



ALPINA SAVOIE – COMMUNICATION ON PROGRESS

On June 18th, 2003, in response to the invitation extended by the General Secretary of the United Nations, Mr Kofi ANNAN, the senior executive of ALPINA SAVOIE undertook to join the - Global Compact -, a worldwide movement working to support and promote the ten universal principles in the fields of human rights, working standards and the environment.

This undertaking is a logical continuation of ALPINA SAVOIE's long-standing company culture and reflects a joint, shared and still present conviction that the company must be maintained and make progress towards sustainable development as it always has done in the past, by making a responsible contribution to ensure the continuity of its economic, social and environmental setting on the basis of a strategy ethic reflected in five values :

- **Personal development of individuals**
- **Enterprising and responsible**
- **Understanding and satisfying our clients**
- **Transparency and exemplariness**
- **Creation of values**

These five values form the keystone of ALPINA SAVOIE's operational and decision-making activity and they are now shared by all its employees who are working to include them in the everyday life of the company through a continuous, renewable programme (36 objectives are currently in hand) to work better today and live well tomorrow.

Because economic, social and environmental progress also involves people of good will, who are given the means for personal development in the tasks they carry out, ALPINA SAVOIE emphasises below an example of its good practices based on the principles of the Global Compact in respect of working standards and the environment.

Principle n° 6

"The elimination of discrimination in employment and occupation"

- Emancipating individuals by extending knowledge through in-house training : procedurised working time spent on annual exchanges between "seniors" and "juniors" concerning skills relevant to the company's areas of activity and according to the progress targets defined for strategic purposes. The company's packaging department pioneered this good practice in 2004 – It was possible to satisfy 90% of the expressed expectations ; the scheme will be extended gradually to other areas of the company.
- Emancipating individuals by extending knowledge through external continuous training : 65 % of the supervisory management staff received training in management functions in 2004.
- Clarifying individual objectives : this involves employees in a dynamic of progress by annually updating their job descriptions (duties, autonomy, skills, etc.) to achieve constant adequacy to the various developments in the environment and the company. To date, 40 % of the company's jobs have been included in this process.
- Promoting the "Validation of Acquired Experience" and the encouragement of internal promotion : this results in recognising employees' individual skills. The company's manufacturing department pioneered this good practice in 2004 ; 100% of the employees concerned applied for "Certification of Vocational Qualification" for recognition of their capacity as "machine operators", "manufacturing line supervisors" and "team leaders".
- Expressing the value placed on the individual performances of employees through incentive remuneration schemes : this means recognising employees' individual contributions to the smooth running of the company. This operates on the basis of a frame of reference of equity norms drawn up in relation to the market and to the company using advantageous, motivating remuneration tools. A profit-sharing incentive scheme agreement was signed in June 2004, the objectives bonus extended to all supervisory commercial staff and the classification of all the press operator jobs in the manufacturing department has been updated.

Principle n°8

Companies are invited to undertake **"Initiatives that demonstrate environmental responsibility"**.

- Mobilising individuals to take the environment into account : this involves making employees aware of the impact of ALPINA SAVOIE's activity on the quality of the water it discharges and the quantity it uses. The company has joined the local environmental project entitled "Grand Lac" and initiated a joint study on setting up specific installations with a view to retaining waste of all kinds, recuperating polluted run-off, and making use of rainwater.
- Involving farmers in the company's ethic: this involves expanding the company's "sustainable agriculture" partnership, for the preservation of the agronomic heritage, to 20 % of the farmers that supply it with durum wheat, through a written undertaking (specifications) and a better sharing of its ethic (regular educational tour of the ALPINA SAVOIE's production site for the involved farmers).

