



December 12th, 2012

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



2012 Communication on progress

Human Rights:

As a result of developments within the Group, changing customer demands, and the guidelines on corporate social responsibility and sustainable development, in 2012, Trèves established a Code of Ethics setting out the principles to be applied daily to internal and external workplace relationships. In combination with the sense of responsibility of Group employees, these non-exhaustive principles establish the basic rules of conduct and ethics applicable to all personnel within the Group, its partners and its suppliers.

Labor law: application of Principles 3/4/5 & 6

In order to achieve the best performance in the field, Trèves pursues a Health, Safety & Environment strategy (HSE). Together with Quality Work Environment (QWE), safety is a priority that involves all parties involved with the company worldwide and is part of an ongoing drive for improvement.

In November 2012, safety indicators at Group level indicated an increase compared to group performance in November 2011, with a severity rate of 0.33 vs. 0.35 for the same period in the previous year and a frequency rate of 11.72 vs. 17.47 for the same period in the previous year.

Following the signing, in 2011, of an agreement on psychosocial risks (PSR) with the trade union organizations, Trèves began to set up training in PSR prevention. In 2012, six training sessions were conducted by an external training organization and administered by the Trèves Group Training Center. A total of 63 employees underwent training in 2012.

Employees concerned:

- Administrative personnel and local management
- HR Teams
- HSE managers
- Health and Safety Committee members - Works Committee members - Union Delegates

Training objectives:

- Detection of early signs of PSR stress factors
- Recognition of preventative solutions
- Putting into practice preventative solutions in daily work activity
- Understanding the regulatory framework and legal consequences of PSR for the company
- Awareness that the prevention of PSR and stress factors concerns all Group employees
- Positioning oneself as an actor in ensuring prevention of PSR



Environment: application of Principles 7/8 & 9

For a number of years, Trèves has pursued a proactive environmental policy covering the following aspects:

1. ISO 14001 certification

- 2011: 9 sites certified
- 2012: 14 sites certified

The group anticipates that 38 of its sites will obtain ISO 14 001 certification in 2015.

2. Optimization and management of production waste, with recovery targets:

- 2011: 39% of production waste was recovered
- 2012: recovery increased to 41%

We are working on two types of waste recovery: material recovery and energy recovery. Almost all our recycled waste consists of bulk materials used in insulation. Non-recyclable waste material is used as fuel in cement making and incineration facilities.

3. Optimization of energy consumption

The first energy balance, carried out in one of our plants in 2011, led us to set up fans in company workshops, thereby decreasing programmed heating by 1.5.

In 2012, a report was drawn up on two of our sites and an action plan is in progress.

4. Integration of the environment at design stage

This topic is included in specific training courses for R&D personnel in order to raise their awareness in the area.

- 2011: 10 people trained
- 2012: 12 additional people trained

All initiatives relating to Group environmental policy are monitored monthly by the management committee of the Group's R&D center and followed up with corresponding action plans.

In addition, a campaign to raise the awareness of employees was conducted in 2012 in order to encourage daily energy savings (water, electricity, heating) and reduce our environmental footprint.

The Group's environmental actions are intended to position Trèves as a corporate citizen, anxious to preserve the well-being of future generations.



The fight against corruption: Principle 10

Trèves is built around strong values that have constantly served to guide the Group. These values have shaped the company's culture and built its reputation.

Wherever Trèves operates, its entities are integrated into the local culture while fully respecting company values.

In addition, the recent update of the procurement terms and conditions took into account the principles relating to the social responsibility of Trèves by obliging its partners and suppliers to fight corruption in all its forms.

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