

UNITED NATIONS GLOBAL COMPACT



COMMUNICATION ON PROGRESS

Statement from the Chairman

We have built our first Company Project in 1988, highlighting People and Communication.

Our Company Project has grown over the years and in 2011 we have built our 2015 project, which outlines our vision and our commitments to the employees of the Company, but as well our social commitment, which means protection of the planet as stakeholders satisfaction. This project is prepared with the involvement of all Gruau group employees.

In this context, we have implemented many actions of progress, considering the dimension of our Company, which participate in Global Compact Principles. Some are small, others more structural. We have chosen to present four actions we are especially proud of.

We confirm the support to the UN Global Compact.



Patrick GRUAU
Gruau Group Chairman

HUMAN RIGHTS

In a European context, we apply the rules and remain vigilant on all aspects of human rights.

Our purchasing policy leads us to work as much as possible with local suppliers, French or from the near area. Practices of our suppliers are subject to the same regulatory requirements.

LABOUR

Practical action N°1

This improvement action is to ensure the best working conditions for employees.

- Implement a prevention plan of risks at work, including improvements of the ergonomic of workstation, eradication of root causes of accidents at work by the problem solving method '8 D ', making' safety walk '(daily Safety and Environment walk).

Nota 1 : 8D is a problem solving method, often used to solve product non conformities. We have adapted it to fit the needs of analysis and eradication of the causes of safety incidents and accidents.

Nota 2 : 'Safety walk' is a daily walk, defined, done in the beginning of the shift, in order to secure the work area, on safety issues as well as environmental issues.

- Improve ergonomics of workstations by applying QRQC

Nota 3 : QRQC is a management method that allow quick solving of problems, on the field. 'Quick Response, Quality Control', adapted here for any issue regarding safety and environment.

⇒ **Measured Results :**

Year	2011	2012	2013
Frequency of accidents at work	21	14,5	<10

Practical action N°2

This improvement action consists in implementing an action plan in order to facilitate access for young people to work, and in integrating them in the professional world.

- As such, Gruau welcomes school students, up to 30 trainees in 2013
- We encourage holiday jobs during summer holidays, i.e. about 10 jobs in 2013.
- We also take part to the special week "School/enterprises", in order to present the different jobs to the students; this year, we had a partnership with the vocational school Léonard de Vinci.
- We will be participating to the Career Forum in Laval, and opening our doors to school visits.
- This year, Gruau is also involved in the operation "100 young, 1 future", by discovering the company's business, and welcoming 2 young trainees in internship.
- Gruau has also a partnership with vocational schools, whose trainings are related to bodybuilding, by accepting trainees or providing courses.

⇒ **Résultats :**

Year	2013
Welcoming young people	>50
Partnership for trainings	2

ENVIRONMENT

Practical action N°3

This improvement action is to promote a respectful environment organization.

- Compliance of the plant Gruau Laval with the ISO 14001 standards as part of its Sustainable Development Gruau Group process named BlueGreen. To this end, we conducted a pre-assessment and environmental analysis, we defined environmental policy, involving all employees, and we implemented the associated action plans. This action has been first validated with the ISO 14001 certification in 2010.
- In 2011, we confirmed the results obtained in 2010 and initiated the certification process in a second plant (GIFA in Saint Laurent). This enables us, furthermore, to implement the exchange of good environmental practices within our subsidiaries. We have created a special Bluegreen place in our website www.gruau.com.
- A third plant (Petit Picot) is also going to be certified.
- We created a booklet entitled Bluegreen in order to educate all our employees on our sustainable action.
- We present our approach to all our visitors (customers, all our public)
- 2013 : our third plant is certified ISO 14001
- Implementation of synergistic inter-plant meeting to further develop and improve our management of waste.

⇒ **Results :**

Year	2010	2011	2012	2013
Actions	ISO 14001 Certification	<ul style="list-style-type: none"> - A second plant is engaged into this process - Creation of a special place on our Bluegreen action in our website. 	<ul style="list-style-type: none"> - ISO 14001 Certification of a second plant (Gifa) - Creation and edition of a booklet 	<ul style="list-style-type: none"> - ISO 14001 Certification of a third plant (Petit-Picot) - Implementation of synergistic inter-plant meeting

Practical action N°4

This improvement action aims to reduce energy consumption in the scope of refrigerated vehicles in urban mobility.

- As part of our policy of innovation and eco-design in 2011, Gruau was entrusted with the control of a group project from a regional pole of competitiveness. This project involves several companies and laboratories from the area and aims to offer the market an eco insulated electric vehicle.

⇒ **Results :**

Year	2011	2012	2013
Actions	We become pilot of the project	The faisability of the project is validated.	We work on the materials for prototyping in 2014

ANTI CORRUPTION

In French and European context, we apply the rules. We remain vigilant on the subject of corruption and, for example in 2012, we worked on it to be aware of all kinds of corruption. We apply guidelines on the supply chain and favor local suppliers.