



July 2012

**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, as illustrated below.

## **Principles 1& 2 - Human Rights**

Tipiak undertakes to apply the laws, conventions and regulations in force in France, a country in which its seven production sites are located. It abides by the principles of the Universal Declaration of Human Rights. Over the past year, no judgment of violation of human rights, orders, fines or other events, have been reported.

A Charter of Values, common to all Tipiak staff, reminds employees of the commitments promoted within the company of consideration and respect of the person. This Charter is systematically presented by the Chief Executive Officer, at seminars for the integration of all new supervisors and is also included in each of the production site's presentation booklets.

## **Principles 3,4,5 & 6 - Labour: the establishment of a social awareness**

The establishment of a social awareness service for the staff was initiated in two sites of the Tipiak Group. Since June 2010, at Tipiak Epicerie (average workforce: 155 persons), a social worker is present once a week. Her role is to listen, inform, guide and support employees in their personal or professional activities. She can intervene in all areas of daily life: legislative and legal (family benefits, procedures, succession ...), personalized support during family changes, financial difficulties (creation of files for over indebtedness, support for budget management ...), housing (research, advice on home ownership ...), health (monitoring of employees on sick leave, access to social security rights, disability, incapacity, returning to work ...), working life (information on legal requirements, support in the context of reclassification, retirement ...). She may also have a mediating role, either externally with administrations and agencies or internally on matters related to the termination of employment, the reclassification of personnel or health and safety matters.

The first annual review, completed at the end 2011, recorded 14 contacts (9% of the workforce), including 8 new employees compared to 2010. The social service has been particularly requested by employees from our production workshops. The issues addressed are primarily related to health, employees on sick leave and accompaniment of people claiming recognition of a disability. Since the beginning of 2012, 12 people have been accompanied by this service.

On another site within the Group's subsidiary Tipiak Plats Cuisinés Surgelés (average workforce: 160 persons), an external telephone service has been offered since July 2010. Dedicated to the staff, this service is provided by a call center of about fifty psychologists. Available 7 days / 7, 24 h/24 they listen and support employees anonymously at no cost, about their professional or personal difficulties. Between 2010 and 2011, ten people have used this service, mainly for personal reasons, but which could potentially affect their professional lives. Since early 2012, the service was not solicited. Internal communication is programmed in the second half of the year, to re-sensitise the staff and remind them of how to use it. The availability of this service is perceived as positive by employees, even by those who have not used it.

### **Principles 7,8 & 9 - Environment: a policy of reducing and recycling waste**

In 2011, Tipiak continued its policy of reducing waste, by the constant awareness of employees in workshops and the special attention by suppliers concerning packaging. In 2011, the Group factories generated a total of 2,479 tons of waste, a significant decrease per ton produced.

- The ordinary industrial waste (DIB), which is mixed waste, represented 1,410 tons. In general, this waste is recovered for incineration by specialized companies.
- Organic waste: these wastes (502 tons) are mainly related to bio-waste. These are removed and handled by authorized agencies (composting, methane production ...).
- Cardboard and packaging: industrial sites handled 567 tons of cardboard, packaging and plastic refuse. These are recycled by specialized recognized companies.

On all the sites, several waste recovery processes are used (between 4 and 7 distinct branches). Recently, the valorisation of bio-waste has been introduced. In June 2011 the site of Marans in Charente-Maritime introduced the sorting of organic wastes from the pre-treatment plant and production. Historically incinerated, these bio-wastes are now recycled into electricity and heat, due to a committed partnership with a company specializing in methane production. The implementation was the subject of an active internal communication campaign (meeting, signs, ...) to encourage employees to directly sort waste at source on production lines. One year after implementation, 61 tons of bio-waste have been recycled (ie 50% of the total waste of this site).

### **Principle 10 - Action against corruption**

Considering its activity, Tipiak in its annual risk analysis has not yet identified instances of corruption (extortion, bribery ...), that could pose a major risk for the company. To date, they are not the subject of a specific action plan.

However, in 2006, the company initiated a process with its suppliers of raw materials and packaging to promote the ten Global Compact principles, including the fight against corruption. Questionnaires for suppliers, general terms and conditions of purchase and supplier audit material, all make reference to the Global Compact in order to raise awareness. In total, over 450 French and foreign suppliers had been informed in 2006. The process is still active today.

*Tipiak, it's all in the recipe*