



October 14, 2010

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 labour standards.

Bernard Trèves
Chairman and Chief Executive Officer



2010 Communication on progress

14/10/10

Trèves, an automotive equipment manufacturer specialising in the design and production of interior trim and acoustical protection, is firmly committed to the principles of the Global Compact, evidenced by the Group's practical actions in the area of labour standards, with particular emphasis on the safety of its employees.

In this context, Trèves is applying HSE (Health, Safety & Environment) practices in a concerted strategy aimed at attaining the highest possible standards in this area.

This action is part of a global approach known as SPRINT (*Système de Production Industriel Trèves – Trèves Industrial Production System*), which is intended to integrate, on a sustainable basis, the four QCDH components, as defined below:

- Q: Quality as applied to all Group processes, with a view to meeting, as closely as possible, the expectations of car manufacturers and users
- C : the reduction of Costs via ongoing improvements to production processes
- D : respect for customer Deadlines
- H : the Human environment.

In regard to Human factors (H), we are intent on providing our employees with a stimulating work environment that fully respects their personal safety in all its aspects, including:

- participatory management that places responsibility on employees for a range of common objectives
- a training plan incorporating safety as a primary focus
- the implementation of safe machinery
- the effective protection of personnel by means of appropriate equipment
- formalized safety instructions security made known to all employees.

In order to achieve the above safety objectives, Trèves has implemented at Group level:

- Management tools:
 - monthly reports on safety indicators:
 - severity rate: (number of lost work days due to industrial accidents x 1000) / number of hours worked over a rolling 12-month period (expressed in %)
 - frequency rate: (number of industrial accidents with medical certificate x 1 million) / number of hours worked over a rolling 12 month period (expressed in %).



- Weekly reports on accidents plus a causal tree and corresponding corrective action plan.
- The involvement of all employees via daily bulletins to all production personnel on the number of actual accidents together with the number of accidents that have been prevented in order to raise their awareness and enable them to implement the necessary corrective and preventive actions.
- Training plans on reinforced safety
- The management of audits by an HSE team:
 - in the context of SPRINT, an annual assessment, in all plants, of the action plans implemented to achieve the yearly HSE objectives
 - in 2009, the Group's 14 European plants have been audited. Specific action plans and their monthly follow-up were managed on both local and Group levels.

The HSE strategy, which covers principles #2 and #6 of the Global Compact, is proving to be effective. Significant progress has been made in 60% of the Trèves Group's European plants: 40% of them have improved their previous year's performance, halving both their severity rate and their frequency rate.

Our Castilla Leon plant in Spain is an example of the significant improvement stemming from our policy:

22 audits were conducted this year by a special team: the number of hours of safety training has increased by 20%, and we closely involved the workplace physician in our prevention efforts.

The severity rate of 1.04 and frequency rate of 39.14 in December 2009 have been reduced to a severity rate of 0.27 and a frequency rate of 23.87 in September 2010. Performance over a rolling 12-month period indicates a severity rate of 0.25 and a frequency rate of 21.06.

The Trèves Group's 2011 objectives are as follows:

- to deploy the above approach worldwide, with particular emphasis on our production units in India and China
- to step up the performance of all Trèves Group plants by 20%.