



December 16<sup>th</sup>, 2011

I, the undersigned, Bernard Trèves, hereby affirm the Trèves Group's support for the Global Compact and our intention to fully implement its underlying principles.

Within the context of the agreement, Trèves intends to place particular emphasis on sustainable development via the effective use of renewable resources and the deployment of recycling programmes throughout the group's production processes as well as labour standards.

**Bernard Trèves**  
Chairman and Chief Executive Officer



## Communication on progress

### Environment: in accordance with Principles 7, 8 & 9

In recent years, environmental issues have been a priority consideration for Trèves, which has implemented action plans aimed at reducing the group's ecological footprint through the use of agro-based materials and the reuse of a portion of its waste in its products.

The initiatives, originally designed to meet the specific requirements of car manufacturers, were, until now, implemented on an ad hoc basis. In 2011, in a constant endeavor to evolve and stay abreast of future developments, Trèves decided to introduce a more holistic approach: Ecodesign.

The concept Ecodesign is based on the analysis of a product's entire life cycle: from the extraction of the raw materials through design, manufacture, transportation and use, to end-of-life recycling/conversion. Life-cycle analysis highlights the most energy-intensive phases in the life of a product.

Ecodesign also facilitates:

- Respect for good practices, including the choice of environmentally-friendly materials and the use of recyclable and renewable materials
- The use of materials in line with the regulations in force, those in regard to toxicity in particular
- The design of products with reduced mass
- The removal of components when decontaminating end-of-life vehicles

An approach focusing on the following areas:

- Identification of products to which the approach can be applied as a priority
- Selection of software to carry out life-cycle analyses for the automotive industry
- Training of R&D center personnel.

As an example of the concept's application, Trèves examined two procedures aimed at achieving the most energy-efficient production for delivery to a distant customer site. The measures were focused on packaging and a reduction in product mass, with a consequent optimization of the number of parts per container and per truck, resulting in a 20% reduction in greenhouse gas emissions, 9% of fuel consumption, and 13% of energy consumption.

Trèves is now purposely committed to Ecodesign, a concept that can now be replicated for numerous products and which is in line with Global Compact principles. Trèves can thus determine its ecological footprint on each of its products and, consequently, make the right choices, respect the best practices, and continue to meet the needs of its customers while minimizing the impact on future generations.



### **Workplace standards: in accordance with Principles 3, 4, 5 & 6:**

Trèves is applying a Health, Safety & Environment (HSE) strategy in order to achieve the best possible performance in this area.

As part of an ongoing process to improve working conditions, the security and quality of the work environment are considered a priority involving all company actors at global level.

At the end of November 2011, group level security indicators increased by 15% compared with group performance at end-November 2010, with a severity rate of 0.35 and a frequency rate of 17.47.

Further, in 2011, Trèves negotiated a psychosocial risks agreement, signed by all the appropriate unions.

This agreement is part of the ongoing initiatives and measures already implemented by the group, which include:

- the prevention of musculoskeletal disorders (MSDs) in all company plants.
- the implementation of action plans aimed at:
  - o improving the working environment
  - o fostering a decrease in absenteeism
- support for employees in fragile situations in contexts of reorganization and/or change management
- increasing the awareness of managers in regard to psychosociological risk.

The action plans and their associated methods and orientation were set out in the agreement as follows:

### **Quarterly monitoring by site of the customary indicators of social climate:**

- the number of alerts fed back to HR services
- the number of processed alerts
- the number of work-related TMS illnesses
- the number of appeals to the helpline (toll-free number)
- completion rate of psychosocial risks training/awareness-raising plan
- completion rate of training plan for supervisory personnel.

### **Monitoring of action plan drawn up on site:**

- For each site, Management sets out an action plan in collaboration with the occupational physician and union representatives. The plan aims to prevent, eliminate, or otherwise reduce stress at work thus upgrading the efficiency of staff and the quality of life during work hours.



- The Health and Safety Committee (HSC) is involved in the monitoring of the action plan. The progress of the action plans is reviewed quarterly and annual results are presented in the report.

### **Anti-corruption: Principle 10**

To our knowledge, until now we have never had to deal with corruption issues, but we maintain systematic vigilance and will be including a communication on Principal 10 in an upcoming bulletin.

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