



# Sustainability

Report  
2021

 **Nexans**  
ELECTRIFY THE FUTURE

**LETTER FROM JEROME LEROY,  
VICE PRESIDENT & GENERAL MANAGER**

---

**4-5**

**OUR  
BUSINESS**

---

**6**

**OUR  
CUSTOMERS**

---

**7**

**SUSTAINABILITY  
AT NEXANS**

---

**8-9**

**SUSTAINABILITY  
FRAMEWORK**

---

**10-11**



A hand is shown holding a globe of the Earth. The background is a soft-focus green with a large leaf in the upper left corner. The text is arranged in a vertical list on the right side of the page, with horizontal lines separating the items.

**OUR  
PEOPLE**

---

**12-13**

---

**OUR  
PARTNERS**

---

**14-15**

---

**OUR PRODUCTS  
& SERVICES**

---

**16-17**

---

**OUR  
PLANET**

---

**18-21**

---

**DASHBOARD**

---

**22-23**

A LETTER FROM

---

# Jerome Leroy, Vice President & General Manager

---

The Nexans Canada business started as Canada Wire in 1911, 110 years ago. We have been involved in many significant projects in this country, from the CN Tower to dams, bridges and the Maritime Link allowing Nova Scotia to import renewable energy from Newfoundland. Our products are manufactured in Quebec, Ontario and Saskatchewan.

Our purpose is to Electrify the Future and work towards the new world of electrification – safer, sustainable, renewable, decarbonized and accessible to everyone – connecting us all to new opportunities, technologies and behaviours that will build a better future. And we are part of a global group that is committed to contribute to carbon neutrality by 2030.

**Corporate Social Responsibility (CSR)** is a guiding principle of our business activities and internal practices. Our objective is to align our Canadian business focus on continuous improvement within all practices relating to our People, Partners, Products and our Planet.

In 2020, Nexans Canada received the **3E (Environment, Economic**

**& Engagement) Performance Quarterly Award** for our outstanding leading positions per category among the other Nexans groups. The 3Es are part of our CSR strategy and an achievement we are extremely proud of.

We also launched a new internal program within Nexans Canada called “**The Innovation Challenge.**” This is an opportunity for every employee to share their innovative solutions and develop their initiative from an idea stage to a reality and get rewarded. From this program, we have seen many ideas addressing the 3Es and just recently implemented an idea to cut cable armour tails less than 2”. This solution educated the operators, reduced 594 feet of waste and saved \$5635.58/year in our Fergus, ON. plant.

And we’re taking actions to optimize the use of natural resources in our industrial activities. In our Montreal, QC. plant, **21% of electricity purchased is from renewable sources.** Our Fergus plant features a **large process water pond that is supplied by natural sources, including rain water.** This allows Fergus to stay almost completely off the municipal water system. And in

both our Fergus and Weyburn, SK. plant, a **closed loop cooling system** is used to limit water consumption and help save energy.

With environmentally conscious manufacturing strategies, progressive employee programs and a commitment to carbon neutrality, Nexans Canada is committed to our customers and our communities.

Over the last four years, the Nexans Canada headquarters has participated in the Heart & Stroke Big Bike Ride, where 29 employees climb onto a very large bike riding in unison to help fund research into heart disease and stroke. In our Weyburn plant, we have donated cables to a local college that will provide practical hands-on training to the students learning how to install cables.

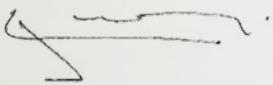
Nexans’ contribution to society is very future-focused. We consider our partnerships carefully, to ensure that all decisions made are responsible, ethical and compliant with our corporate policies and legislations. We are a member of **Electro Federation Canada (EFC)** and since 2018, we have supported the next generation of leaders in the Canadian Electrical industry

through our Scholarship award with EFC. The **EFC Scholarship** program provides post-secondary students who are interested in pursuing a career in the Electrical industry, with funding to support their academics.

Since 2011, the **Nexans Connects Scholarship Program** has awarded close to \$200,000 in scholarship monies for employee family members across North America. Students graduating from high school are eligible to apply for the \$2,000 scholarship.

With over a century of experience, Nexans has never stopped building the future of electricity and will continue for the years to come.

We are **PIONEERS** of energy transition. We are **DEDICATED** to delivering to the highest standards of performance. And we are **UNITED** to achieve our ambitious goal: **Electrify the Future.**



Jerome Leroy  
Vice President & GM  
B&T Canada





---

# Our Business

---

**Nexans Canada is a vertically integrated manufacturer of wire and cable products. We control the entire manufacturing process from beginning to end, starting at our copper casting facility, which has been in operation in Montreal since 1931.**

As one of Canada's largest cable manufacturers, we produce a wide range of high-quality cables and have been manufacturing residential, commercial and industrial building wires from our Fergus, ON, plant since 1966. Our power utility cables have been made in our Weyburn, SK, plant since 1971.

This specialization from each of our facilities, allows for the development of expertise and process control. It also drives our continued growth, supplying customers with premium aluminum, copper, low voltage and medium voltage products, which meet the quality standards specified by the **Canadian Standards Association (CSA) Group**.

With state-of-the-art manufacturing

and testing equipment and continuous improvement programs, all three Canadian facilities continue to earn the **EHP (Environment Highly Protected) Label**, an environmental management system that includes environmental risk targets for sites certified by internal auditors and perform to **ISO 9001 certification standards**.

From Nexans copper rod to final out-the-door products, we are committed to manufacturing cables with a team driven by service excellence. All products are backed by engineering support and unique value-added services and solutions such as our **Recycling & Scrap Recovery Services** and **ULTRACKER Connected Reels Tracking Solution**. (Please see page 16 for more information on our services.)

Every year, we provide superior cable and innovative services to hundreds of projects around Canada, ranging in size from relatively small residential and commercial works to major

multi-million-dollar infrastructure projects. Being in Canada, we are very familiar with the unique requirements for cables installed in our climate. In addition, we have over 150 man-years of engineering experience and expertise to help solve some of the challenges of installing and operating a complex cable network.

Our Canadian operations employ over 450 staff members with our head office based in Markham, ON. Our highly qualified sales force and local technical support team provide industry expertise and are committed to finding the best solution, the highest quality products and sustainable services. From the design stage through recycling, we work closely with our customers to provide them with this support.

However, when you work with Nexans Canada, you have accessed the entire Nexans global organization with its extensive range of world-leading cable products and solutions suitable for projects of any size and scope.

---

# Our Customers

---

**Nexans Canada customers, many of which are Canada's leading companies within the power generation, transmission and distribution markets, choose Nexans because of our vertically integrated supply chain, differentiated offers and our proven and reliable partnerships.**

As a strategic partner, our customers have come to rely on our wide range of premium aluminum, copper, low and medium voltage products and the full range of services we offer to support the wires and cables we manufacture.

We are committed to expanding our offer far beyond cables to include new innovations, education, and solutions and services to help customers improve their performance, reduce their costs and serve their own customer base better.

Starting from our Canada Wire days, we have taken the role of educating the industry on wire and cable. We are involved in Code and Standards Committees and over the last few years have provided customer driven presentations and webinars.

Topics such as Canadian Electrical Code Changes for 2021, Emerging Trends for Utility Cables, Understanding our CORFLEX® RA90 Cables and Renewable Energy - Wind & Solar Energy Trends can be found as webinar recordings at [www.nexans.ca/Resources/Webinars.html](http://www.nexans.ca/Resources/Webinars.html)

Canadian homes, businesses and cities are powered by Nexans' high-quality sustainable cabling solutions. And we continue to help customers meet the challenges they face in the residential, commercial, industrial and utility markets, creating value by providing more

innovative products and digital services. Here are some of our latest and upcoming innovations:

**MyNexans** is a customized online service that allows key customers to check stock availability, product inventory, track orders and more.

**EasyCalc™**, a digital cable sizing tool is currently underdevelopment and will allow customers to easily calculate the cable cross section for their installation.

**Mobiway™** is a unique reel transport and unwinding system designed to easily carry, stand and unwind our reels and will be available in October 2021.

For over a century, Nexans' innovation capabilities have enabled us to map out a safer, smarter and more successful future alongside its customers. The journey together continues.



# Sustainability at Nexans

**Nexans' business operations and internal activities are committed to a range of CSR principals that focus on our people, our partners, our products and our planet for a more sustainable future.**

These CSR priorities draw on the Sustainable Development Goals set by the United Nations, which the Group adopted in 2008 when it joined the Global Compact.

Here in Canada, our aim is to be consistent with Nexans'

mission and purpose by being an innovative company and recognized as such by employees and customers. We consider our people and planet at the heart of our success and we are committed to delivering on our promises, mission, purpose and values.





# Sustainability Statement

---

**Nexans is a global player in energy transition, helping to build a new electric world, accessible to everyone. In Canada, we strive to be a human and sustainable company that values diversity and employee wellness while providing trusted, innovative and environmentally responsible solutions for our Partners in North America.**

## OUR PEOPLE

We look after our people and build a diverse and inclusive workplace for all. Workplace safety is a number one priority where we strive to achieve the highest standards of safety at all of our sites. Every year, we have a Safety Day, where all employees participate in training or awareness activities.

We give our employees an opportunity to develop and build their careers, using a wide range of incentive systems to encourage them to reach high performance levels, unleash their creativity and reward their individual and collective contribution to achieving the objectives set.

## OUR PARTNERS

We share our values and the highest ethical standards with all stakeholders. Nexans is the first cable provider to create a **Foundation** supporting sustainable initiatives bringing access to energy to disadvantaged communities worldwide.

Here in Canada, all of our sites in SK, QC and ON are dedicated to hosting various events throughout the year to support local non-profit organizations like the United Way, local Food Banks and Canadian Mental Health. In addition to providing nominal donations, we also hold food drives, Christmas toy drives and have donated cables to local high schools to help power the lights for their football field.

Our employees are actively involved in these community initiatives and donations, helping raise both awareness and funds.

## OUR PRODUCTS

We strive to ensure that our products minimize the impact on the planet and contribute to preserve the environment and save energy. Our medium voltage

cable process has a state-of-the-art by-product collection system that respects our environment and we currently develop a copper tin alloy contact wire that is eco-friendly, safer and saves energy consumption.

## OUR PLANET

We commit to ensuring the impact of our business activity on the climate is as low as possible. We are currently focusing on CO2 emissions and creating an action plan throughout the plants to further improve our operations from an environmental point of view.

We focus on enhancing energy efficiency in our production sites by replacing all traditional lighting with LED lights, building automation systems and moving towards high efficiency heating through an MHI control of plant ventilation systems.

We also work towards integrating more of the circular economy, which involves reducing the volume of production waste, generating revenue through products and services that contribute to energy transition and efficiency, and increasing the portion of recyclable cables and connected reels.

# Sustainability Framework 2020 - 2021

	Focus Area	Why it matters to us	Where we're at
<b>Our People</b>	Workplace Safety	<ul style="list-style-type: none"> <li>The health and safety of our employees is our number one priority because we consider our people at the heart of our success</li> <li>Promote a culture of safety because safety is part of our DNA</li> </ul>	<ul style="list-style-type: none"> <li>Continuing to implement health and safety programs at manufacturing plants and sales offices</li> <li>Annual Global Safety Day in September</li> </ul>
	Talent Management	<ul style="list-style-type: none"> <li>Promote, retain and attract talent</li> <li>Improve employee knowledge, skills and commitment leads to personal growth and promotes engagement and innovation</li> <li>Employee development and accomplishment of company goals and strategic plans</li> </ul>	<ul style="list-style-type: none"> <li>Talent and Succession management programs</li> <li>Individual Development Plans</li> <li>Agile Leadership model driving performance</li> <li>Centralized use of MyClick® application</li> </ul>
	Employee Engagement	<ul style="list-style-type: none"> <li>Critical driver in business success</li> <li>Employee well-being improves productivity &amp; efficiency, innovation and teamwork</li> <li>Alignment of individual and company values</li> </ul>	<ul style="list-style-type: none"> <li>Employee engagement yearly survey</li> <li>Internal newsletters, regular town hall meetings</li> <li>Nexans Human Project, promoting well-being</li> </ul>
<b>Our Partners</b>	Social Responsibility	<ul style="list-style-type: none"> <li>Nexans is committed to ensuring fair and ethical trade and it is mandated to our partners. We are committed to our values and ethics.</li> </ul>	<ul style="list-style-type: none"> <li>All Partners compliant to Nexans Code of Ethics</li> <li>Nexans Compliance week program</li> <li>Key partners must provide a policy statement when requested</li> </ul>
	Relationships and Commitment	<ul style="list-style-type: none"> <li>Alignment to business partners based on fundamental principles enables true partnering and value creation</li> </ul>	<ul style="list-style-type: none"> <li>Mutually constructed manner</li> <li>Consistent dialogue and interaction</li> <li>Request feedback to enable improvement</li> </ul>
	Our Planet	<ul style="list-style-type: none"> <li>Environmental sustainability, Nexans commitment to reduce emissions and reduce the use of hazardous substances in processing and in finished products</li> </ul>	<ul style="list-style-type: none"> <li>Consistent and objective audits</li> <li>Environmental compliance and reporting</li> <li>Optimizing purchasing specifically for recycling</li> <li>Actions on transportation to optimize routes, to reduce CO2 emissions</li> <li>Sustainable wood sourcing for packaging</li> </ul>
<b>Our Products</b>	Product Offering	<ul style="list-style-type: none"> <li>Introduce products that are safer and more sustainable to the environment</li> </ul>	<ul style="list-style-type: none"> <li>Developing LSZH solution for power cables</li> <li>Developed Eco-friendly copper cables</li> <li>Introduced Renewable Energy solutions</li> </ul>
	Materials	<ul style="list-style-type: none"> <li>To comply with regulations and meet the needs of our customers and their environments</li> </ul>	<ul style="list-style-type: none"> <li>Efficient use of raw materials to reduce overconsumption</li> <li>Representation on CSA committees</li> <li>Compliant with all environmental regulations</li> </ul>
	Circular Economy	<ul style="list-style-type: none"> <li>Ensure cable manufacturing continues in Canada while being a good neighbour in the local Fergus and Weyburn community</li> </ul>	<ul style="list-style-type: none"> <li>Most of our waste is diverted to recycling</li> <li>Use of local vendors where ever possible</li> </ul>
<b>Our Planet</b>	Environmental Management	<ul style="list-style-type: none"> <li>Maintain a high level of environmental management at our manufacturing plants and sales offices</li> </ul>	<ul style="list-style-type: none"> <li>Environmental audits</li> <li>Planet Day in our Montreal Plant and engages employee with community</li> </ul>
	Waste and Emissions	<ul style="list-style-type: none"> <li>Protect our environment from the risks of emissions and waste releases</li> </ul>	<ul style="list-style-type: none"> <li>Nexans Environmentally High Performance</li> <li>Recycle PVC inline on extrusion</li> <li>Eliminated use of town water in manufacturing</li> </ul>
	Energy Efficiency	<ul style="list-style-type: none"> <li>Optimize our energy consumption</li> </ul>	<ul style="list-style-type: none"> <li>Building automation system</li> <li>High efficiency AC motors</li> <li>Most DC motors converted to AC</li> <li>Compressed air reduction</li> </ul>



	Current Objectives	Where we are going
<p>h and safety measures in our s offices September</p> <p>ement through SPID, performance evelopment Plans g employee engagement pplication</p> <p>bjectives and initiatives own hall meetings ote community</p>	<ul style="list-style-type: none"> <li>• FR1 (LTI) = 0, FR2 (MTI) = 15, FR3 (FAC) = 71</li> <li>• SUSAs (Safe and Unsafe Acts and Conditions) = 349</li> <li>• Zero Lost Time Injuries</li> </ul> <ul style="list-style-type: none"> <li>• Retain key talent</li> <li>• 100% engagement in IDP process</li> <li>• Employee and business succession planning</li> </ul> <ul style="list-style-type: none"> <li>• Retain key talent</li> <li>• Promote Nexans new values and BU ambition story</li> <li>• Employee well-being and work life balance leading to improved engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Retain key talent</li> <li>• 100% engagement in IDP process</li> <li>• Motivate people to act on CSR issues</li> </ul> <ul style="list-style-type: none"> <li>• Zero regretted losses</li> <li>• Deployment of Agile leadership principles</li> <li>• Year on Year improvement</li> </ul> <ul style="list-style-type: none"> <li>• Retain key talent</li> <li>• Engaged employees, aligned goals and strategy</li> </ul>
<p>ans CSR Charter rogram and GMP program ositive EcoVadis scorecard</p> <p>in which business is performed action supported by CRM mprovement in our offering</p> <p>t of suppliers stipulating d process ications and best practices to enable</p> <p>onsolidate shipment and optimize on r reels</p>	<ul style="list-style-type: none"> <li>• 100% of Vendors have signed Nexans CSR policy</li> <li>• Key suppliers have provided Nexans with their EcoVadis Scorecard</li> </ul> <ul style="list-style-type: none"> <li>• Supplier Audits and Performance monitoring</li> <li>• Transparency with all stakeholders, including Government and local councils, Worksafe etc.</li> </ul> <ul style="list-style-type: none"> <li>• Clear KPI Targeting green initiatives</li> <li>• Reduction in % to landfill</li> <li>• Increase in % to recycling</li> <li>• Optimize transportation (Nexans and Suppliers)</li> </ul>	<ul style="list-style-type: none"> <li>• Nexans CSR Charter inherent and applied to entire value chain</li> <li>• Existing or new vendors must be compliant with our CSR Charter</li> <li>• Key partners with low EcoVadis Score, must implement actions improving their results</li> </ul> <ul style="list-style-type: none"> <li>• All stakeholders have clarity on the business' vision, mission and positioning strategies</li> </ul> <ul style="list-style-type: none"> <li>• Achievement of stretched year on year improvement ratios.</li> </ul>
<p>improved fire safety er tin alloy contact wire y Wind and Solar offering</p> <p>and focus on reduction of</p> <p>mittees ntal standards</p> <p>from the landfill and recycled ver possible</p>	<ul style="list-style-type: none"> <li>• LSZH product offering</li> <li>• Replace the cadmium contact wire lines over the next 8 years</li> <li>• Lower cost solar offering</li> </ul> <ul style="list-style-type: none"> <li>• Further reduce the overconsumption of raw materials</li> <li>• Optimize packaging for finished goods</li> </ul> <ul style="list-style-type: none"> <li>• Zero notices or breaches from authorities.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand LSZH offering</li> <li>• Bring more innovation to product ideas and development</li> <li>• Expand our solar and wind offering</li> </ul> <ul style="list-style-type: none"> <li>• Aware of all regulation changes and stay in compliance</li> <li>• Most efficient consumption of raw material</li> </ul> <ul style="list-style-type: none"> <li>• Reduce landfill waste to close to zero</li> <li>• Recycling pilot program for customers.</li> </ul>
<p>ant that emphasizes on the planet leaning and tidying the plant</p> <p>ly Protected status ers in process in our Fergus plant</p> <p>AC</p>	<ul style="list-style-type: none"> <li>• Actions from audits</li> <li>• Host an Environmental Day per year</li> </ul> <ul style="list-style-type: none"> <li>• Reduce packaging</li> <li>• Reduce labels</li> <li>• Actions from waste audit</li> </ul> <ul style="list-style-type: none"> <li>• Install energy efficient LED lighting in all plants</li> <li>• Install a Universal Power Supply to eliminate operating our transformer during peak energy time in the Fergus plant</li> </ul>	<ul style="list-style-type: none"> <li>• ISO 14001 Certification</li> <li>• Improved employee engagement</li> </ul> <ul style="list-style-type: none"> <li>• Year on Year improvement from base of Y-1 of 4.2%.</li> </ul> <ul style="list-style-type: none"> <li>• Year on Year improvement from base of Y-1 of 4.2%.</li> <li>• Energy management system</li> </ul>

# Our People

**We recognize that people are the source of our success – it's why they're one of Nexans' three pillars for a sustainable future. It is our responsibility to look after our employees by ensuring their safety at work and promoting a diverse and inclusive work environment.**

We aim to attract, retain and develop our talent. Our localized onboarding, along with Nexans Quick Start program, provides the information needed for new employees to understand, learn and perform in their new roles. We promote continuous learning and development through employee Individual Development Plans and Nexans learning academies to ensure a talent pool with leadership competencies for the future. We also promote a diverse and inclusive team environment as well as internal mobility.

Employee engagement and well-being are critical for our people and our business. To that end we provide comprehensive benefits and pension programs for them.

Nexans contributes to employee pension plans and provides other savings options such as Group RRSPs and Tax Free Savings Accounts to assist with retirement savings. There is also a retirement notice award of one month's salary for providing six months' notice to the company for succession planning.

We provide a flexible extended health and dental plan, covering most of premium costs. Employees are given "flex credits" and choose the benefits and level of coverage they need for their family. There are options for health, vision, dental, short-term and long-term disability, life and critical illness. Credits not used can be directed to other benefit costs or a Tax Free Savings Account. Our hourly plant workforce has benefits such as extended health, dental, short-term disability, life and other negotiated benefits. This gives employees security knowing they have medical coverage for their families.

Nexans offers an Employee Assistance Program which provides confidential

support, resources and information for personal and work-life issues. These services are provided to employees and their family members at no charge. We hold many optional webinar sessions throughout the year for employees on personal development and work-life topics. Providing the benefits to help keep our employees and their families physically, mentally and financially healthy is a positive for all.

Recognizing and rewarding our long service employees for their loyalty, dedication and commitment is important. We celebrate employee service milestones through our service recognition program. We recognize employees' efforts to support and improve safety through rewards and celebration events for reaching safety milestones. We also have contests and prizes that encourage employee ideas for innovation and continuous improvement.

The health and well-being of our team is important and investing in our employees is investing in our company's future well-being.





# SERVICE YEARS AT NEXANS CANADA MARCH 2021

16% of employees have served  
0-3yrs



36% of employees have served  
3-10yrs



8% of employees have served  
10-15yrs



9% of employees have served  
15-20yrs



31% of employees have served  
>20yrs



## MALES TO FEMALES EMPLOYED

70%

30%

423

72

87%

13%

82%

18%

90%

10%

91%

9%

## 2021 EMPLOYEE AGE

<20	0	0
21-30	35	5
31-40	82	16
41-50	115	28
51-60	143	18
61-70	48	5



---

# Our Partners

---

**Corporate Social Responsibility is at the heart of Nexans' strategy and we take into account several criteria to award business to suppliers. Whatever the current CSR performance of a supplier, Nexans values suppliers who are motivated to implement further actions for sustainable development.**

Nexans signed the United Nations Global Compact in December 2008. By joining this initiative, our Group has made a commitment to support and implement fundamental CSR principles in the areas of human rights and labour standards, the environment and product and ethics and business conduct.

We have a Supplier CSR Charter that attests to our determination of promoting and sharing the application of CSR principles with our suppliers. With them, we build a business relationship based on honesty, trust and mutual interest. And we ask our suppliers to share our commitments, particularly with regards to labour conditions, respect for human rights and respect for the environment.



# Supplier CSR Charter

## HUMAN RIGHTS & LABOUR STANDARDS

### DIVERSITY & FAIRNESS

Diversity is an asset that must be valued and respected by our suppliers. They must provide a work environment that is free of discrimination or harassment of any kind. Employees must be treated with fairness and dignity.

### HEALTH & SAFETY

Safety is an absolute priority for Nexans. Our suppliers must provide necessary resources to ensure the health and safety of their employees in their workplace, through continuous improvement, according to applicable legislation and health and safety management system.

### LABOUR RELATIONS

Nexans suppliers respect the right of employees to form or join the unions and workers' organizations of their choice and to participate in collective negotiations.

### FORCED & CHILD LABOUR

Nexans suppliers must eliminate all forms of illegal, forced or compulsory labour defined as the recruitment, movement, harbouring or receiving of children, women, or men using force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation.

### WORKING HOURS & TRAINING

Nexans suppliers comply with local legislation regarding working hours and minimum wages and strive to provide to its employees development programs and trainings.

### GOODS & CONFLICT MINERALS

Nexans suppliers make their due diligence on the origin of the minerals they use and ensure that all the suppliers in their supply chain respect the CSR principles. They shall inform Nexans if any of the minerals integrated in the goods supplied fall into the category known as "conflict minerals". If so, suppliers are to provide the legally required information.

## ENVIRONMENT & PRODUCT

### ENVIRONMENT

Nexans suppliers minimize their impact on the environment based on their activities and products, and offer solutions that contribute to preserve the environment, save water and energy. Suppliers must implement environmental management principles, in order to minimize or avoid all hazardous releases to air, soil and water and greenhouse gas emissions.

### PRODUCT RESPONSIBILITY

Nexans suppliers incorporate environmental, health and safety criteria into their business activities and produce products and services that reduce their impact throughout their lifecycle while maintaining and/or improving their quality. Suppliers provide accurate information about the composition of their products and their environmental impact throughout their lifecycle.

### WASTE

Nexans suppliers endeavour to reduce waste generated from their operations and ensure the disposal of such waste is in a manner that is respectful to the environment. Waste must be identified, controlled, and treated.

## ETHICS AND BUSINESS CONDUCT

### ANTI-CORRUPTION

Nexans suppliers shall conduct their business according to the principles of honesty, equity and in compliance with rules and regulations prohibiting corruption in commercial transactions.

### GIFTS AND INVITATIONS

Nexans employees will never accept gifts in cash or any gifts that could influence our judgment (or be considered as intended influence.) Gifts offered purely as a courtesy are accepted only if they remain within the reasonable limits fixed by applicable laws and customary commercial practices.

### COMPETITION LAW

Nexans pursues to build a business relationship based on honesty, trust, and mutual interest, and selects suppliers through open and competitive bidding. Nexans suppliers shall act in accordance with the principles of fair competition and apply standards of fair business.

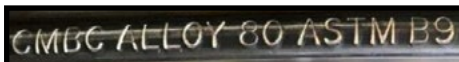
---

# Our Products & Services

---

**Nexans aims to manage products competitively, innovatively and sustainably. On a day-to-day basis this means driving the energy transition to contribute to a sustainable circular economy, focusing on innovation and using resources as efficiently as possible.**

In our Montreal Rod Mill plant, we produce a conductor with **lower carbon/environmental** footprint. This new product used in railway applications is a contact wire made with **copper tin alloy** replacing copper cadmium and magnesium. This solution reduces its environmental impact, is healthier to humans, energy efficient and uses less energy consumption to produce. In addition, we provide a new value added service of customized marking on the conductor.



Nexans is committed to continuously monitoring all environmental regulations (e.g. REACH, RoHS) for the raw materials we use and ensure we comply to them. The use of lead was eliminated many years ago.

For fire safety, we are currently working on developing **Low Smoke Zero Halogen (LSZH)** cables in our Fergus plant. This cable will emit little to no toxic halogens and minimal smoke when in contact with fire.

Our Wind and Solar Energy offering **ENERGEX® Medium Voltage High Temperature 105°C Distribution Cable** is a smaller, lighter, easier to install and cost efficient solution. Additionally, it has a responsible manufacturing process with respect to the environment.

We have leveraged our DNA in cabling and electrical systems

to create a new generation of innovative services and solutions. Our mission is to design, build and industrialize innovative solutions that meet the unmet needs of our customers and focus on Corporate Social Responsibility.

## **Recycling & Scrap Recovery Services:**

We turn scrap or end of life cables into a source of revenue taking care of everything from cable scrap recovery to recycling in strict respect of regulation and legislation.

## **ULTRACKER Connected Reels Tracking Solutions:**

These reels tell us where they are and help our customers track their fleet. Artificial Intelligence and Edge computing tell us how much cable is still on the reel and help our customers monitor their inventory in real time. They can also detect any unwanted movement to avoid reels from being stolen.









# Our Planet

## Returnable Reel Program

**Nexans has strongly advocated to maintain the returnable reel program in Canada despite the industry trying to move to single use reels. We are committed to providing a sustainable service that reduces the impact on the environment.**

Nexans Canada has used 36” and larger, wooden and steel returnable/recyclable reels for more than three decades. These require a deposit at the time of shipment to the customer and is refunded, with a small handling fee, as long as is it reusable and returned in a timely manner.

Customers can return reels to one of six depots across Canada, where the reels are gathered and returned to optimize freight (and reduce our carbon footprint.) Each returnable reel has a unique ID for tracking purposes. We expect to reuse a reel at least three times.

By reusing these reels, we limit the amount of landfill waste and help take care of our planet.



**C751062**  
150LAL 240TR 13X14CN ENCAP 3RS  
12000764

**12000764**  
150LAL 200TR 13X14CN ENCAP 3RS  
1041 M

07/20

WEXANS



Approx reels issued:  
**7,000**/year

Approx reels returned:  
**5,600**/year



# Our Planet

2020 statistics from all of our plants

**2400<sup>+</sup> tons**  
of wood recycled

**31.1 tons**  
of co-mingled recycling

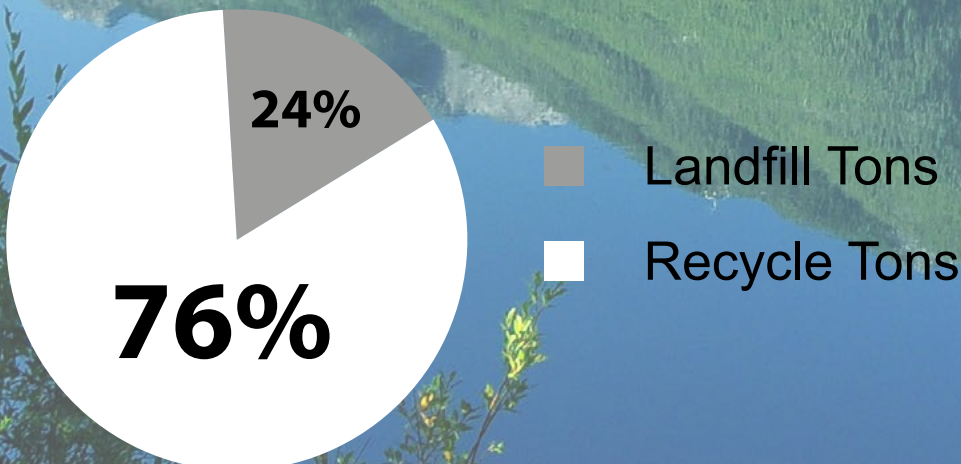
**170.2 tons**  
of cardboard recycled

**142.8 tons**  
of HDPE & MDPE scrap recycled

**20k tons**  
of copper recycled

**70.8 tons**  
of PVC scrap recycled

## Recycle vs. Landfill Waste





# Recent Projects:

## LED Lighting



Quality LED lighting fixtures installed in plants consume 75% less energy.

## Electric Forklift in Weyburn Plant








Reduces CO2 emission, with minimal maintenance and lower costs.



# Sustainability Dashboard

## Our People

Objective	Target	2020 Result	Status
FR1 (LTI)	0	0	
FR2 (MTI)	15	17	
FR3 (FAC)	111	121	
Total SUSA	300	500	
Employee & Business Succession Planned	Achieved	Achieved	

## Our Partners

Objective	Target	2020 Result	Status
Vendors signed CSR Policy	100%	100%	
Key Suppliers provided EcoVadis scorecard	100%	100%	
Supplier Performance monitoring	Achieved	Achieved	
Sustainable Wood Reel and Pallet Suppliers	Achieved	Achieved	
Support local community initiatives	Achieved	Achieved	



SIGNIFICANT PROGRESS



ACHIEVED



## Our Products

Objective	Target	2020 Result	Status
Recycling pilot for customers	1	1	●
Zero notices or breach from authorities	0	0	●
Maintain ISO 9001 Certifications	100%	100%	●
Maintain Nexans EHP Label	100%	100%	●

## Our Planet

Objective	Target	2020 Result	Status
Greenhouse gas Emission Reduction	4.2%	Achieved	●
Eco-friendly Cleaning Products	Achieved	Achieved	●
Energy Efficient Heating in Plants	Achieved	Achieved	●
Waste Diversion Rate Met	92%	94.1%	●





**If you would like to learn more or  
suggest other ideas related to Sustainability,  
please contact us:  
1-800-268-9473 or 1-800-263-2112 (from Quebec)  
[www.nexans.ca](http://www.nexans.ca)**

---

**Nexans**  
ELECTRIFY THE FUTURE