



Fastened on Ongoing Progress !



Communication on progress

2010



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GRIS DECOUPAGE's commitment to the Global Compact

GRIS DECOUPAGE, founded in 1984 and based in Lesménils (department 54, France), specialises in the manufacture of mechanical components and flat or conical die-cut washers in medium or large runs.

GRIS DECOUPAGE signed up to the Global Compact in 2006, thus demonstrating its commitment to the basic values of human rights, labour standards and environmental protection. But well before then, GRIS DECOUPAGE had already espoused the ideals underlying the ten Global Compact principles.

Participation in the Global Compact was a logical step in the continuous improvement process adopted by the company a number of years ago. Continuous improvement was implemented initially in the fields of industry, quality and management and led to the ISO 9001 and ISO TS 16949 certifications obtained in 1993. It was subsequently extended in the early 2000s to cover environmental and sustainable development issues, as confirmed by the awarding of ISO 14001 certification in June 2007.

GRIS DECOUPAGE is renewing its commitment to the Global Compact for 2011. In so doing, we undertake to uphold the ten principles on a daily basis, to make sure they are shared by all employees and to bring them fully to the attention of our subcontractors and suppliers.

Francis GRIS
President

Progress update from Global Compact participant

ILLUSTRATED PRINCIPLES

1. OBJECTIVES SET FOR 2010

For 2010, GRIS DECOUPAGE chose to illustrate the following principles:

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

2. DESCRIPTION OF ACTIONS UNDERTAKEN IN 2010

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

- **Raising employee awareness of chemical hazard**

As part of our ongoing focus on chemical risk, we invited our occupational physician together with a chemical engineer from the occupational health service to help raise employee awareness of the dangers involved with certain chemicals.

As some employees handle chemicals at their workstations, a timely reminder of the dangers posed and of the personal protective equipment to be worn was considered appropriate.

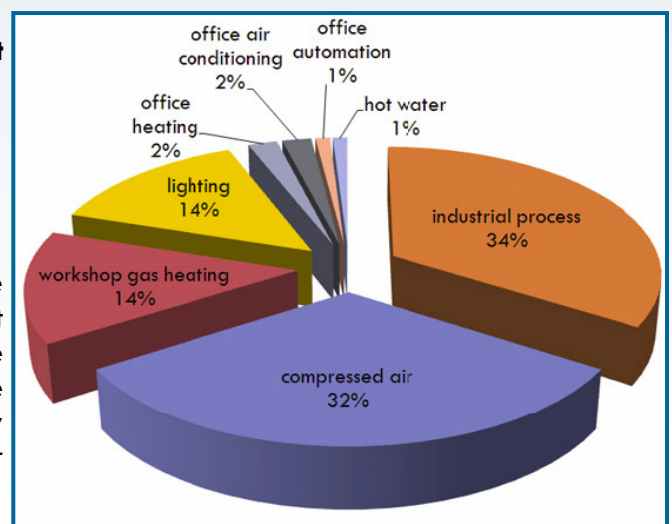
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

- **Improving energy consumption**

GRIS DECOUPAGE, certificated to ISO 14001 since June 2007, wished to further extend the energy saving measures it had undertaken after joining in 2008 a collective initiative supported by CETIM (French Technical Centre for the Mechanical Industry), ADEME (French Environment and Energy Management Agency) and DREAL (French Regional Office for the Environment, Development and Housing).

Distribution of energy costs



MEASUREMENT OF RESULTS OBTAINED

1. RAISING AWARENESS OF CHEMICAL HAZARD

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

On 6 and 17 September 2010, three chemical hazard awareness training sessions were conducted by our occupational physician, a chemical engineer from the occupational health service centre and GRIS DECOUPAGE's Health, Safety and Environment Manager.

Chemical hazard awareness raising measures are mandatory under the Labour Code for all employees handling hazardous chemical agents, including CMRs (carcinogens, mutagens and reprotoxic agents), which in the case of GRIS DECOUPAGE concerns only a very small number of employees.

Before we organised these awareness sessions, we had already put in place a chemical risk assessment procedure that had provided an overall picture of the most hazardous chemicals handled, the quantities involved and the frequency of use. An operation to collect safety data sheets had also been undertaken, along with a study of the various items of personal protective equipment to be worn.

At GRIS DECOUPAGE we set out to raise the awareness of all our workshop operatives together with the members of our CHSCT workplace health and safety committee, i.e. 60 people in all. It is important that every individual be made aware of this information since chemicals are used not only in the workplace but also in the home.

These chemical hazard awareness sessions have enabled participants to:




- Distinguish between the various existing chemical agents and acquire a basic grasp of chemical preparations and substances.
- Understand the effects chemicals may have on health after a presentation by the occupational physician of the effects on the respiratory tract, skin, digestive system, etc.
- Identify how to access information on the chemicals used. Such information can be found in a variety of documents, including original data sheets, simplified data sheets and notices displayed at the workstation.

These awareness raising sessions also refreshed participants' knowledge of the pictograms used for existing **chemicals** and presented the new pictograms introduced under the Globally Harmonised System of Classification and Labelling of Chemicals (or GHS).

- Finally, the last part of the chemical hazard awareness training focused on situations requiring the use of collective protective equipment and personal protective equipment (or PPE), such as the right gloves for specific chemical hazards, safety eyewear for chemical transfer operations, a cartridge respirator mask for spray painting, or the use during maintenance operations of a welding fume extraction system.

Monthly internal safety audits will monitor whether the correct personal protective equipment is being worn and whether the collective protective equipment is being properly used.

An example of a simplified safety data sheet

FICHE D'INFORMATION PRODUIT CHIMIQUE		ENR : 64 Indice : 0
Nom du produit : Huile FUCHS LGB REFRICOUF Date Fiche de Données de Sécurité : 14/01/2005 Création fiche d'information produit chimique : 28/01/2009	 Pictogramme de danger :  • R 36/38 : IRRITANT pour les yeux et la peau • R 43 : peut entraîner une SENSIBILISATION par contact avec la peau	
PROTECTIONS INDIVIDUELLES OBLIGATOIRES Protection des Mains : porter des gants imperméables et résistants aux hydrocarbures Protection des yeux et du visage : porter des lunettes de sécurité Protection de la peau et du corps : porter des vêtements de travail 		
RÈGLES D'UTILISATION UTILISER CE PRODUIT DANS UN ENDROIT VENTILE, NON CONFINE Conditions d'utilisation : - Préparation outillage : taux de dilution de compris entre 4 et 5% à réaliser avec de l'eau		
PREMIERS SECOURS EN CAS DE DOUTE, EN CAS DE TROUBLES GRAVES OU PERSISTANTS APPELER RAPIDEMENT UN MEDECIN Inhalation : Amener à l'air libre et consulter un médecin par mesure de sécurité Contact avec la peau : Laver immédiatement avec de l'eau propre et du savon et bien rincer Contact avec les yeux : Rincer abondamment les yeux avec de l'eau propre pendant plusieurs minutes Si les troubles persistent, consulter un médecin Ingestion : Si les troubles persistent, consulter un médecin 		
POMPIERS : 8362 SAMU / SMUR : 8374 Centre ANTI-POISONS : 8341		
INCENDIE Moyen d'extinction approprié : dioxyde de carbone, poudre d'extinction ou eau pulvérisée NE PAS UTILISER DE JET D'EAU		
CONDITIONS DE STOCKAGE STOCKAGE : stocker les récipients hermétiquement fermés à l'abri du gel (Atelier : étagère sur bac de rétention) INCOMPATIBILITE : Aucune		
ENVIRONNEMENT DISPERSION ACCIDENTELLE : Contenir et recueillir les fuites avec des matériaux absorbants non combustibles (utilisation kit absorbant) ELIMINATION : Ne pas déverser dans les égouts ni dans les cours d'eau. → DECHET INDUSTRIEL DANGEREUX : Fûts vides : dans fût « bidons et fûts de produits dangereux »		

MEASUREMENT OF RESULTS OBTAINED

2. IMPROVING ENERGY CONSUMPTION

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

The energy performance diagnosis carried out in 2008 under membership of the GIPEM initiative (Long-term Industrial Energy Management for French Mechanical Engineering Companies) revealed a number of potential ways of saving energy.

As lighting accounted for 14% of our energy costs, GRIS DECOUPAGE chose to make improvements in that area.

All 73 lamps in the workshop were of the mercury vapour type and thus of poor luminous efficacy. They could be replaced by sodium lamps or metallic iodide lamps, both of which have a much higher luminous efficacy. This solution also involved replacement of the ballast, starter and lampholder.

Electronic ballasts have a number of advantages over ferromagnetic ballasts:

- They generally include the functions of starting, stabilising and power factor correction;
- They reduce the total consumption of the lamp and ballast by up to 20% at equivalent flux;
- They increase the life of the lamps by up to 50% by stabilising the mains voltage (mains variation regulation and overvoltage control);
- The power supply automatically cuts out if the lamp is defective.

A test with sodium lamps and metallic iodide lamps was carried out in the workshop. After consulting the personnel, we opted for metallic iodide lamps.

The cost of this operation was € 16 000. After comparing the annual consumption of mercury vapour lamps and metallic iodide lamps, we estimated that this project will result in an annual saving of € 3 816 exclusive of tax.

The payback time would therefore be $16\,000 / 3816 = 4$ years (not counting aid from the Region).

Since the energy savings were significant and the payback time relatively short, the operation to replace the mercury vapour lamps with metallic iodide lamps was carried out in March 2010 for all 73 lamps in the workshop.