



Social and Environmental report 2009-2010

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Oberthur Technologies, a Global Compact Partner

Many of the actions outlined in this report are in the application of one of the 10 Global Compact principles. To facilitate the reading, follow this mapping between the Global Compact principles and the report sections:

- **Principles 1&2 - Human Rights:** Businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses.

> Refer to sections: 1.4, 1.5, 1.6, 1.7.1

- **Principles 3, 4, 5&6 – Labour standards:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour and the effective abolition of child labour, the elimination of discrimination in respect of employment and occupation.

> Refer to sections: 1.2, 1.3 and 1.7.2

- **Principles 7, 8&9 - Environment:** Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; encourage the development and diffusion of environmentally friendly technologies.

> Refer to all section 2

- **Principle 10 - Anti-corruption:** Businesses should work against corruption in all its forms, including extortion and bribery.

> Refer to section 1.7.2

Author: Arnaud Gangloff, Process Improvement Director

Statement of Continuing Support



In 2006, we pledged our commitment to the principles of the UN Global Compact in respect of human rights, labour, environment and anti-corruption. We believe that these 10 principles must lie at the heart of today's responsible, forward thinking company.

To date, we have made notable progress in integrating the principles into our company culture. Furthermore, as an organization with a global presence we take a measured, precautionary approach to the impacts of our operations on both a human and environmental level.

We continue to value our support of the UN Global Compact, and we are striving to further incorporate the principles into our own operations and across our wider sphere of influence.

Thomas Savare
CEO
Oberthur Technologies
December 2010

A handwritten signature in dark ink, consisting of a stylized 'T' followed by a series of loops and a long horizontal stroke at the bottom.

A Global Approach

As a global corporate citizen, Oberthur Technologies takes a respectful approach to the environment and develops business practices that reflect its endeavours to help sustain the long term viability of the planet.

Oberthur Technologies strives to consistently provide high-quality, innovative products and services, balanced with a genuine and enduring consideration for the environment in which it operates.

Oberthur Technologies is committed to the continuous improvement of its social and environmental performance, and remains focused on helping its customers achieve their goals through innovative, eco-friendly solutions, and to encouraging environmental responsibility within its supply chain.

1. Ethics and Social Responsibility

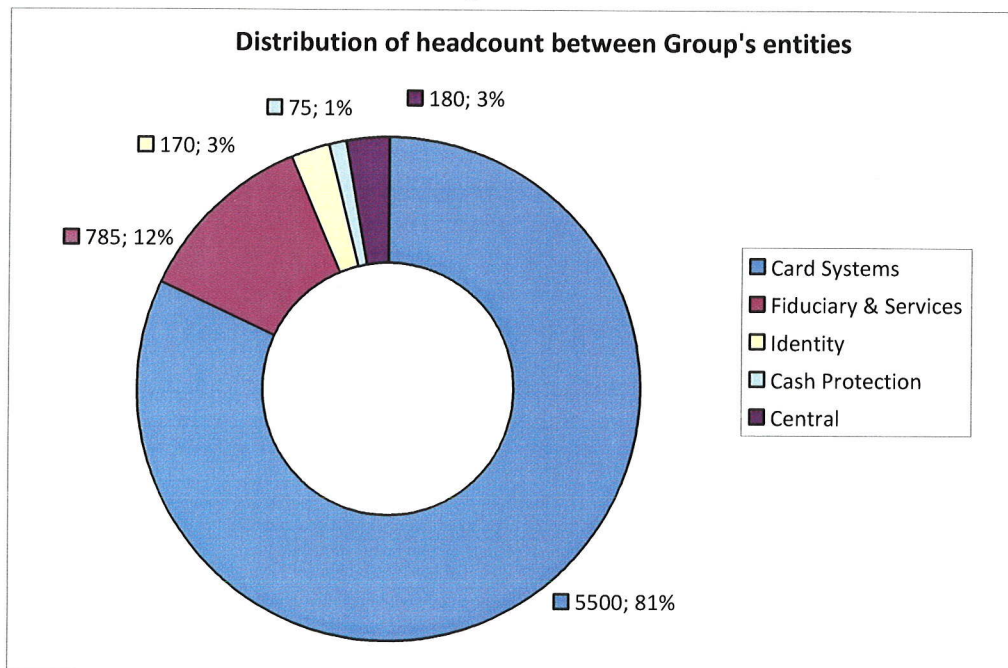
1.1. Context

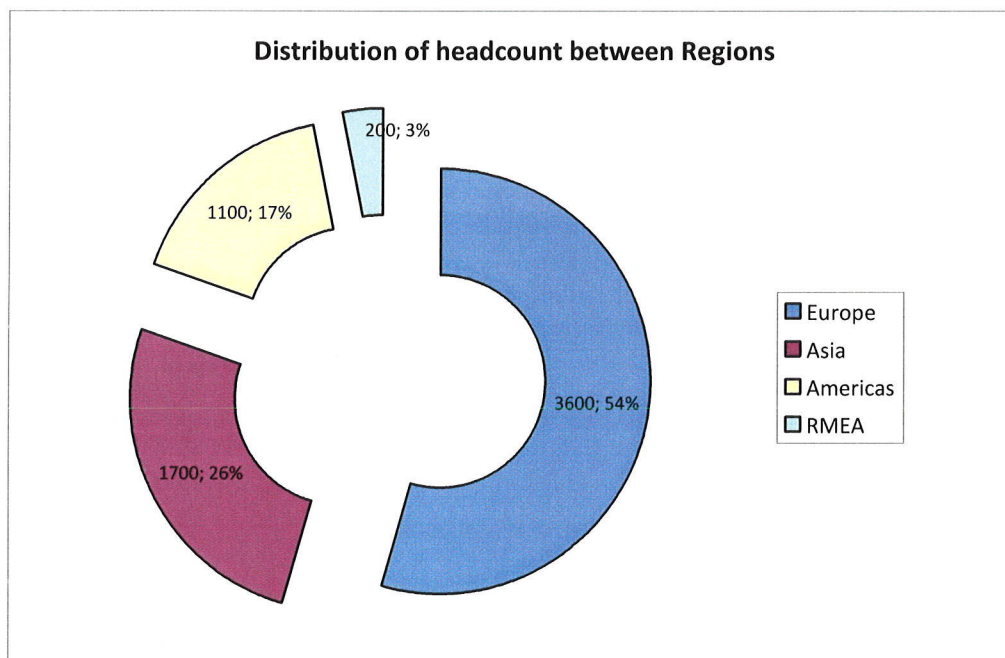
The number of Oberthur Technologies Group's employees at the 31st of December 2009 was 6160, an increase of 2,6 % people on 2008. Employees work in 40 countries.

Year	Headcount	Increase
2007	5024	
2008	6001	19,4%
2009	6160	2,6%
2010*	6700	8,8%

(*): Headcount at end of September 2010

The distribution of Oberthur Technologies' workforce:





Nota Bene: Included in Europe region, France's headcount is around 2200.

1.2. Labour rights

Oberthur Technologies proactively reviews and complies with national and local legislation around labour and employment practices including working hours, wages and benefits, equal opportunity and freedom of association.

Employees of Oberthur Technologies are free to join trade unions. In many of the countries in which Oberthur Technologies has a presence a large portion of the Company's workforce is unionised, particularly true in Scandinavia.

Oberthur Technologies does not employ forced or bonded labour. The Company's working hours adhere to the relevant local regulations and where its operations involve shift work, shift patterns are carefully managed to ensure fairness and flexibility in line with employee contracts. Overtime is not compulsory and employees are invited to opt in/out of a working arrangement outside of normal contracted hours. Employees are recompensed for additional working hours, for example by time in lieu.

In many of Oberthur Technologies' locations, all permanent and temporary employees are protected under a formal framework, entitling them to reasonable time off for such activities.

Oberthur Technologies does not employ child labour and endeavours to ensure that this practice is repeated through its supply chain. The Company maintains strict and consistent pre-employment and work eligibility checks in accordance with legal requirements at a global and local level.

Through the development and communication of a formal code of conduct for suppliers (refer to Ethical chapter), Oberthur Technologies ensures that its commitment to the effective abolition of child labour is clearly understood and that it only works with suppliers who are aligned to this principle.

Non-discrimination

Oberthur Technologies supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of race, creed, colour, nationality, ethnic

origin, age, language, religion, politics, gender, gender reassignment, sexual orientation, marital status, civil partnership, membership or non membership of a trade union or disability.

The Company believes that it is in its best interests, and those of all who work in the Company, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

Every step is taken at Oberthur Technologies to ensure that individuals are treated equally and fairly, and that decisions on recruitment and selection, on training, promotion, redundancy, redeployment and career development are taken solely on job based criteria.

1.3. Recruitment, Career management and Training

Oberthur Technologies has based its Human Resources policy on three main objectives: Diversity, Mobility, and Responsibility.

Each of these objectives is broken down in every profession of Human Resources Department: Recruitment, Career management, Training, Compensation and Social relations.

1.3.1. Recruitment and Diversity Policy

Recruitment is managed independently by the divisions. The Group's Human Resources Department is responsible for part of recruitment in France, responsible for accompanying all the divisions in the implementation of the Oberthur Technologies' policies, particularly in terms of diversity, and for creating synergies to promote the application of these principles.

1.3.2. Career management, mobility and expatriation

Career managers and Human Resource managers are mandated to follow the career development of employees, to organize the functional and geographic mobility.

Since Oberthur Technologies is keenly aware that its best interests lie in examining, first and foremost, the resources and competencies of people already working for the Group, to respond to any internal opportunities that may arise, it has developed an internal mobility process organized exclusively around job skills, as a way of combating any form of discrimination, whether in terms of race, age, nationality, origin, language, gender or disability.

Internal mobility is a very important development area for the next few years and it has become essential to ensure that all employees are better informed about development opportunities.

The Working@Oberthur space set up on the Group intranet allows employees to discover almost all the positions available in-house and even apply directly on the website as a candidate no matter where the job is located.

Indeed, reflecting its presence on all continents, the Group rolled out many international mobility actions in 2009 and 2010 to bring Oberthur Technologies' know-how to its customers, capitalizing on its success and its information systems, and hence respond more closely to their expectations.

These actions enabled some employees to develop their professional experience in another culture and broaden their approach to our different markets. These actions are accessible to employees at any level of the organisation and implemented in the respect of local laws. The mobility of employees within the Group is carried out on a large number of positions and whatever their expertise.

Oberthur Technologies attaches great value to promoting individual performance within the global collective success. Between 2009 and 2010, Oberthur Technologies harmonized the existing process of

evaluation for all the Group's employees, through common documents and process shared worldwide and used throughout the year by the managers and its Human Resources professionals.

Every employee is eligible to be given by his/her manager an individual evaluation of work carried out. This evaluation is reviewed by the N+2 managers and HR in order to prevent any form of discrimination.

On our global workforce, more than 80% were interviewed individually and the documents returned to the HR Department.

1.3.3. Training

To put development of employees' competencies on an even more concrete footing with the full support of General Management, the Group's Human Resources Department has set up the Oberthur Technologies virtual university – The Oberthur Learning Academy (OLA).

Rolled out at the end of 2009, initially for the Card Systems division's entire worldwide sales force, OLA, a Learning Management System e-learning, training content and training management platform is our main tool for developing our employees' talent, allowing us to successfully train each of one of them in our processes, tools, management methods, solutions and products.

Spurred by this success, the timetable for rolling out the programme for other divisions' employees has been sped up and by the end of 2012 it should be available to all the Group's employees.

Installed on work stations of employees, Oberthur Learning Academy is one of the main carriers of culture and values of the Group.

1.4. Societal

Not only is Oberthur Technologies dedicated to protecting the rights of its employees, but the Company also seeks to maintain a positive impact on the societies in which it operates. Outreach activities are common across Oberthur Technologies' locations and as a responsible corporate citizen Oberthur Technologies constantly seeks opportunities to support local populations.

Locally, Oberthur Technologies works alongside local charities and community action groups, for example in some countries providing 'matching donations' for employees who take part in sponsored charity events, and providing donations and staff activities during the holiday season for charities working with underprivileged children (e.g. in the US and Singapore).

1.5. Promoting a culture for Safety

1.5.1. Reducing the accidents number at workplace

Early 2011, Oberthur Technologies will commit to a three-year plan aimed at reducing the frequency of accidents at the workplace, and especially for printing activities. Each of these accidents should they happen will be investigated and specific actions planned.

In 2011, a policy on "behaviours for safety" will be issued which will aim to strengthen the safety culture within the Group.

This policy will also aim at encouraging staff to adopt an active behaviour in terms of safety, for example to indicate situations at risk.

1.5.2. Strengthening our Safety Management Systems

Within the Group, each division will set its own Safety Management System (SMS) based on a set of principles and good safety practices recognized by the industry and based on its characteristics: occupation, level of risk activities, size of its sites, etc...

They involve defining a safety policy and safety objectives, developing the means to achieve them, measuring results and adjusting action plans. They will enable continuous improvement in safety.

1.6. Promoting Health

1.6.1. Healthcare

Oberthur Technologies obeys to any national and local recommendations and/or regulations for healthcare and pensions.

1.6.2. Health and Environment

1.6.1.1. Health impacts of our activities

Oberthur Technologies' top priority is the health control of its activities.

Under the REACH project, which aims to identify the hazards of exposure to chemicals used in the European Union, the Group has reviewed all of its products used for its products design and manufacturing.

1.6.1.2. Safety Data Sheet (SDS)

Oberthur Technologies keeps on informing about its chemical products through their "safety data sheets" that summarize all the data concerning the chemical products' properties in terms of danger and the cautions to be taken in order to control chemical risks at its use.

1.6.1.3. Strengthening our Health and Safety Management Systems

Refer to section 1.5.2.

1.7. Ethics

1.7.1. Human Rights

Oberthur Technologies is compliant with international standards - such as the ILO convention and the OECD guidelines - and all local legislations for Human Rights.

Oberthur Technologies is committed to ensuring the protection of its workforce across all of its sites, and as such has established policies and procedures covering issues such as equal opportunities, violence in the workplace and unlawful harassment, as well as standard rules of conduct with which all employees must comply.

Oberthur Technologies takes seriously its responsibilities to the communities in which it operates, and endeavours to provide a high level of employment, benefits and security to local populations.

Oberthur Technologies established an employee policy based on its own international standards: annual benchmarking of employee salaries provides mandatory social insurance benefits including pensions, medical, personal injury and unemployment insurance, maternity benefits, alongside a range of measures for a safe and responsible working environment.

1.7.2. Business integrity

Oberthur Technologies reputation is built upon the principles of fair dealing and ethical conduct of its employee.

Employees owe a duty to Oberthur Technologies, its customer, and shareholders to act in a way that will merit the continued trust and confidence of the public, in compliance with legal local rules.

Oberthur Technologies has developed policies dedicated to appropriate business conduct and cases of conflict of interest. Under these policies, Oberthur Technologies stipulates that business dealings with outside firms should not result in unusual improper gains for those firms. Improper gain refers to bribe, product bonuses, special fringe benefits, unusual price breaks, gratuities and other windfalls designed to ultimately benefit the outside firm, the employee, or both.

Through employee contracts and rules of conduct, Oberthur Technologies ensures that any employee found to have been a perpetrator of extortion or bribery or other fraudulent activity will be subject to disciplinary action. Such activity may be deemed as gross misconduct and as such, is subject to consideration for dismissal. Where criminal activities are involved, Oberthur Technologies would inform the police.

Respect for ethics in purchasing functions

Exercise social responsibility in the conduct of purchases means for Oberthur Technologies:

- Ensure the transparency of rules and practices in assigning contracts and payments,
- Ensure that our suppliers and partners comply with the principles of Suppliers' Code of Conduct of Oberthur Technologies related to Ethics, Sustainable development, Safety and Quality.

Nota Bene: Through the development and communication of this formal code of conduct for suppliers, Oberthur Technologies ensures that its commitments to the effective abolition of child labour is clearly understood and that it only works with suppliers who are aligned to this principle.

In 2011, the Suppliers' Code of Conduct included in Oberthur Technologies' Purchasing terms and conditions will be communicated to all qualified suppliers and will be systematically be included in future tender documents involving new suppliers.

2. Environmental Responsibility

With facilities worldwide and a foothold in each of the five continents, Oberthur Technologies is acutely aware of its responsibilities as a corporate citizen of the world. Oberthur Technologies takes a respectful approach to the environment and is committed to continuing business practices that reflect its endeavours to sustain the long term viability of the planet.

Oberthur Technologies Environmental Vision

We undertake to:

Create high quality products and services coupled with a considerate and measured approach to our key environmental impacts,

Continuously monitor, improve and streamline our operations, encouraging the sharing of experience and rolling out locally adopted environmental best practice on a global scale,

Communicate positively and receptively with stakeholders to enhance awareness of environmental practices, achievements, targets and partnership opportunities,

Comply with all environmental regulations, and be prepared for future legislative changes in a timely manner,

Collaborate closely with industry partners in responsibly influencing the evolution of the market and responding to its changing needs.

2.1. Developing eco-friendly products and processes

Oberthur Technologies is investing in research and development of new and environmentally friendly materials and form factors for the products of the future, whilst ensuring quality and standards are fully respected.

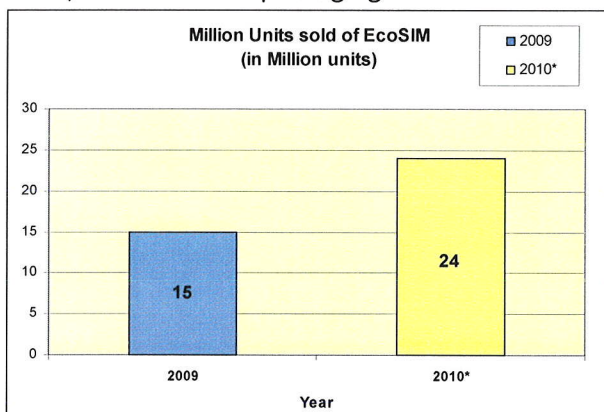
The company has committed to the following:

Provide innovative and realistic approaches to the development of alternative technologies, materials and products in the market place,

Evaluate new products design against targets for energy consumption, pollution and risk,

Identify together with its customers the environmental benefits and impacts associated with the design and manufacture of their products.

This focus resulted, in particular, in the launch of Smart Eco, a complete range of eco-friendly payment cards, SIM cards and packaging.



(*) YTD end of Q3 2010

Figure 1: Volumes sold of Eco-SIM product

Since then, Oberthur Technologies has delivered more than 39 million units of Eco-SIM throughout the world.

In 2010, Oberthur Technologies announced the launch of its new eco-product for the Telecom Market: the Paper SIM.

ECO SOLUTIONS

Eco ranges of the future

Preserving the environment remains a central concern for Oberthur Technologies who is continuously investing in research and development of environmentally friendly solutions such as innovative form factors and eco-aware materials, whilst ensuring quality and standards are fully respected. Progressing in the development of eco-conceived products in line with customers green expectations is a project of utmost importance for Oberthur Technologies.



Oberthur Technologies launches the paper-based SIM card on the Telecom market for a sustainable future
The PaperSIM card is an eco-friendly plant-based card body made 100% from paper. The PaperSIM, a natural high tech card body composed of recyclable and biodegradable wood fibers is designed to fully respect the ecosystem.

Redefining the nature of environmentally friendly cards

The Smart Eco range from Oberthur Technologies enables financial institutions and mobile operators to create innovatively designed cards, reflecting the needs of the modern consumer, whilst retaining an environmentally friendly ethic through materials that have a minimal impact.

FINANCE



Smart Eco-friendly cards qualified for financial institutions:

- PETG cards: chlorine free material made from Polyethylene Terephthalate Glycol materials and delivered in large volumes annually, particularly in the Scandinavian, UK, and North American payment and identity markets.
- Recycled PVC cards: minimize the impact on natural resources, and are comparable to PVC for lamination, ink adhesion and durability. In 2009, Oberthur Technologies provided 20 million recycled PVC cards to the North American payment market.
- EcoPVC cards: contain additives that help break down the PVC polymers and aid degradation when placed into a suitable environment.

TELECOM



Environmentally friendly initiatives developed for mobile operators:

- EcoSIM cards: an innovative product design with a half ISO format form factor which reduces the quantity of plastic by 50% and limits significantly the CO2 greenhouse emissions. Since its launch, Oberthur Technologies has delivered more than 24 million EcoSIM cards throughout the world.
- GreenSIM cards: a new raw material made of halogen, styrene and chlorine free polyethylene terephthalate (combination of PETG & PETG); the GreenSIM card is fully in line with ISO & GSM standards.
- PaperSIM cards: a premium high-tech material made from paper for a natural plant-based card body.

This range of eco-friendly cards for mobile is also promoted through a comprehensive range of environmentally sound packaging solutions using recyclable and recycled materials as well as PEFC or FSC certified cardboards & papers.






A responsible approach to the environment
Oberthur Technologies has committed to making the principles of United Nations Global Compact part of its strategic, culture, day-to-day operations and internal processes. Oberthur Technologies has targets to achieve zero on a year in payments in global environmental performance programs (GRI). Environmental management systems and local actions are regularly integrated into a global risk reduction program, with targets in energy savings, water consumption, and waste management and analysis of the carbon footprint of materials used in production.

As a strong symbol of this commitment, all manufacturing sites passed successfully ISO 14001 certification in 2009. In compliance with the highest social and environmental standards on the market, Oberthur Technologies has also PGIC certified its French world cards manufacturing plant.



Oberthur Technologies respects the environment
The number of printed brochures produced by the company has been significantly reduced to save paper. Printed documents are produced on FSC certified paper using aqueous inks to reduce environmental impact. Brochures are available in electronic format only.

Electronic documentation can be downloaded in PDF format here: www.oberthur.com/download/edc.aspx

Visit our website at: www.oberthur.com

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Figure 2: Extract from Oberthur Technologies Card Systems Division Newsletter.

The eco-friendly packaging of our products fits with an increasing demand from customers in all regions. Therefore Oberthur Technologies has planned to embark on a qualification process of FSC-certified suppliers.

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www.oberthur.com

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The FSC certifications:

The FSC (Forest Stewardship Council) promotes forest management of the planet, ecological, social, responsible and economically viable.

The FSC chain of custody is a way to track the origin of the raw material to finished product. This allows consumers and companies to make responsible purchases.

2.2. Controlling greenhouse gas emissions and improving energy efficiency

Oberthur Technologies is committed to controlling emissions of Greenhouse Gases (GHG).

In 2010, Oberthur Technologies initiated a comprehensive project to identify all opportunities for actions to reduce greenhouse gas emissions. Our intention is to formalise the action plan and relevant indicators by the end of 2011 or beginning of 2012.

In the meantime, Oberthur Technologies continues with the actions already identified. In the short and medium term, reducing GHG emissions is mainly due to energy efficiency improvement.

These factors of progress are on two levels: the first is to improve the monitoring of our equipments at our production sites; the second is to make the investments required in order to adapt our equipments. Since 2010, energy criterion has been integrated in the selection and qualification of our industrial equipments.

Card production and Energy Consumption per year:

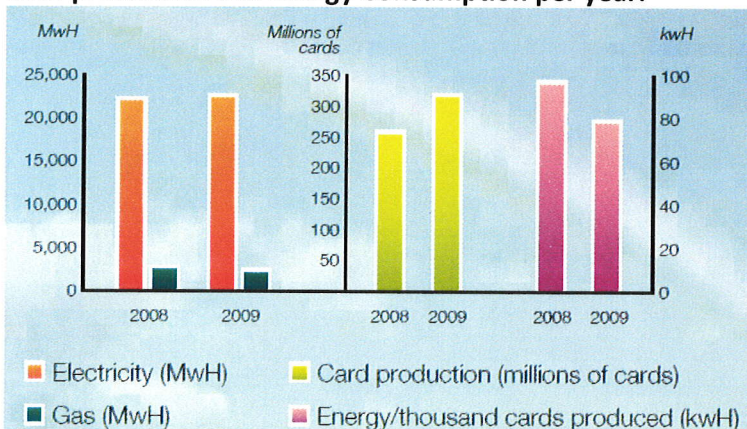


Figure 3: Card Production and Total Energy Consumption / year

Source: Oberthur Technologies' Activity Report 2009

Total Energy Consumption per Year:

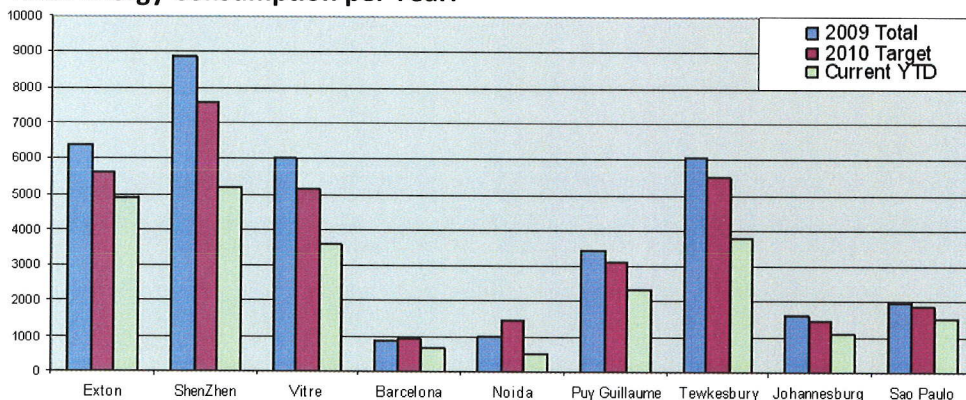


Figure 4: Energy consumption per site and per year.

This graph is used to monitor global power consumption on sites (reducing electricity usage per annum). There are notable improvements across the majority of our sites.

The exceptions being Noida and Barcelona, where although their target consumption for the year has increased from 2009 to 2010, the production output has also increased.

In Europe, Oberthur Technologies is under legal obligations to reduce its electricity usage; for example in the UK, Tewkesbury outfit must reduce its electricity consumption by 16%. Other sites are not under any obligation to do this but it is part of Oberthur Technologies' environmental focus to do so.

The global target for our manufacturing sites is a 10% reduction in electricity consumption which is likely to be achieved in 2010.

More work will be done on the data consolidation along year 2011. As part of an internal programme of Life Cycle Analysis of our products, new opportunities for actions will be identified and global targets will be set to achieve energy reduction.

2.3. Improving Air Quality

In addition to the greenhouse gas (GHG) emission reduction programme, Oberthur Technologies strives to reduce emissions of certain pollutant gases that may affect air quality locally.

Reduce emissions of Volatile Organic Compounds (VOCs)

VOC emissions are primarily related to the use of solvents and thus being reduced through the measures taken since 2008 at the printing processes.

For instance, for banknotes manufacturing, Oberthur Technologies has set procedures to analyse and reduce solvent consumption. Since 2007, a 30% reduction in the use of chemicals was recorded as a direct result of these actions.

Since early 2010, feasibility studies have been launched with suppliers to look into the replacement of standard solvent based inks by aqueous based inks.

VOCs consumption per year:

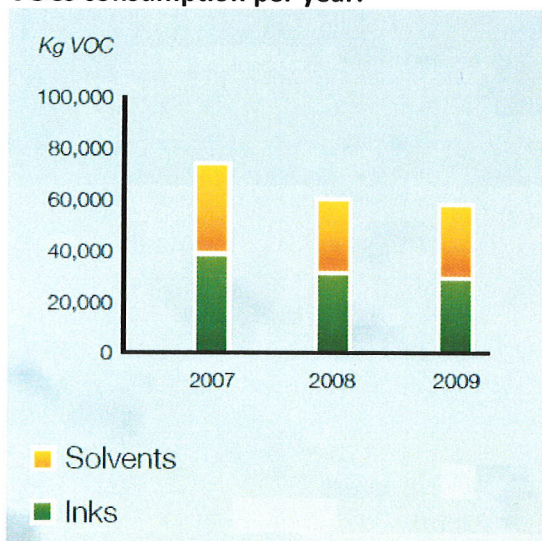


Figure 5: VOCs consumption per year.

Source: Oberthur Technologies' Activity Report 2009

Among the measures to be taken by Oberthur Technologies to reduce emissions of VOCs, one will include in particular the implementation of a recycling channel to extract, filter and re-direct solvents in used ink as part of the cash container manufacturing.

New opportunities and global targets will be set to achieve solvent reduction as part of an internal programme of Life Cycle Analysis of our products.

2.4. Optimizing Water Consumption

Water resources are likely to constitute one of the major long-term problems of the coming century. Although the production processes of Oberthur Technologies are little affected by an economy on water, the Group is concerned with optimizing its water consumption.

2.5. Managing Wastes

Wastes management begins with the design of our processes and our products, designed to generate as little as possible.

Manufacturing sites for cards production currently divert around 75% of waste from landfill, and many recycle in excess of 90%. For instance, the Exton USA site became a zero waste to landfill in 2009.

Authorized landfill or incinerations constitute ultimate solutions when no alternative treatment can be found. If some wastes reveal inevitable, everything must be done to recycle, to value them as a material. This is the way Oberthur Technologies tries to adopt whenever possible.

As part of an internal programme of Life Cycle Analysis of our products, global targets will be set to achieve a zero waste to landfill status at all sites.

2.6. Strengthening Environmental Management

In 2009, Oberthur Technologies has continued its ISO 14001 certification programme - international certification standard of the Environmental Management System. This standard describes how a company should manage and control its organization so as to measure, monitor and continuously improve the environmental aspects of its businesses.

In early 2010, all manufacturing sites without exception were certified ISO 14001.

Management systems certifications are renewed every year and they contribute to expand, update and improve the Group's global action plan.

2.7. Promoting Environment

As well as reporting formally on its environmental activities in the Activity Report, Oberthur Technologies is also developing its communication with its customers via a dedicated section on its website.

Link to Activity Report 2009:

http://www.oberthur.com/news_page.aspx?id=247&divisionid=0

Oberthur Technologies CSR's Web page link:

<http://www.oberthur.com/content/173/csr>

Dedicated posters and banners in Oberthur Technologies' sites are one of the communication channels to handle environmental messages for all employees. Below are examples of dedicated posters displayed on one of our manufacturing and service centre (Tewkesbury site).



Figure 6: Internal communication: Poster 1 – Environmental performance



Figure 7: Internal communication: Poster 2 – Recycling activities

Dedicated space for corporate social responsibility issues, including the UN Global compact principles has been provided on Oberthur technologies' intranet site to support the ongoing programme of embedding these activities into the company culture.