructive way, and we are firmly committed to complying with national legislations and collective labor agreements. Bekaert adheres to the Universal Declaration of Human Rights and the treaties and recommendations of the International Labor Organization.

Also in acquisition deals, Bekaert attaches great importance to building open and constructive relationships with local government bodies and with social representatives as of the start. This was particularly the case in the communities we entered as part of the Pirelli deal.

#### Co-creation and open innovation

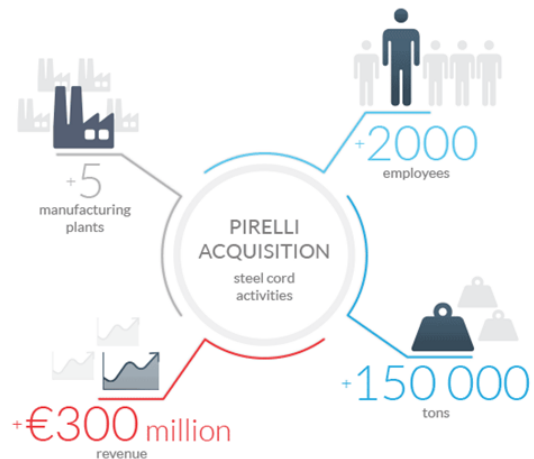
Bekaert seeks international partnerships with universities and research institutes. In 2014, we continued to cooperate with academic institutions, technology clusters and research partners from different countries in order to bring an outside-in approach.

### better together with customers and suppliers

Bekaert has production facilities and sales offices in 40 countries and builds lasting relationships with customers and suppliers wherever we do business.

We are committed and dedicated to creating value for all our valued customers. In pursuit of excellence and value creation to our customers, we will step up our operational performance, service delivery, and innovation focus in 2015; all while drawing on the broad capability and motivated teams of the Bekaert Group around the world.

The purchase of the global Pirelli steel cord activities is the largest acquisition in the history of Bekaert. This acquisition strengthens Bekaert's status as a preferred supplier to the tire industry and increases our global market share in steel cord for tires to approximately 30%.



Bekaert further strengthened its partnerships with other global players such as with ArcelorMittal in Costa Rica and Ecuador, with Maccaferri in a global selling and distribution network for underground infrastructure works, and with Bekaert's Chilean partners in establishing a global Bekaert Rope Group.

On 19 November, a fire caused structural damage to part of the Bekaert manufacturing plant in Rome, Georgia (US). All employees were evacuated on time and no one was injured. Bekaert immediately took actions to ensure that customers could rely on continuity of supply, either through product stocks available or through alternative sourcing. Bekaert Rome has been able to rapidly restore part of its operations, and is being reconstructed to restart full operations by June 2015.



## Close customer cooperation

We work closely with customers and suppliers by engaging in co-development projects. As part of one of the core strategies, Bekaert remodeled the innovation strategy in order to speed up R&D in co-creation with customers. The purpose is to make our R&D processes and priorities much more customer-driven. Our focus is being oriented toward fewer projects with faster and better innovation results, and to opportunities with bigger impact.

In co-creating new steel wire solutions with and for our customers, we increasingly sharpen our focus on the total value chain and consider disruptive innovations that envision the lowest total cost of ownership in our target markets.

In 2014, we extended the use of numerical modeling to speed up our time to market. Using computer simulation, our developments are designed even faster thanks to extensive virtual testing. One of the domains where numerical modeling is the most successful is in the development of complex profiled wires which require extensive experience and testing. Using numerical modeling to obtain the required shape of the roll grooves and zero-tolerance product specifications significantly reduces the number of experiments on our production lines. It drives a reduction of the development lead time and costs, and creates unlimited possibilities in intermediate result analyses, together with customers.

## Shaping a sustainable value chain

Bekaert also cooperates with customers and suppliers by conducting feedback initiatives and satisfaction surveys, and by performing industry analyses together. Customer surveys are executed annually or bi-annually in all sectors and regions and are based on either standard methodologies or customized on request of the specific customer.

In 2014, Bekaert's Purchasing department laid the groundwork for future sustainability targets related to the supply chain. Conversations began with selected suppliers to investigate how progress could be measured on certain sustainability KPI's via integrated value chains.

The first steps to roll out the [Suppliers' Code of Conduct](#) were taken at the end of 2014. In close cooperation with key suppliers, shared targets were set for 2015 in order to drive sustainability forward.

We actively cooperate with global customers, especially from the automotive, construction and energy related markets, in supporting their CSR programs by implementing specific actions in our CSR policies. Acting as a socially responsible supplier helps our customers achieve their sustainability targets.

## Market place related data

- Direct economic value generated and distributed (GRI G3 EC1): These data can be found in the [Financial Review of our Annual Report 2014](#) §5.2., § 5.3, § 5.5, § 6.12
- Anti-corruption policies and procedures (GRI G3 SO3): According to our global policy all employees (100%) receive the "Bekaert Code of Conduct" upon hiring, which describes the Bekaert anti-corruption policy & procedures. This standard policy is coordinated by the regional HR managers and is available in 5 languages. 100% of managerial employees received the Bekaert Code of Conduct and are trained through specific management training programs. 100% of white and blue collar employees received the Code of Conduct (integrated in labor contract). Additional training is foreseen partially depending on the function (eg. Purchasing function 100% trained) and depends on relations with external contacts in general.

During internal audits, the Group Internal Audit department regularly evaluates the anti-corruption policies and procedures, and advises on modifications where necessary.

All policies are available to all employees through the Bekaert Intranet. An e-learning module Ethics for supplier relations is available to all employees through the Bekaert Intranet.

# Our responsibility towards the environment

*better together* for a cleaner world: we continuously strive to use fewer materials, cut energy consumption and reduce waste.

Bekaert's concern for the environment is applied in various aspects: First, we seek to develop new, eco-friendlier production processes for our plants worldwide. In 2014, we finalized the 'New Environmental Technologies' project. The aim was to acquire knowledge and expertise in environmental technologies and thereby boost the environmental performance of plants worldwide. Cost-effective solutions were developed for all major waste aspects. Practical solutions include the recuperation of rinsing waters in the production process and the conceptual design of a zero liquid discharge project. The purpose is to run the plants without the need to discharge industrial waste water to the public sewer systems.

Secondly, prevention and risk management play an important role in Bekaert's environmental policy. In 2014, we updated our procedures for the prevention of soil contamination. Through self-assessments, internal audits and best practice sharing between plants, an action plan was defined in 2014 and will be implemented in the course of 2015.

Responsible use of water is also a priority. Programs that aim to reduce water usage in the long term were established and focus on getting a clear view of our water balance.

In 2014, 95 % of our consolidated plants worldwide were ISO 14001 certified. Bekaert's full worldwide certification is an ongoing goal; it is an element in the integration process of newly acquired entities and of companies that are added to the consolidation perimeter. Bekaert also received a group-wide certification for ISO 14001 and ISO 9001.

Lastly, Bekaert develops products that contribute to a cleaner environment. Ecology is an aspect that is considered starting from the R&D phase of new products. In many cases, it is even a driving factor in product development.

## Some examples

- Customized drying and heating systems based on gas and electrical infrared drying technologies for the paper and board industry or converting and metal processing applications.
- Water-based coated low carbon wires as a substitute to solvent lacquered products.
- Ternary Alloy Wire Coating (TAWI) steel cord, reducing 80% of cobalt needs in tires. Early 2015, the patent-pending invention was nominated for the prestigious Tire Technology of the Year 2015 award.



## Environment related data

Water withdrawal 2014 (GRI KPI EN8): 8 816 998 m<sup>3</sup>  
Total volume of water in m<sup>3</sup> withdrawn by source type:

- City water: 5 775 625 m<sup>3</sup> (~=65.5%)
- Ground water: 2 243 643 m<sup>3</sup> (~=25%)
- Canal/river water: 766 172 m<sup>3</sup> (~=8.5%)
- Rain water collected for reuse: 5 199 m<sup>3</sup> (~= 0.1%)

Total water discharged by quality and destination (GRI KPI EN21): The total volume of effluent discharged from wastewater treatment: 3 366 333 m<sup>3</sup>

The total volume of effluent discharged in cubic meters by ton end product: 1.09 m<sup>3</sup>/ton end product

Destination of the effluent discharged:

- surface water (lake, sea, river): 64.3%
- canal: 13.4%
- sewer: 22.8%
- irrigation: 0.3%

Treatment method:

- Physicochemical treatment: 94.6%
- Biological treatment: 5.4%

Re-use by another organization:

- No: 95%
- yes: 5% (directly to drink water plant)

## Our responsibility towards society

Education projects form the backbone of funding and other community-building activities. In addition, we support local activities and projects for social, cultural and economic development.

### Supporting educational and training initiatives

We believe that education and learning are the key to a sustainable future. Accordingly, we support initiatives worldwide that focus on helping the communities we are active in through education and learning.

In China, Bekaert has built strong relationships with various schools. Support for these institutions is not limited to donations of gifts, books and other materials. Bekaert employees also participate in voluntary work initiatives to improve the children's technical skills and awareness for the environment.



In Russia, Bekaert supports disabled children with material donations and help in organizing socio-cultural events adapted to the needs of these children.

Vicson, our subsidiary in Venezuela, supports a Youth Leadership program aimed at strengthening the personal development of youngsters, improving their teamwork abilities and learning study time optimization. The program is a co-operation between private companies, the Carabobo University and the Executive Association of the Carabobo state.

In Brazil, Bekaert continues to support the 'Digital Citizenship' program that offers students easier access to, and training in, information technology.

### Supporting social and community initiatives

We support community initiatives that aim to improve societal conditions in the places where we are active.

In the Thiruvallur district in India, the health camp initiatives that were launched in 2012 to address the health care needs of the local people continue to be organized. More than 2000 people spread over 9 villages have participated in these health camps.

Prodac, our subsidiary in Peru, has continued the 'Sarita Colonia' Summer School program that was started in 2008 and that organizes local activities and projects for social, economic and cultural development of children during the summer holidays. Annually, 100 children participate in the program.



Bekaert Corporation (US) joined the National 4-H Council in 2014. 4-H is the largest youth development and empowerment organization in the US, reaching more than 7 million 4-H youth in urban neighborhoods, suburban schoolyards and rural farming communities. Fueled by university-backed curriculum, 4-H'ers engage in hands-on learning activities in the areas of science, healthy living, and food security. From June 1, 2014 till May 30, 2015, Bekaert Corporation will donate to 4-H 1% of retail sales on all Premium Gaucho® high strength barbed wire fencing. Bekaert herewith expresses its engagement in helping America's largest youth development organization to create a positive change and a better future for young people.





EN2	Percentage of materials used that are recycled input materials.	Not	
<b>Energy</b>			
EN3	Direct energy consumption by primary energy source.	Not	
EN4	Indirect energy consumption by primary source.	Not	
EN5	Energy saved due to conservation and efficiency improvements.	Not	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	
<b>Water</b>			
EN8	Total water withdrawn by source.	Fully	standard reporting and follow-up system Sensor (internal) Total volume of water in m³ withdrawn from any water source: 8 816 988 m³ Total volume of water in m³ withdrawn from any water source by source type: - city water: 5 775 625 m³ (=65.5%) - ground water: 2 263 643 m³ (=25%) - canal/river water: 766 172 m³ (=8.5%) - rain water collected for reuse: 5 199 m³ (=0.1%)
EN9	Water sources significantly affected by withdrawal of water.	Not	
EN10	Percentage and total volume of water recycled and reused.	Not	
<b>Biodiversity</b>			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not	
EN13	Habitats protected or restored.	Not	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not	
<b>Emissions, effluents and waste</b>			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Not	
EN17	Other relevant indirect greenhouse gas emissions by weight.	Not	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Not	
EN19	Emissions of ozone-depleting substances by weight.	Not	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not	
EN21	Total water discharge by quality and destination.	fully	Standard reporting and follow-up system Sensor The total volume of effluent discharged from wastewater treatment: 3 366 333 m³ The total volume of effluent discharged in cubic meters by ton end product: 1.09 m³/ton end product Destination of the effluent discharged: - surface water (lake, sea, river): 94.3% - canal: 13.4% - sewer: 22.2% - irrigation: 0.3% Treatment method: - Physicochemical treatment: 94.6% - Biological treatment: 5.4% Re-use by another organization: - No: 95% - yes: 5% (directly to drink water plant)
EN22	Total weight of waste by type and disposal method.	Not	
EN23	Total number and volume of significant spills.	Not	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, and VIII, and percentage of transported waste shipped internationally.	Not	
EN25	Identify, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	
<b>Products and services</b>			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	
<b>Compliance</b>			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not	
<b>Transport</b>			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Not	
EN30	Total environmental protection expenditures and investments by type.	Not	
<b>Social: Labor Practices and Decent Work</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Employment</b>			
EA1	Total workforce by employment type, employment contract, and region.	Fully	breakdown by region (headcount): EMEA North America Latin America Asia Pacific Total Blue collars male: 4 347 1 180 5 964 8 873 20 373 Blue collars female: 547 52 132 325 1 056 White collars male: 903 154 1 332 1 372 3 761 White collars female: 456 80 530 536 1 642 Management male: 545 135 233 445 1 358 Management female: 66 23 112 250 Total male worldwide: 25 492 Total female worldwide: 2 948 Grand total: 28 440  Breakdown per employment type (part-time/full time): Note: since part time employment is mainly applicable in Europe and hardly in the other regions where Bekaert is active (no part-time employees in Latin America and North America, hardly part time employees in APAC) we did not convert to report headcount data (part time + full time) versus FTE (employment type + full time) breakdown by employment type: Headcount versus FTE broken down by region: North America headcount: 1 642 (there are no part time employees in North America) North America FTE: 1 642 Latin America headcount: 8 251 (there are no part time employees in Latin America) Latin America FTE: 8 251 Asia Pacific headcount: 11 663 Asia Pacific FTE: 11 643  Breakdown by contract type (permanent/temporary): in most cases employees with a temporary contract are not on our payroll, but are on the payroll of external organisations (Special Economic Zones, Employment agencies)
EA2	Total number and rate of employee turnover by age group, gender, and region.	Not	
EA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	Life insurance Belgium China Slovakia US Health care yes yes yes yes yes Disability and invalidity coverage yes yes no yes yes Parental leave yes yes yes yes yes Retirement provision yes no yes yes yes Stock ownership no no no no no These benefits are offered to full-time and part-time employees, not to temporary employees (as "interim workers").
<b>Labour-management relations</b>			
EA4	Percentage of employees covered by collective bargaining agreements.	Fully	82%
EA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not	
<b>Occupational health and safety</b>			
EA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	97.5%, the communities operate at all levels in the organization Standard Reporting and follow-up system (Sensor). Minor (= first-aid level injuries) excluded. In calculating lost days we mean 'calendar days' Injury rate (IR) for total workforce by region: EMEA: 2.23, North America: 3.04, Asia: 1.00, Latin America: 4.49 Injury rate (IR) for independent contractors working on-site: EMEA: 3.56, North-America: 0.00, Asia: 1.26, Latin America: 3.93 Lost day rate (LDR) for total workforce by region: EMEA: 0.070, North America: 0.056, Asia: 0.040, Latin America: 0.124 Lost day rate (LDR) for independent contractors working on-site: EMEA: 0.151, North-America: 0.000, Asia: 0.041, Latin America: 0.110 Absolute number of fatalities for total workforce by region: EMEA: 0, North-America: 0, Asia: 0, Latin America: 0 Absolute number of fatalities for independent contractors working on-site by region: EMEA: 0, North-America: 0, Asia: 1, Latin America: 0
EA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	
EA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Not	
EA9	Health and safety topics covered in formal agreements with trade unions.	Not	
<b>Training and education</b>			
EA10	Average hours of training per year per employee by employee category.	Fully	Average hours of training per year per employee: 38.26h/employee Blue collars male: 41.81h/employee Blue collars female: 25.13h/employee White collars male: 36.77h/employee White collars female: 27.39h/employee Management male: 21.22h/employee Management female: 27.09h/employee
EA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Not	
EA12	Percentage of employees receiving regular performance and career development reviews.	Fully	% of population Covered in a performance management system 100 With link between performance & base pay 100 With link between performance & variable bonus 100 Managers 100 White collars 96 Blue collars 90
<b>Diversity and equal opportunity</b>			
EA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Not	
EA14	Ratio of basic salary of men to women by employee category.	Not	
<b>Social: Human Rights</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Investment and procurement practices</b>			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Not	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Not	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not	
<b>Non-discrimination</b>			
HR4	Total number of incidents of discrimination and actions taken.	Not	
<b>Freedom of association and collective bargaining</b>			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Not	
<b>Child labor</b>			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Not	
<b>Forced and compulsory labor</b>			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Not	
<b>Security practices</b>			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not	
<b>Indigenous rights</b>			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not	
<b>Social: Society</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Community</b>			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Not	
<b>Corruption</b>			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not	

			According to our global policy all employees (100%) receive the "Bekaert Code of Conduct" upon hiring, which describes the Bekaert anti-corruption policy & procedures. We attached copy of the Code of Conduct in our mail. Standard policy coordinated by the regional HR managers. Available in 5 languages. Percentages: 1) Management: 100% of employees received Bekaert Code of Conduct and are trained through specific management training programs. 2) White & blue collars: 100% of employees received Code of Conduct. Code of Conduct integrated in labor contract. Additional training is foreseen partially depending on function (eg. Purchasing function 100% trained) and depends on relations with external contacts in general. During internal audits, the Group Internal Audit department regularly evaluates the anti-corruption policies and procedures, and advises on modifications where necessary. All policies are available to all employees through the Bekaert Intranet. An e-learning module Ethics for supplier relations is available to all employees through the Bekaert Intranet.
<b>SO3</b>	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	
<b>SO4</b>	Actions taken in response to incidents of corruption.	Not	
<b>Public policy</b>			
<b>SO5</b>	Public policy positions and participation in public policy development and lobbying.	Not	
<b>SO6</b>	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not	
<b>Anti-competitive behavior</b>			
<b>SO7</b>	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not	
<b>Compliance</b>			
<b>SO8</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not	
<b>Social: Product Responsibility</b>			
<b>Performance Indicator</b>	<b>Description</b>	<b>Reported</b>	<b>Cross-reference/Direct answer</b>
<b>Customer health and safety</b>			
<b>PR1</b>	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Not	
<b>PR2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not	
<b>Product and service labeling</b>			
<b>PR3</b>	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not	
<b>PR4</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	
<b>PR5</b>	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not	
<b>Marketing communications</b>			
<b>PR6</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not	
<b>PR7</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not	
<b>Customer privacy</b>			
<b>PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not	
<b>Compliance</b>			
<b>PR9</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not	



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