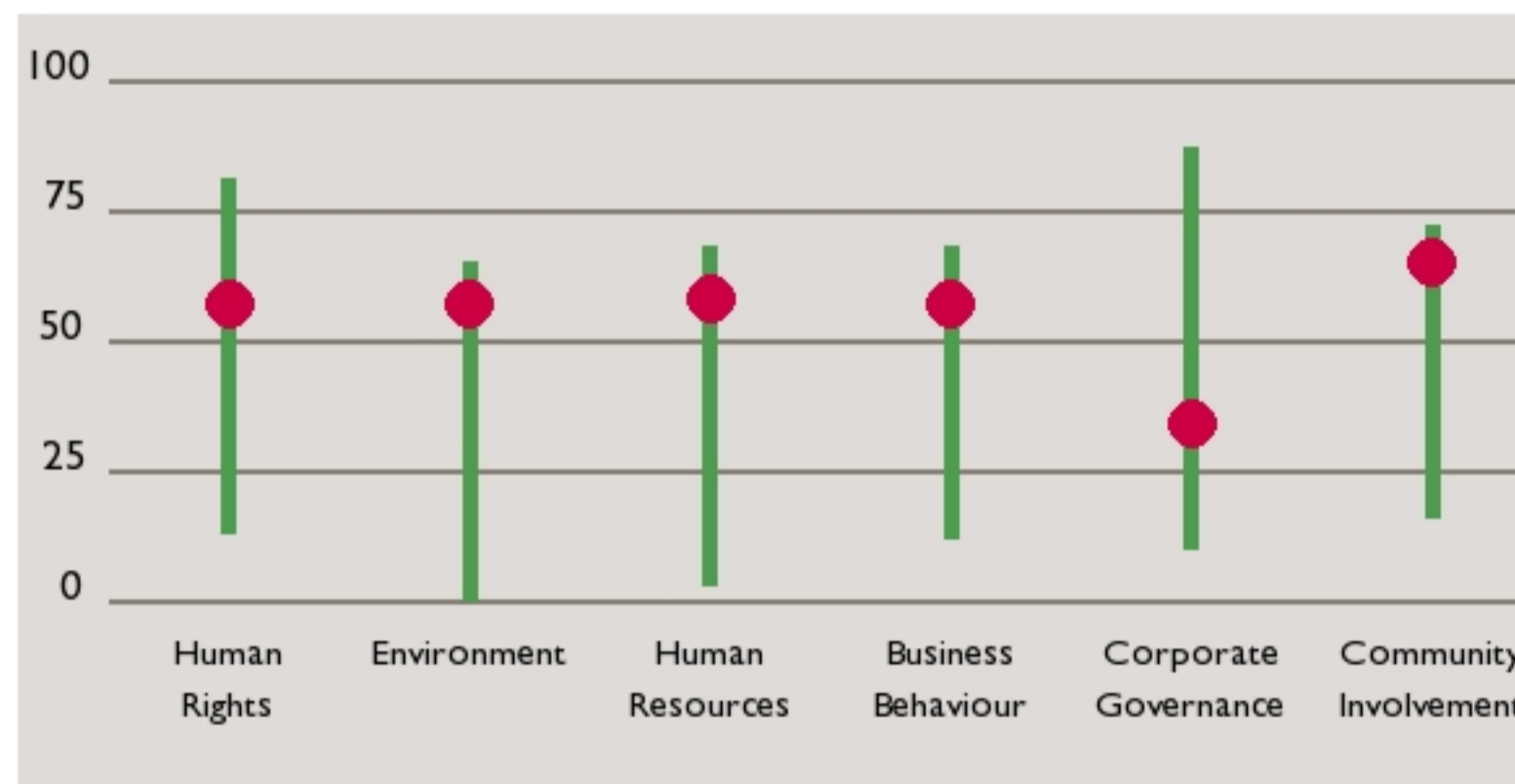


Environmental, social and governance performance of the company

Domains min -- / max ++	Scores HA/2008	Ratings HA/2008	Scores 10/2009	Ratings 10/2009
Human Rights	49	=	57	+
Environment	67	++	57	+
Human Resources	56	+	58	+
Business Behaviour	55	=	57	+
Corporate Governance	28	-	34	-
Community Involvement	58	+	65	+

Company's performance ● in comparison with its sector (min — max)



The **score** is the level of the company's CSR engagement on a 0 to 100 scale. It is based on an analysis of the company's policies and their effectiveness. The **rating** is the positioning of the company's performance compared to its sector.

- ++ the company is ranked as a leading performer in its sector
- + the company is ranked as an active performer in its sector
- = the company is ranked as an average performer in its sector
- the company is ranked as a below average performer in its sector
- the company is ranked as a poor performer in its sector

Human Rights: fundamental human rights, freedom of association, non-discrimination, forced & child labor

Environment: incorporation of environmental considerations into the manufacturing and distribution of products, and into their use & disposal

Human Resources: labor relations, working conditions, health and safety, career development and training, remuneration system

Business Behaviour: relationship with clients, suppliers & sub-contractors, prevention of corruption & antitrust

Corporate Governance: board of directors, audit and internal controls, treatment of shareholders, executive remuneration

Community Involvement: impacts on local communities, contribution to social and economic development, general interest causes