



December 11<sup>th</sup>, 2013

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 the Human Rights following the implementation of its Code of Ethics in 2012, and more particularly on Child labor, Employment of disabled persons, Fight against discrimination, Sexual harassment and bullying.

Trèves also pursues his strategy in Labor Law, Environment and Fight against corruption.

**Bernard Trèves**  
Chairman and Chief Executive Officer



## Human Rights

Following the implementation of its Code of Ethics in 2012, Trèves took steps to fully familiarize its employees with the code's guiding principles. In 2013, in order to encourage each employee to adopt and respect the group's values, the respect for fundamental rights in particular, a special communication medium stating the group's commitments was created and circulated to managers worldwide for presentation and comments.

Simple but instructive, the communication explains that Trèves is firmly resolved to develop and exercise its activities in compliance with applicable laws and regulations in the countries where these activities exist, whether they be of national or transnational relevance, and in particular, that the group abide by the principles set out in the UN Global Compact:

### **1 / Child labor**

The Trèves Group complies with national laws and regulations relating to child labor, and, as a matter of course:

- strictly forbids the employment of children under 16 years of age
- complies with the provisions of ILO Convention #138 relating to child labor between the ages of 15 and 18 years

### **2 / Employment of disabled persons**

The Trèves Group complies with national laws and regulations relating to the employment of disabled persons and participates in actions to promote their employment.

### **3 / The fight against discrimination**

In compliance with national laws and regulations relating to the fight against discrimination, the Trèves Group acknowledges that no applicant for employment can be excluded from a recruitment process, access to an internship, or in-company training, and that no employee can be sanctioned, dismissed, or subjected to direct or indirect discriminatory measures, especially in regard to: remuneration; training; redeployment; retraining; promotion; transfer or renewal of contract due to a candidate's origin, ancestry, economic standing, philosophical beliefs, sex, sexual orientation, age, marital status, genetic characteristics, real or supposed membership/non-membership of an ethnic group, nation or race, political opinions, union activities, religious convictions, physical appearance, health problems, physical disability, pregnancy, or family name.

Furthermore, no employee can be sanctioned, dismissed or subjected to discrimination for testifying to, or reporting, in all good faith, any of the above-mentioned malpractices.



#### 4 / Sexual harassment and bullying

Every employee has the right to work in a wholesome environment, free of any type of harassment considered illegal under national laws and regulations applicable in the countries in which the Trèves Group operates.

The Trèves Group specifically prohibits all unlawful conduct constituting sexual or moral harassment, including in the absence of hierarchical or subordination links. Conduct is considered to constitute illegal sexual or moral harassment and prohibited in the following circumstances:

- should the acceptance of such conduct be presented, either implicitly or explicitly, as a prerequisite for the employment of an individual, or
- should a decision affecting employment be motivated by the acceptance or rejection of such conduct, or
- should the conduct in question intentionally or unintentionally substantially affect the subject individual's work performance or create an intimidating, hostile, or offensive work environment.

The communication kit is now on the Group's intranet and accessible to all employees.

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

Trèves pursues a Health, Safety & Environment (HSE) strategy in order to achieve top-level performance in the field. Safety and Quality Work Environment (QWE) are both part of an ongoing drive for improvement and a priority involving all actors within the group worldwide.

In comparison with Group performance indicators in November 2012, there was an increase in the group's safety performance in November 2013, with a severity rate of 0.29 vs. 0.33 for the same period in the previous year, and a frequency rate of 10.69 vs. 11.72 for the same period in the previous year.

The action plans are specially monitored and recorded on our dashboards. The best practices of Trèves Group establishments are set down in a shared folder circulated worldwide.

- Launched in 2012, training in the prevention of psychosocial risks complements our measures: in 2013, 275 employees (head office and local management, HR teams, Health & Safety managers, CHSW members, permanent Works Committee members, and union delegates) in seven countries were given training, as compared with 67 employees in two countries in 2012.





## 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
- 2013: 17 sites certified

The Trèves 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:

We are working on two types of waste recovery: material recovery and energy recovery. In regard to waste recovery: we recycle the totality of our bulk materials used in insulation together with packaging waste. Non-recyclable waste material is used as fuel in cement making and incineration facilities.

In order to establish short recovery loops of manufacturing waste and to reduce the quantity of waste to treat at source, research is currently underway to develop car trunk trim products incorporating manufacturing waste in their composition, (e.g. for wheel arch casings)

### 3 Optimization of energy consumption

The initial energy balance, carried out in one of our plants in 2011, led us to set up exhaust fans in company workshops, thereby decreasing programmed heating by 1.5°. Two additional energy balances were carried out, resulting in the identification of ways to reduce electrical power consumption by 10% on the sites concerned.

Looking ahead, we plan to draw up an energy consumption guide applicable to our industrial sites and to circulate it throughout the group.

### 4 Integration of the environment at design stage

This topic is included in special training for R&D personnel designed to raise their awareness in this area.

- 2012: 12 people trained
- 2013: 12 additional people trained



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

In adhering to its environmental approach, Treves seeks to establish itself as a responsible corporate citizen, intent on safeguarding the well being of future generations.

Trèves has developed simple and practical tools to measure the environmental impact of its products (Life Cycle Analysis) and is committed to communicating and promoting this approach to its customers.

Furthermore, in 2013, we began to produce a new technology (Polyfoam), which, for over 50% of components, uses materials recycled from foam mattresses and seats. The foam is pulverized and then compacted to produce soundproof lining. This innovation also reduces a car's overall weight by 4 kilograms, with a substantial impact on CO2 emissions of the vehicle concerned once in the hands of its owner.

#### **The fight against corruption: Principle 10**

Trèves is built around the strong core values that have been the group's constant guide, shaped its culture, and secured its reputation.

Wherever the Trèves Group operates, each of its entities is integrated into the local culture while totally respecting company values.

Furthermore, the recent update of the group's general terms and conditions of purchase take into account the principles relating to the group's social responsibility by obliging its partners and suppliers to fight corruption in all its forms.

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