

Sustainable Development Report 2015

From 1st April, 2015 to 31st March, 2016

The E.CF Group, European leader in restaurants, hotels and catering trade professionals.

The Group, with its **1300+** employees and its years of know-how and expertise acquired since its 1880 founding, places itself at the service of some 80.000 customers.

In long-standing partnerships with over **500** referenced suppliers, the Group offers the largest selection of products on the market, with over **40.000** references in the field of tableware, kitchen & cookery, hygiene, expendables, and furniture. The Group also owes its success to a high-performance logistical tool that helps satisfy a demanding market in search of responsiveness and professionalism. The whole of the marketplace trusts us with their custom, from large restaurant and hotel chains to small eateries, from luxury hotels to local authorities, not forgetting a whole range of catering professionals.

The E.CF Group distributes the best known brands in the trade. And with its solid market experience, it can also offer its own brands, drawing on the extensive know-how of its suppliers to select and commission its products at an excellent price and quality.



pro.mundi

Pro.mundi guarantees its customers professional quality at the best price to go use their tables.



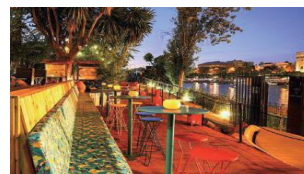
pro.cooker

Pro.cooker offers the best value for money when outfitting a professional kitchen.



so.mob

So.mob offers a complete furniture range at the right price for indoor & outdoor dining areas.



MAJELIA
FINE PORCELAIN

Majelia explores a new world of beauty through high-quality design and materials.



Tren provides a range of welcome products renowned in the hotel trade.



A complete range of environmentally friendly eco-label products for cleaning professionals.



High quality, single-use products for the essential needs of hospitality professionals.

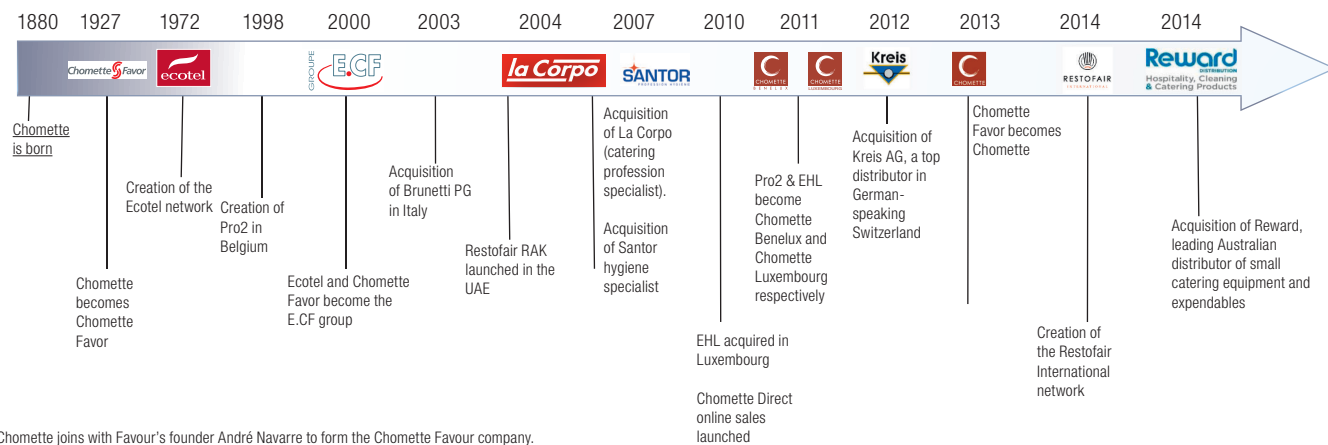


Expendable paper goods at the best price for the quality.

Group Development

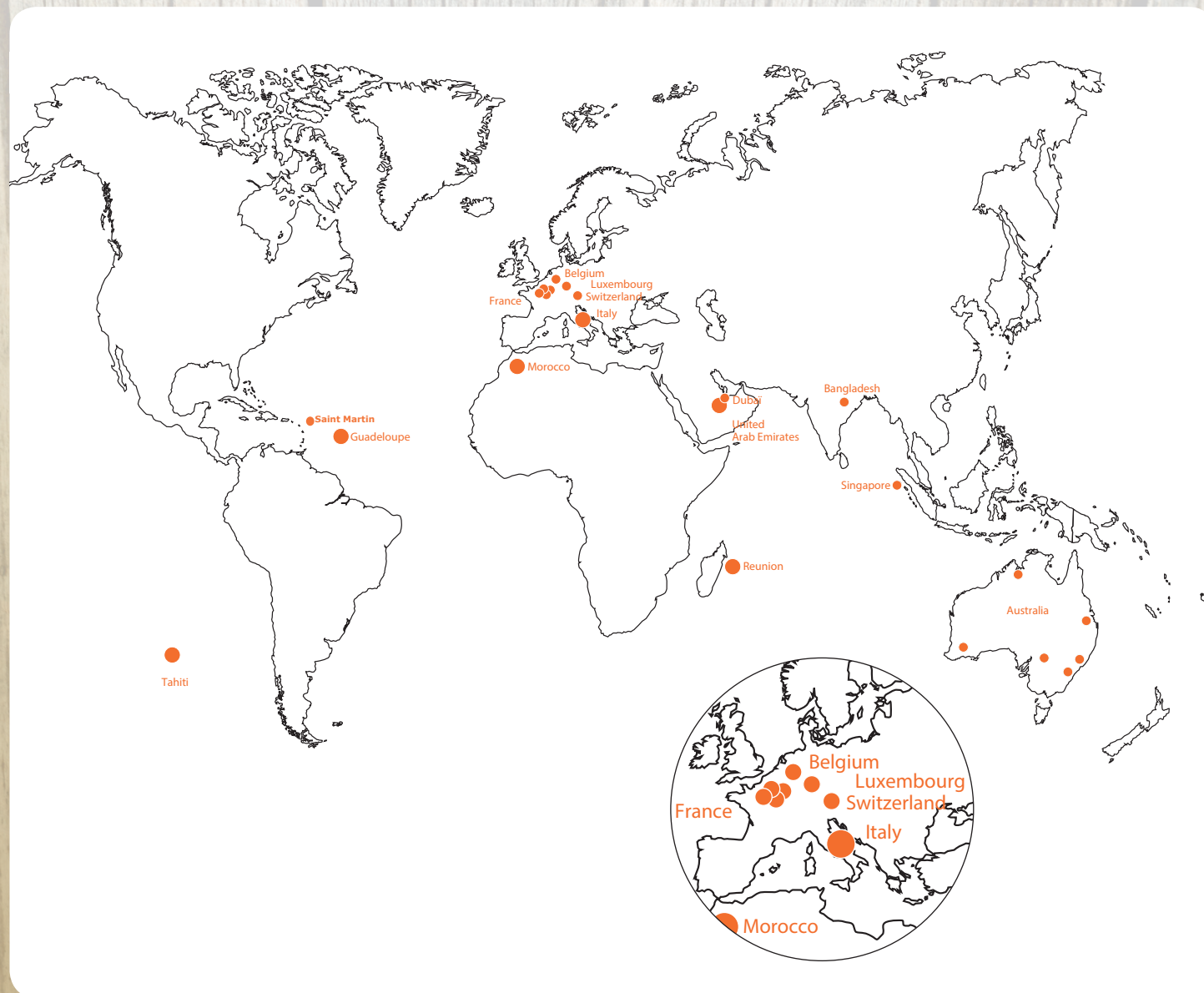
The E.CF Group has been fashioned through over 130 years of experience, passion, know-how, innovation. Over the last 12 years it has committed to a Sustainable Development policy.

Through its organic growth, underpinned by a programme of strategic acquisition, the E.CF Group has over the years built up a highly structured distribution network to meet even the most demanding expectations.







*Chomette joins with Favour's founder André Navarre to form the Chomette Favour company.

The E.CF Group and its subsidiaries: a worldwide presence



A highly structured distribution network

Distribution channel	Key accounts	Independents
Direct sales	<ul style="list-style-type: none"> • 30 Large account managers 	<ul style="list-style-type: none"> • Over 350 sales representatives: <ul style="list-style-type: none"> ⇒ 270 European sales staff: <ul style="list-style-type: none"> - 250 representatives in France for Chomette, Ecotel, La Corpo, Santor - 20 in Benelux, Italy, Switzerland ⇒ 15 representatives in the UAE ⇒ 65 representatives in Australia 
Cash & Carry		<ul style="list-style-type: none"> • 38 Ecotel cash & carries • 6 La Corpo sales points • 5 cash & carries in Dubai, Morocco Reunion, Guadeloupe, and French Polynesia • 5 cash & carries in Australia 
Online and phone sales		<ul style="list-style-type: none"> • Chomette: Online sales site plus call centre staffed by 20 sales representatives • La Corpo: Online sales site plus a drive-in at Rungis market • Reward: Online sales site plus call centre staffed by 4 sales representatives 

The E.CF Group, through its network of representatives, logistics platforms, and cash & carries, and backed by a dedicated international team, works hand-in-hand with customers to assist their development in Europe, the Middle East, Asia, and the rest of the world.

In 2014, the E.CF Group strengthened its international presence by creating Restofair International to take care of relations with the large international hotel chains and by acquiring Reward Distribution.

Founded in 1988, Reward Distribution is the Australian market leader in catering and hygiene products.

With 11 distribution centres, 13 stores, 350 employees including 65 travelling representatives, and an online sales site, Reward Distribution caters for the needs of over 18.000 customers and offers a range of services to suit all catering professionals.

A Word from the Chairman



Thierry DRECQ
Chairman

Although we are all aware of the urgency of actively preserving our environment and economizing the planet's resources, when it comes to turning our thoughts into actions, things aren't so easy.

Recycling our waste, reducing our consumption, selling longer-lasting products, reducing transport breakage, shrinking the carbon footprint of our logistics organization ; those are the areas we strive every day to improve.

This, as you can glean from reading this new yearly report, is an ambitious objective, but it is realistic. Our results show our year on year progress. Some may appear modest, but let there be no doubt ; every instant and every action is an opportunity to act. And no matter how minor the effort may seem, it is indispensable.

We thank all our Customers, Suppliers, and Employees for being involved with us every day in our attempt to do our best for the environment.

A handwritten signature in black ink, consisting of a stylized 'T' and 'D'.

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Editorial



Davood SETAYESH
Information systems
and Quality Director

This year, for the first time, our yearly report focuses on the international dimension, just like our group has done with the integration of Reward. Further proof if it were needed of the consistency of our commitment to this approach.

One of this year's high spots has been our partnership with the Entrepreneurs du Monde association, helping finance eleven projects worldwide for improving people's quality of life, all thanks to donations from the Group's employees! A collective initiative we can be proud of.

Step by step, modestly but relentlessly, we progress every year, be it through reducing our ecological footprint or through engaging in actions of solidarity.

I want to thank all the Group's employees for their commitment, because this progress is the result of the small actions each of us undertakes every day. As Théodore Monod puts it:

"However little we can do, we still must do it".

Our **5** commitments

1

More environmentally-friendly products offer

2

Sustainable relations with our partners

3

More effective control of our impact on the environment

4

Promoting of greater responsibility in environmental matters

5

Promoting fairness in social relations

1 More environmentally-friendly products offer

On a daily basis

We undertake to provide our customers with products that have a long service life.

We routinely carry out tests on our product ranges before and after including them in our portfolio. We privilege recyclable materials (glass, stainless steel, pottery, plastic, cardboard, etc.) and we are careful to offer our customers ecological alternatives by way of eco-labelled, biodegradable, compostable, natural fibre, or other products.

Feature



ECOECO® from DUNI New sustainable packaging solutions

The ECOECO® collection is a natural fit with our range of green products. All products are individually tested to guarantee optimum durability. The high-quality plates, bowls, and containers in the ECOECO® range have been developed using eco-conscious materials.

Made from bagasse, the sugar cane fibre left over after extraction, these products are very tough, good looking, and microwave friendly. Bagasse is biodegradable and compostable in the industrial environment.

The ECOECO® range addresses the needs of our customers who want to lessen the impact of their activities on the environment without compromising quality and convenience.



Some indicators

280 Green products:

158 of them FSC certified (products made of wood fibre from eco-managed forests)

13 EFC label compliant



141 "OK Compost" compliant



69 with the European Ecolabel



Sort, reduce, and monetize biowaste, an ecological approach

In 2015, our product and service offering evolved to include innovative ecological alternatives for our customers. We have teamed up with the specialists to now offer an eco-conscious solution for dealing with food waste on site.

The dehydrator implements a process whereby organic waste is reduced to a fifth of its volume, offensive smells are eliminated, and new life is given to organic matter through a solution that addresses our customers' environmental and regulatory concerns. The dehydrator is interesting in many of its aspects, such as reduced CO2 emissions and reduced storage costs and collection requirements



Evolution range: a elegant choice born out of environmental concern



Reward already includes 162 eco-friendly products in its range. In 2015, new ranges were introduced to complete this offering, one of them being Evolution from DUDSON.

Produced entirely in the UK, Evolution is a ceramic body developed with the prime objective of reducing the carbon footprint created during manufacture. As with all Dudson ceramics, any unfired pieces that are broken or imperfect can be 100% recycled into manufacturing processes. 100% lead-free ThermoECO glaze enables firing at lower temperature for reduced energy use.

The Evolution range has the lowest carbon emissions* of any ceramic hospitality tableware manufactured anywhere in the world.

*According to independent testing by Endeka Ceramics Ltd on kiln firing processes



2

Sustainable relations with our partners

On a daily basis

We have complied with the United Nations Global Compact charter since 2004 and take great care to observe its basic principles: the upholding of human rights and proper working conditions, the fight against corruption, and respect for the environment.

We have implemented a responsible purchasing policy, and we privilege suppliers who subscribe to our Sustainable Development process.

- In 2007, we started including an ethical charter in contracts with our suppliers.
- In 2009, we drew up a non-discrimination charter with our recruitment partners. Lasting partnerships are established with suppliers and all other interested parties : customers, local authorities, associations, etc.
- On 15th January, 2016, our supplier DUNI was awarded the Sustainable Development of the Year trophy at the Group's yearly Sales Convention. This trophy sets out to promote initiatives undertaken by our suppliers and encourage other suppliers to follow.

DUNI is an eco-conscious partner:

Our supplier's involvement takes the form of a programme called "Blue Mission", which sets ambitious objectives relating to protection of the environment. The company has received several eco-label accreditations, including FSC®, Swan, and OK Compost.

DUNI has a fully operational environmental management system, its sites are ISO 14001 certified (International Standards Organization).



Feature

Since 2008, we have engaged the SGS audit firm to conduct social audits with our non-European suppliers. Every year, a checklist of over 60 points is verified by qualified auditors at the selected suppliers' manufacturing sites. The objective is to ensure transparency and good practices from our suppliers, in accordance with local regulations and international standards.

Based on the "GAP Assessment" frame of reference, working conditions are assessed on 9 themes, among which are child labour, discrimination, and health and safety, as well as the environment.

Some indicators

- **100% of our suppliers**
have signed the ethical charter.
- **100% of our partners**
have signed the non-discrimination charter.
- **37 social audits**
have been carried out since 2008.

CUISINE MODE D'EMPLOI(S)

LA FORMATION AUX MÉTIERS
DE LA RESTAURATION
AVEC **THIERRY MARX**



CME - Mathilde de l'Ecotais



In 2012, Thierry MARX, the Michelin-starred Chef of the Mandarin Oriental restaurant, teamed up with the local council of Paris's 20th arrondissement, where he originally came from, to open a catering trade training centre called *Cuisine Mode d'Emploi(s)* (a French play on words implying both methods and employment). The free training courses are aimed at people in difficult situations: job seekers, youths without academic qualifications, people changing trades, people under guard and unable to follow a normal course, and other similar profiles.

The course programme, ending with a certificate of professional qualification and based on instilling motivation, revolves around "80 basic moves and 90 recipes". At the end of the 12 weeks course, trainees can start seeking a position in catering with assistance from one of the centre's partners.

2013 saw the launch of bakery training, and in 2014, restaurant service/customer relations training. Following the success of his Paris initiative, Thierry MARX inaugurated a second centre on 27th May, 2016, in Besançon.

The E.CF Group, acting through its Chomette company, was one of the very first partners of *Cuisine Mode d'Emploi(s)* in 2012. Since then, we have provided financial as well as material backing, the latter through the donation of professional products suitable for use in training courses related to our core business.



3

More effective control of our impact on the environment

On a daily basis

Making constant progress in all areas of our work:

- **Waste recycling** is fully integrated into our process. The logistics chain is designed to facilitate continuous removal of cardboard boxes and plastic film. Light bulbs, electrical and electronic waste are collected by an approved firm.

- We also do our best to get our employees involved in our recycling circuits (bottles, books, mobile phones and accessories, etc.). We use paper from sustainably managed forests for our printed catalogues and promotional literature. The FSC (Forest Stewardship Council) and PEFC (Pan European Forest Certification) labels guarantee the paper comes from eco- responsible sources.

- Our actions to **reduce our carbon footprint**:

- Optimising our transport and packaging (order grouping, transport pooling, reduction of breakage and useless returns).

- Paying special attention to the vehicle fleet, placing environmental notions in the "Car Policy", using hybrid vehicles.

- Reducing employee travel by the use of video-conferencing.

- Providing our employees with energy-saving computer equipment. In Australia, for example, following tests carried out by Energy Star, Reward opted for multi-function printers that comply with environmental standards.

- Reducing our energy consumption. The energy audit on 5th and 6th November showed up new sources of energy savings.

Feature

Going paperless is an integral part of our Sustainable Development program. These days, we reply to public tenders electronically and offer our customers the switch to paperless invoices. It's an area we are intensifying year by year. Large accounts have already been paperless since 2007 with the implementation of an EDI system.

From now on, for customers interested in this approach, all they need is the e-mail address we provide for this purpose in order for us to send out invoices on a paperless medium that is accepted by the accounting rules.

Available the next day, the invoice is easy to file and fully secured.

For customers with an account on the **mychomette.com** site, invoices are also available at in their customer Web pages.

Some indicators

Electricity/Gas consumption (Grigny site):

	2012 2013	2013 2014	2014 2015	2015 2016
Electricity + gas	4.246.133	3.383.680	3.346.846	3.246.913

Vehicle fleet : Emission monitoring in grams of CO₂

	2012 2013	2013 2014	2014 2015	2015 2016
Average emission: g CO ₂	116	117	112	107



Thierry POLARD
Maintenance Manager

What are the advantages of LED lighting?

LED lighting use is gathering pace and offers many advantages:

- Energy saving of over 50% compared with traditional fluorescent tubes
- Theoretical lifespan of 50.000 hours against an average of 15.000 for fluorescent tubes
- Less maintenance
- Very little heat output and reduced carbon footprint

Why have you chosen to invest in the LED lighting at the Grigny site?

The cost of LED is relatively high but the advantages and lifespan of this type of lighting easily outweigh this. That's why the Grigny site is gradually changing over, in line with the Group's Sustainable Development initiative.

We have counted roughly 4500 fluorescent tubes at the E.CF Group's Grigny headquarters. These account for roughly 1/3 of the site's electricity consumption. The first LED tubes installed go back to 2011, which means we have had plenty of time to test their reliability.

How do you go about fitting out the whole site?

The choice of priority areas for the changeover was based mainly on usage times, accessibility of the areas for maintenance, and the nature of the equipment to be

equipped with LED. The first 150 LED tubes were thus installed on the ground floor of the logistics building. Over 100 tubes were also changed in the display windows of both showrooms in order to solve the problems of difficult access and poor reliability of the old lighting.

In the springtime 2016, 250 new tubes were installed in the building.

The electricity consumption for these areas consequently dropped from 15,000Wh to 6,000Wh.

The migration should continue year by year and also includes the orange sodium lighting at logistics level 1, whose days are numbered just like those of incandescent lamps.



4

Promoting of greater responsibility in environmental matters

On a daily basis

Environmental responsibility is promoted essentially by strengthening communication with the interested parties.

- Since 2008, we have implemented meaningful actions within the Group to inform our employees and increase their awareness. Every year on the Grigny site we organize a whole day dedicated to Sustainable Development. It's a key occasion for reminding everyone of our commitments, pointing out our progress, and involving our employees in a friendly, enjoyable way.
- Since 2012, the European Sustainable Development Week and the Waste Reduction Week have become two

invaluable operations that enable us to stimulate innovative actions, replicate good working practices, and remind people of the interest of everyday eco-gestures. The Sustainable Development policy is also presented to all our new employees, whose induction path is tailored to their profile and includes a briefing on our approach to Quality, Safety, and Sustainable Development.

Feature

This year, solidarity has been at the core of our actions.

- **Solidarity Challenge in partnership with *Entrepreneurs du Monde***

ENTREPRENEURS du Monde

is a French NGO created in 1998 and recognized by the government as a being in the common good. In Haiti, Africa, and Asia, it enables thousands of women and men in perilous situations to improve their living conditions. It assists them with their own economic initiatives and facilitates their access to solar powered lighting and improved cooking appliances.

Over a 3-week period, employees roll into action to help finance food hawkers in Haiti, the Philippines and Burkina Faso. A great solidarity push for these catering trades, one in which the E.CF Group and Entrepreneurs du Monde join forces! In total, over 50 employees were able to donate thanks notably to the crowdfunding platform and €5,148 was collected to provide backing for 11 micro-entrepreneurs projects.

- **During Waste Reduction Week**, every day was witness to an awareness drive on eco-gestures. Featured topics included paper consumption, food wastage, and sorting and recycling symbols. A photo contest was held in which participants illustrated their vision of the three R : Reduce, Reuse, Recycle, a principle that was the common theme throughout the week. A book and mobile phone collection operation was also organized in favour of non-profit organizations.



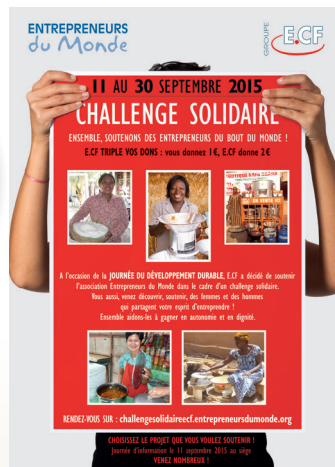
Sandrine ABADIE
Quality, Safety, and Sustainable Development Manager

Some indicators

- **8th** edition of our Sustainable Development Day.
- **45** pallets of products donated to NGOs in 2015: Red Cross, Secours Populaire, Emmaüs.



Armelle RENAUDIN
Communication and
Fund raising Manager,
Entrepreneurs du Monde



An operation based on encounters and on a simple visual tool

We decided to join with the E.CF Group in supporting women food hawkers, as these are in a way an echo of their business. We used our own crowdfunding platform, a simple, interactive tool that lets employees choose which project will benefit from their donation.

The solidarity challenge was launched on the occasion of the E.CF Group's 8th Sustainable Development Day. We came to this event to meet employees and to explain the actions, the challenges, and to answer their questions.

An innovative company-employees initiative

Entrepreneurs du Monde encourages companies to allow their employees an opportunity to be involved in its solidarity partnerships. The company and its employees then mobilize in favour of common values. We thank the E.CF Group and its employees for this wonderful experience full of good sense and real results.



Kim MANNION
Human Resources Director
REWARD

Solidarity is also a feature at Reward, which supports non-profit organizations every year.

Reward endeavours to conduct its business in a sustainably responsible manner. The Company provides support to a number of community organisations throughout the year and engages in sustainable practices.

During 2015 Reward chose to support R U OK?, a not-for-profit organisation that aims to create a world where we're all connected and are protected from suicide. Its mission is to encourage and equip everyone to regularly and meaningfully ask "are you okay?" as a means of starting conversations that can positively change lives. It's most well-known for R U OK? Day (a national day of action in September) but they encourage people to ask the question of friends, family members and colleagues who might be struggling on any day; particularly at work. Reward's sites picked a day in September and arranged a morning tea. Employees wore the colour yellow to show their support and gold coin donations were collected and proceeds donated to each site's choice of Charity that promotes Mental Health services such as Lifeline or Beyond Blue.

Each Christmas Reward also supports those less fortunate than we are by participating in the Smith Family Christmas Toy and Book Appeal. The Smith Family aim to deliver over 43,500 new toys and 29,000 new books to children in need around Australia. Employees bring in toy and book donations during November and December and our warehouse staff pack these up and the Drivers deliver the gifts we have collected to the Smith family in readiness for giving on Christmas morning to disadvantaged children.



5 Promoting fairness in social relations

On a daily basis

The battle against discrimination is a big concern for the E.CF Group. Many actions have been undertaken since we committed to this initiative, which aims to encourage the insertion of disabled workers and social misfits and favour our employees' well-being.

- Since 2006, diversity indicators have been in place to monitor the male/female split in the workforce, local employment share, training percentages, and the number of different nationalities (social indicators, p.18).
- Since 2008, a yearly flu vaccination campaign paid for by the company has been open to employees. On the Grigny site, an average of 25 persons per year take advantage of the vaccine.
- Since 2011, the company has joined with the *Les Lacs de l'Essonne* district in assisting young people. We receive them on our premises to help them understand the various job orientations they might choose and to

present our company and its business. 2 or 3 sessions a year are held.

- Since May, 2012, we have been partners of *Cuisine Mode d'Emploi(s)*, a catering trade training centre sponsored by the Chef Thierry MARX.
- In June, 2014, The E.CF Group management and the trade unions signed a company agreement on equality, diversity, age concern, and the employment of young people. This agreement lays down concrete measures intended to favour a number of initiatives: durable insertion of young people through access to open-ended employment contracts (30% of recruitments from the under-30 range), hiring and continued employment of older employees (10% of recruitments from candidates over 45), implementation of career reviews for the over 45s, passing-on of knowledge and skills. The agreement upholds our commitments to job equality and non-discrimination (maternity and paternity leave with full pay after 1 year's service).

Feature

Internal mobility, or making the most of our talents!

In a context where organization and skills are constantly evolving, internal mobility is an important issue for most companies for a variety of reasons. Internal mobility helps secure employee loyalty and is also a factor in employee motivation, deepening their involvement in the job. This takes on its full implication when seen as a key indicator to an organization's health and well-being.

Preserving talent is one way of maintaining a company's competitiveness and performance levels.



Frédérique LEMAY
Human Resources
Director

On a finishing note, the results of the Quality of Life at Work survey carried out in 2014 showed the extent of employees' expectations from the E.CF Group on their ability to evolve internally.

This has led the company to increase its in-house communication on job vacancies. The list of positions to be filled is now announced every month at the management-employee committee as well as individually through e-mails. All vacancies are published on the company intranet and on the notice boards so that everyone is aware of them and can apply for relevant positions.

During the last operating period, out of 70 recruitments, more than 20 were filled via internal mobility. Some movements were from office to field-based jobs or vice versa, others were inter-departmental or promotions, resulting in almost 1 out of 3 vacancies being filled internally. This figure puts the E.CF Group among the 46% of French companies whose internal recruitment represents over 30% of jobs filled.

Telecommuting, more than just a way of organizing work; a solution for staying in a job!

For a long time, the E.CF Group has shown its ability to adapt in order to keep its employees in the company.

- In 2008, the E.CF Group implemented home-based working solutions, enabling certain employees to pursue their professional activity without compromising their private life.

- Similarly, in 2013, 2014, and 2015, employees whose jobs were threatened, notably because of health reasons or due to changes in company organization, were offered solutions for staying in employment through telecommuting.

Thus, going one step further than the simple reorganization of working time (most often to part time) adopted by most companies, the E.CF Group has implemented career conversion solutions for jobs that lend themselves perfectly to full-time home working.

The telecommuting solution provides employees with organizational flexibility in their private life. Its implementational details must strike a proper balance between work demands and personal needs, so that both the employee and the company can find a common interest.

This is indeed the spirit in which the E.CF Group intends to pursue its thoughts on telecommuting. These principles have so far governed both the approach and the procedure for home working and have been crowned with success, as witnessed by Ingrid CHAMBELLAND, who has recently made the change.



Ingrid CHAMBELLAND
Sedentary sales
representative

What is your career path at CHOMETTE?

I started off by managing a portfolio of local authorities in four departments in eastern France, which were later reshuffled. Since 1st March this year I have been employed at home with the mission of sedentary sales representative.

How was your mobility organized from field work to the job of sedentary sales representative?

I had various discussions with Human Resources Department about the position being proposed then went to the office to take a 3-day training course at the call centre.

Does the job you occupy match the image you had of it?

Yes. Although I had concerns about going sedentary after 27 years as a field representative. They were soon dissipated and I adapted very quickly to the new functions. The face-to-face relations I had with customers also exist by telephone.

How do you organize home working?

I've set aside a room in my house as an office, where I begin work at 8.30am. I connect via NetExtender to the Kiamo system, which directly sends me datasheets for the customers I have to call. As far as I'm concerned, the work is no different than it would be at the office .

Are-you satisfied with the experience?

Completely satisfied, and I want to thank our company for their concern over the men and women who work for it. A huge thank you to all those who have contributed to this change of lifestyle.





Social and environmental indicators

Social indicators				
	2012/2013	2013/2014	2014/2015	2015/2016
Group total workforce (average over year)	513.08	494.18	830	838,92
Male/female ratio	59/41	58/42	57/43	57/43
Number of different nationalities in the Group	12	12	13	14
Number of different nationalities at Grigny Head Office	10	11	11	11
% local employment in the Group (living in Essonne dept.)	46.25	46.39	46.73	46.31
% local employment at Grigny Head Office	48.39	48.91	48.61	48.6
Number of training hours undergone at Group level (excl. Santor)	4757	4773	4937	4654
Environmental indicators				
Consumption				
	2012/2013	2013/2014	2014/2015	2015/2016
Internal energy consumption variation	+15%	-20%	-1%	-3%
Mean emissions from vehicle fleet	116	117	112	107
Suppliers/Products				
	2012/2013	2013/2014	2014/2015	2015/2016
Number of social audits conducted outside Europe	28	32	32	37
Proportion of suppliers who have signed the ethical charter	100%	100%	100%	100%
Proportion of promotional documents printed on FSC or PEFC compliant paper	100%	100%	100%	100%
Welfare				
	2012/2013	2013/2014	2014/2015	2015/2016
Pallets of product donated to non-profit organizations		5	9	45
New product categories recycled to the benefit of a non-profit organization	Implementation of a top plate recycling circuit with one of our suppliers (reuse of material in new production)	Collection of employees' books during edition No. 6 of our Sustainable Development Day	Collection of clothes during edition No.7 of our Sustainable Development Day	Collection of mobile phones and books for non-profit organizations during Waste Reduction Week

Outlooks for 2016/2017

The E.CF Group renews its commitment with new Sustainable actions!

-  We shall pursue our day-to-day actions in accordance with our Sustainable Development policy and commitments
-  We shall keep optimizing the impact of our goods transport (deliveries to our customers) as well as our car fleet
-  We shall continue making improvements related to our impact on the environment, notably through studies aimed at reducing waste
-  We shall continue our actions aimed at converting to paperless documents
-  We shall undertake to put more focus on products linked to green chemistry
-  We shall persist in reinforcing our internal and external communication regarding societal responsibility
-  We shall strengthen existing and develop new partnerships with non-profit organizations



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This is our **Communication on Progress**
in implementing the principles of the
United Nations Global Compact.

We welcome feedback on its contents.



Avec Ecofolio
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