



August 2011

With

- . stable family share holders since the company was founded in 1967,
- . a strong brand,
- . leading products,
- . one thousand and one hundred people,
- . seven production sites,

Tipiak has managed to develop an original and high quality offer in both its sectors:

“cold” sector:

- . Cocktail products
- . Frozen ready meals

“dry” sector:

- . Grocery
- . Crusty bread.

Through its business, its products, its responsibility and its ethics, established over the years and based upon real and shared values, Tipiak has naturally developed long term policies and become an enduring and responsible company.

Day after day, Tipiak has as its ambition the guarantee of the satisfaction of consumers and to contribute to society by:

- the quality of its products,
- the development of the men and women in the company who are its strength,
- the respect and protection of the environment and natural resources.

By joining the Global Compact in 2003, Tipiak undertook to take measures to apply the principles in its daily activities. The Tipiak Management today renews this engagement to respect and implement these ten principles.

This is illustrated by the presentation of two of the four groups of principles of the Global Compact: the conditions of work and the environment.

To promote diversity by the implementation of a dynamic policy for handicapped workers.

Launched in mid 2010 by the Grocery Division (average workforce: 155 people), the project “DIVA”, DIVERsity and Adaption had as its objective to study and integrate or maintain in employment people having handicaps. At the start of the project, the idea was to fulfil the obligation of each company to integrate 6% of handicapped workers into the workforce, while applying an active and responsible policy.

The first stage consisted of undertaking an internal study by carrying out personalised interviews with about fifteen people, employees or interested outside persons (Occupational physician, social workers), to better understand their perceptions of handicap. The results were reported to different groups, people in the project, the board of management, the CHSCT and the people interviewed. The visit to an industrial site open to people suffering a handicap allowed the project group to further its understanding and experience. Three employees equally undertook training as tutors to work with handicapped people.

Having the project of the integration of handicapped employees, it was necessary to inform all our personnel about the subject: better to understand a handicap so as to better integrate handicapped personnel into their working environment. Equally, so that they could understand that everyone could be potentially concerned by a handicap (as a result of illness for example). Meetings were therefore by workshop and service, in small groups so as to encourage dialogue.

The next stages will commence by recruiting several people with handicaps (three persons in 2012) and to accompany employees who wish to commence a procedure to become registered as being handicapped, while studying the type of modifications necessary in their present posts. A first practical experience was undertaken by welcoming a handicapped person for one month's work experience, while being accompanied by one of our trained employees.

In 2012, the Grocery Division will fulfil its obligation to employ handicapped people while having prepared a favourable climate for integration.

In the same spirit, an original initiative carried out on another site (102 people) led to the adaptation of a workstation for an employee (recognised as being visually handicapped). The process commenced at the end of 2010 when a work station study was undertaken by the Interregional Service for Visually Deficient Adults, which found an appropriate solution: large scale screen, a “ZOOMTEXT” software for the size of print and improved luminosity. This initiative was successful because of the personal involvement of the employee and outside support.

Limiting environmental consequences by using internal best practice

Specialising in the fabrication of savoury cocktail products using different breads, one of our industrial sites became aware of the potential impact of its waste water on the surrounding environment. To complement the installation of a pre-treatment plant which had become operational at the end of June, the Cocktail Division decided to put in place the project "Cristalline" so as to better manage its waste water.

Awareness was initially raised at an information meeting which was held with the personnel in March 2010, involving all the site personnel of about 150 people. The following months saw the creation of four working groups having as their objective to note improvement projects for different subjects: the bakery workshop, kitchen/washing up, canapé production lines, cleaning teams. The objective was to implicate the greatest number of staff in this reflection so as to better implement the project: thus the "Cristalline" project was born in May 2010 !

During the summer 2010, an action plan was launched, principally based upon cleaning best practice: recuperation of left-overs from recipes, pre-cleaning of waste containers before washing, Brushing down floors before cleaning with water, recuperation of juices for treatment by specialised units, tests of new raw materials without juice, and all this to lower the level in waste water. The modification of certain machines was also studied to contribute to this project (filtering water prior to evacuation, recuperation containers equipped with pumps as examples).

After several months of implementation, the site noted a considerable amelioration in the results of the monthly analysis of control samples (lowering of concentrations in pre-treatment waste water by 75% and a 10% total reduction in water consumption at certain stations, washing-up for example. These results should be improved on following the recent commissioning of the pre-treatment unit.

All these efforts are the result of every ones involvement. In-house information is circulated regularly, especially to the company responsible for cleaning and to newly appointed staff, and their induction course includes the subject of "Best Practice for the Environment" for water, waste and energy.

Tipiak, it's all in the recipe