



Fastened on Ongoing Progress !



Communication on progress

2009



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GRIS DÉCOUPAGE's commitment to the Global Compact

GRIS DÉCOUPAGE, founded in 1984 and based at Lesménils (54, France), is specialised in the manufacture of mechanical components and flat or conical die-cut washers in medium or large runs.

GRIS DÉCOUPAGE decided to adhere to the Global Compact in 2006, thus demonstrating its commitment to the essential values of human rights, labour standards and environmental protection. GRIS DÉCOUPAGE has generally taken account of the ten Global Compact principles, even well before its adhesion.

As the latter is in keeping with the continual improvement process adopted by the company for a number of years, firstly in the sectors of industry, quality and management, confirmed by the ISO 9001 and ISO TS 16949 certifications obtained as early as 1993, and then in the early 2000s in the sectors of environment and sustainable development, confirmed by the awarding of ISO 14001 certification in June 2007.

GRIS DÉCOUPAGE is renewing its commitment to Global Compact for 2010. With this in mind, we will uphold the ten principles on a daily basis, take great care to ensure they are shared by all who work with us and communicate them to our sub-contractors and suppliers.

Francis GRIS
Président

Progress update regarding adherence to Global Compact

PRINCIPLE ILLUSTRATED

For 2009, GRIS DECOUPAGE chose to illustrate the following principle concerning employment standards.

Principle n°6: the elimination of discrimination in respect of employment and occupation.

1. DEFINED OBJECTIVES FOR 2009

Following a study carried out in 2008, and despite the crisis which has hit GRIS DECOUPAGE and is associated with 70% of the automotive world, investment in two 'storage and retrieval machines' has been maintained. This storage hardware has enabled us to greatly improve ergonomics in the tool preparation zone, reduce the room taken up by pressing tools and their accessories, and has led to a significant time saving when preparing tools.

This point will be expanded on below.

2. DESCRIPTION OF BUSINESS ACTIVITY FOR 2009

- **Improvement of ergonomics in the 'tool preparation' zone**

The manufacture of washers or mechanical components requires the use of tool blocks on cutting presses. These tools are made up of several elements such as punches, guns, ejectors, dies, handheld punches, handheld guns which have been stored until now on racks. Because of the alignment of these racks with the workbench, the assembly of a tool required several movements and the majority of the time involved holding tool components (which could weigh as much as 20 kg).

The two storage and retrieval machines have allowed us to store these elements and consequently eradicate a large amount of these racks and associated movements. The storage and retrieval machines are actually automated devices made up of trays onto which are placed all the elements used when assembling a tool. The acquisition of these new devices has therefore given us the chance to reorganise the tool preparation zone.

MEASUREMENT OF RESULTS OBTAINED

1. IMPROVEMENT IN ERGONOMICS IN THE 'TOOL PREPARATION' ZONE

- The way the storage and retrieval machines function:

Upon receipt of a manufacturing order, the tool to be used for washer production is codified into a 'barcode'. The tool preparer goes from one section, to record their name, to another section, to read the tool's barcode (which limits the risk of non-compliance issues) and the IT system will then automatically select the trays where the tool's elements are located. For example, punches, guns, ejectors, dies, handheld punches and handheld guns. One after the other, the trays will present themselves to the tool preparer who just has to take the hardware in order to carry out the assembly and declare the items as 'taken' to the IT system. The same process is involved when returning the tools to stock.

Progress update regarding adherence to Global Compact

- Benefits expected from this investment:

- Improvement of work station ergonomics ;
- Time savings when looking for tool elements ;
- Reduction of storage errors ;
- Traceability of operations carried out ;
- Consequent possibility of managing tool quantities.

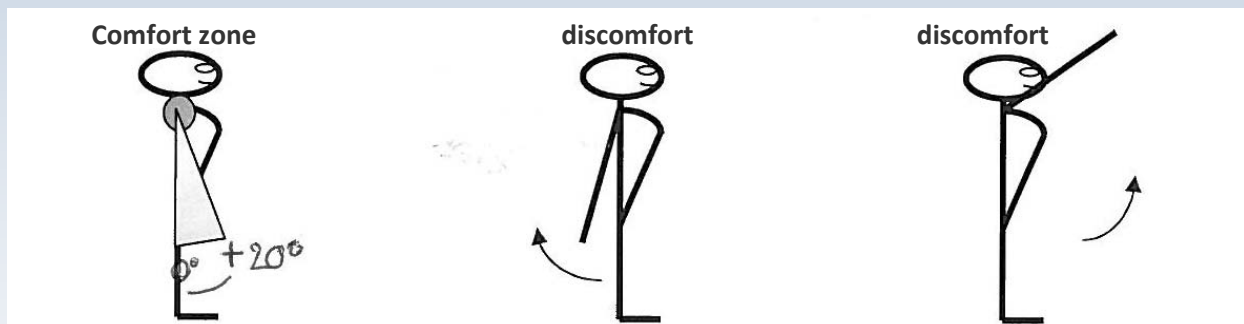
- Improvement of work station ergonomics:

In 2008, a study of the tool preparation work station was carried out by a masters student in 'ergonomics, biometrics and motricity'. Several areas were highlighted in this analysis where improvements could be made, including:

- Reducing the number of movements carried out involving loads borne by upper limbs.

This actually increases operator fatigue. Manual movements of loads must therefore be limited by making adequate mechanical equipment available. A sensible reorganisation of this zone enabled a maximum reduction in the movement of loads and the avoidance of non-necessary, if not pointless work.

- Storing tool elements at human height (these elements were stored on racks which can reach up to 2.5m in height). This enabled a cessation of movements requiring substantial force at higher articular amplitudes during operations involving the storing and removing of tool components. In this situation, the articular angle at shoulder level is generally higher than the comfort area for this kind of articulation (see diagram below). Over and above the biomechanical issues, there is also a risk that elements will fall and injure operators during these activities.



Conclusion:

The acquisition of two storage and retrieval machines has allowed us to respond to two issues raised during the analysis of this work station because the machines have been positioned next to the workbench where tool block assembly operations are carried out.

In addition, following consultation sessions during development of the plans, the reorganisation of this zone has taken the views of the operators into account. Screw guns have also been installed on a frame above the work station, therefore limiting any significant stress on the upper limbs, as well as limiting the adoption of high-risk postures and the loss of time associated with screwing and unscrewing operations.

Since these new storage methods have been implemented, the operators have been pleased with the improvement in ergonomics, their practicality, their user-friendliness and the time savings realised.

The storage and retrieval machines have allowed us to free up significant floor space and time during tool preparation procedures. Finally, operator safety has improved now that many dangers associated with carrying loads have consequently been eradicated.