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## COMMUNICATION ON PROGRESS

- 2009 -



NIEF PLASTIC supports the GLOBAL COMPACT  
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## **The NIEF PLASTIC Policy supports the principles of the GLOBAL COMPACT**

*By Gilles NIEF, Managing Director*

For several years, the company NIEF PLASTIC has been engaged in taking steps in the protection of the environment and respecting working conditions. Our management policy is lead by the Environment, Health & Security Commission which includes our own staff members. The involvement of company staff has allowed NIEF PLASTIC to obtain the ISO 14001 certification in 2001, and the OHSAS 18001 certification in 2005. Our management systems have allowed us to reach our goals with continuous improvement.

NIEF PLASTIC is already fully involved in such processes. In this respect, joining the Global Compact and adhering to its fundamental principles is logical. This has allowed NIEF PLASTIC to assure its citizenship within the global community by uniting economic, social and environmental aspects.

NIEF PLASTIC has taken the necessary steps to promote sustainable development in society... and wishes to continue in this way.



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# **I     The 10 principles and our commitment**

## **1 – The 10 principles**

### **Human Rights**

- 1. Businesses should support and respect the protection of internationally proclaimed human rights ;*
- 2. Make sure that they are not complicit in human rights abuses.*

### **Labour Standards**

- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining ;*
- 4. Elimination of all forms of forced and compulsory labour ;*
- 5. Effective abolition of child labour ;*
- 6. Elimination of discrimination in respect of employment and occupation.*

### **Environment**

- 7. Businesses should support a precautionary approach to environmental challenges ;*
- 8. Undertake initiatives to promote greater environmental responsibility ;*
- 9. Encourage the development and diffusion of environmentally friendly technologies.*

### **Anti-Corruption**

- 10. Businesses should work against all forms of corruption, including extortion and bribery.*



## **2 – Our commitment**

NIEF PLASTIC has already been taking into account the 10 principles of GLOBAL COMPACT well before joining the organisation. Regarding principles 6 to 9, they are dealt with in this Communication on Progress (see below). About the principles 1 to 5 and 10, the observance of them is natural and is an intrinsic part of our way of thinking.

## **3 – The Environment, Health & Security Commission**

The Managing Direction of NIEF PLASTIC monitors respect for the GC principles together with the managing team and all of the personnel. Furthermore, an Environment, Health & Security Commission made up of staff members has been created to be especially involved in environment protection and work conditions for every staff member. Tasks are given to this Commission in order to improve the performance of the company.

The Commission is made up of 6 people :

- Mr Eric BAZIN, Director of the Quality and the Environmental, Health & Security Management Systems of the Nief Plastic Group ;
  - Mr Joël PARIS, Environment, Health & Security Manager of the Nief Plastic Group ;
  - Mrs Dominique RENAULT, Nurse on Genas site ;
  - Mrs Françoise AMESSAN, Quality-Security-Environment Representative ;
  - Mrs Johanna BRIGADIERE, Environment & Safety Technician of the Nief Plastic Group ;
- and

- Mr Laurent JACQUIOT, Environment & Health-Security Engineer, contact for the GLOBAL COMPACT :

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## **II     Principles 6 – Personnel training**

### **1 – General policy**

NIEF PLASTIC Group makes sure that, in France and foreign countries, workers rights are respected, accordingly to principles 3, 4 and 5. They can uphold the freedom of association and of collective bargaining. Forced and compulsory labour, child labour and discriminations against race, sex or religion, are banished from engaging and work conditions in our Group.

### **2 – OHSAS 18001 certification**

Since 2005, in NIEF PLASTIC Genas site (France, Rhône), a Health & Security at Work Management System exists and is certified in accordance with the norm OHSAS 18001 (Occupational Health and Safety Assessment Series). This system is based on :

- the respect of legislation, regulation and all other requirements applicable to our company ;
- the evaluation of risk level permitting to qualify and to quantify dangers and risks inherent in each of our activities, with the objective to prevent and to reduce them.

The final aim of our commitment is to diminish numbers of occupational accidents and occupational diseases.

The spirit of the OHSAS 18001 certification is extended to each subsidiary of the NIEF PLASTIC Group, and thus, principles 3 to 6 are respected in our subsidiary in France and abroad.

### **3 – Results in 2009**

Regarding previously defined objectives for 2008, the most significant results are :

- a part of our staff was trained to how install/rearrange workplaces and posts to prevent accidents and repetitive strain injuries.
- to prevent falls from height, platforms were installed to safely access at the top of our 4 biggest injection presses.
- to prevent electric risks, heating parts of each press was linked to a breaker.



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- to prevent burns by projections of melted plastic material, concerned people were informed about these risks and consequences, and more personal protection products are now in free access on each press.

- in case of pandemic flu, a plan of continuity of work has been written, in order to ensure people protection of people and to maintain all or a part of our industrial activity.

→ From 2005 to 2007, the number of work accidents was quite the same. In 2008, it was reduced by 30% and is at the same level in 2009. The Health & Security at Work Management seems to work well, what is to be confirmed as early as next year with other actions which will be defined in the beginning of 2010.



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### **III     Principles 7, 8 et 9 – Environment protection**

#### **1 – Our management and our ISO 14001 certification**

Assuming its citizenship responsibilities, NIEF PLASTIC has integrated environmental protection within its own industrial activities. The NIEF PLASTIC site in Genas (France, Rhône) has been engaged in an environmental management procedure and has been ISO 14001 certified since 2001.

#### **2 – Results in 2009**

Regarding previously defined objectives for 2008, the most significant results are :

- our major environmental risk is fire. To be ready in an emergency, all the personnel has been trained to react when facing a departure of fire, for example with a fire extinguisher. Every year, one third of the personnel is trained/retrained.
- in case of fire, people have to be calmly evacuated. Additionally to training mentioned above, a part of our staff is trained to gather people present in its office and to guide them to the nearest exit, quietly, and then to the general assembling place. This year, 10 people were trained/retrained for this task.
- our equipment used to clean up our steel moulds with chemicals and ultrasounds will be ruled by a new regulation in years to come. Without waiting for it to come into force, our equipment was controlled and was declared in compliance with regulation.
- noise levels emitted into the environment by our activities were measured and are well lower than those allowed by regulation.  
Furthermore, after a friendly discussion with a neighbour about a discomfort caused by an equipment, on our roof, emitting noise, but under authorized regulation levels, we done some works. This equipment was boxed in : the noise level decreased by 20 dB(A) and our neighbour recognized the discomfort doesn't exist anymore.



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