



July 2013

- . a stable family shareholding group since its creation in 1967,
- . a strong brand,
- . a market leader in food products,
- . over 1,100 people,
- . 7 production sites,

Tipiak has successfully developed a unique and quality range of products in two sectors:

- “cold” sector:**
- . Cocktail products
 - . Frozen ready meals

- “dry” sector:**
- . Grocery
 - . Crusty bread.

The Tipiak Group, known for its expertise and its products, has developed, over the years, a rigorous and ethical approach based on fundamental shared values. The various actions undertaken make it a truly sustainable business.

Tipiak’s daily ambition is to ensure customer satisfaction and contribute to the sound development of the company through:

- Product quality
- The individual development of employees who are placed at the heart of the company’s vision
- Respect and protection of the environment and natural resources

Tipiak has been a member of the Global Compact since 2003. The Group is committed to taking the necessary measures to comply with the principles of the Global Compact in the firm’s daily activities.

Tipiak’s executive management is renewing its commitment to respecting and implementing the ten principles described below.

Hubert Grouès
Chief Executive Officer

Principles 1& 2 – Human rights

Tipiak agrees to comply with the laws, conventions and regulations applicable in France, where the seven production sites are located. In general, the group supports the principles of the Universal Declaration of Human Rights. Over the past year, no human rights violations, orders fines or incidents were reported.

A charter of values, drafted for all the employees, outlines the importance of consideration and individual respect promoted within the company. The charter is invariably presented to new managers by the Chief Executive Officer during induction courses and forms part of the welcome handbook available on the different sites.

In its contracts with its suppliers, Tipiak also highlights the necessity to comply with the international conventions in the field of employment law.

Principles 3, 4, 5 & 6 – High-standard working conditions through dedicated training

As part of the actions undertaken to promote health at work, Tipiak has introduced training sessions for a preventive approach based on « individualized physical control », all about maintaining wellbeing and health at work. The initiative focuses on three main areas: better understanding of the various pathogenic processes (musculoskeletal disorders, back pains...); analysis of aggravating factors, body postures, environmental constraints, repetitive motion, manual handling and stress; learning how to listen to the human body.

Several production sites (Saint-Aignan de Grand Lieu, Fouesnant and Saint-Herblain) have run this training course for their employees. Conducted by a team of physiotherapists, osteopaths and business trainers, the session starts with an individual meeting and a personal assessment is produced. The training course consists of 4 half-days based on the RREM® method*: « Breathing, Feeling, Stretching and Mobility».

At the end of the session, the participants are able to detect potential disorders before the first symptoms and they can use appropriate techniques on a daily basis.

Seven groups of about ten people each were trained in 2012 and five groups during the first semester of 2013. The training, initially directed at the production staff, has been adapted to office employees (3 groups) and travelling staff (1 group of mobile sales people). The satisfaction surveys show a very positive feedback (the vast majority are satisfied or very satisfied; all would recommend the training course). Through the knowledge gained, the impact is both professional and personal.

The training sessions are part of the plans of action developed for the adaptation of work stations in order to limit heavy loads and automate repetitive gestures which often lead to occupational disorders for the production staff.

**RREM : Respiration, Ressenti, Etiration, Mobilité*

Principles 7, 8 & 9 – Environment: Energy Savings Certificates for a better management of energy consumption

With the increasing scarcity of fossil fuels and the growing awareness of their environmental impact, energy prices are expected to keep rising. In this context, it is essential that businesses embark on energy efficiency plans. One of the schemes proposed is the Energy Savings Certificate (ESC) which provides a dual benefit: energy suppliers are given the opportunity to promote energy-efficient investment whilst companies are offered financial leverage to help with their industrial development projects. The certificates are delivered for concrete actions beyond regulatory performance

Several production sites in the Tipiak Group have opted for this scheme over the past few years. In 2010, the Marans site was allocated 2 ESCs after replacing an air cooler condenser and installing a speed regulation unit on the air/water condenser (global cumulative updated value 1,461,000 kWh).

At the end of 2012, another certificate was given to the Malville site after a new cooling system installation producing positive and negative refrigeration (total energy: 1,233,600 kWh, cumulative updated). The system which enables to regulate the compressor's output pressure of the refrigerant depending on the cooling requirements makes it possible to control the power consumption. The Fouesnant site recently obtained an ESC for the installation of a variable speed air compressor (1,777,500 kW, cumulative updated), in replacement of 3 energy-intensive machines. Finally, in Saint-Aignan, the burners of two boilers have been replaced for better efficiency and lower gas consumption (volume: 8,039,100 kWh, cumulative updated). These certificates demonstrate the group's determination to engage in responsible practices in terms of energy consumption.

Principle 10 – Fight against corruption

Given its business and scope of action, Tipiak has identified no real exposure to fraud and corruption in its annual risk analysis.

In the Tipiak Group's organization, the divisions in charge of finance, accounting, legal matters, credit management and payroll are centralized within the parent company, Tipiak SA, and independent from the operational departments. This ensures that there is proper separation of duties and security of operations.

The Group management control and audit functions, due to their independent position within the Tipiak SA holding and the nature of their missions (management charts and indicators, internal audit and risk management) also contribute to the reduction of such risks.

Finally, the greater awareness among raw material and packaging suppliers about the promotion of the ten principles of the World Pact, including corruption, constitutes a preventive measure against this type of risk.

⇒ Further information is available in the 2012 Annual Report
(see chapter on Corporate Social Responsibility).

Tipiak, it's all in the recipe

www.tipiak.fr