

GLOBAL COMPACT REPORT

2017

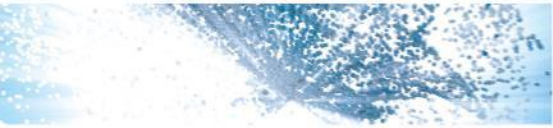


Network France
WE SUPPORT



Plastibell
PSB INDUSTRIES





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CEO's message

Plastibell signed the Global Compact in January 2016. We did this to mark our commitment to our new CSR initiative, an essential ingredient of sustainable, responsible growth. To ensure the initiative is effective, we have built it around our four values: respect, creativity, adaptability and good corporate citizenship.

This commitment also fits into a group initiative tied to PSB Industries' CSR project. As the group's Healthcare & Industry business unit, Plastibell has succeeded in embracing the group direction, without losing sight of its own convictions. That is why we are committed to adopting, promoting and ensuring compliance with the 10 principles of the Global Compact in the areas of human rights, labour, the environment and anti-corruption.

Signing the Global Compact is a way for us to commit to the future of our environment and take action to protect it, ensuring via the principles it promotes that we behave as a good corporate citizen.

Through this COP (Communication On Progress), we are pleased to reaffirm our commitment to and support for the UN Global Compact.



Emmanuelle Bouvier
CEO, Plastibell

A handwritten signature in black ink, appearing to be 'E. Bouvier'.

I. Human rights



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A. Labour policy

□ Description & results

We aim to:

- protect the health and safety of our staff,
- satisfy our customers, stakeholders and employees,
- reduce our environmental impact,
- comply with the 10 principles of the Global Compact ([see appendices page 23](#))

In line with our commitment to continuous improvement, we review our QHSE policy periodically.

B. Making staff aware of our COP

□ Description & results

In our newsletter, we informed all staff that a CSR Global Compact report would be posted on the website at the end of the year:

“As part of our integration into PSB Industries group, in 2016 we became part of the corporate social responsibility initiative by signing the Global Compact.

In doing so, we made commitments relating to the environmental and social aspects of our work, such as human rights, labour standards, the environment and the fight against corruption.

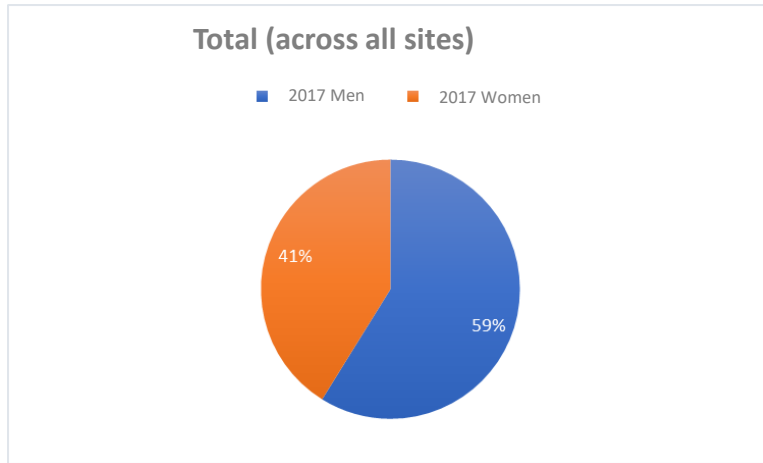
A CSR report detailing the various actions taken during 2017 will be available in the Sustainable Development section of the Plastibell website at the end of the year.”

This newsletter was translated into Spanish, English and Polish for our sites in Mexico, the USA and Poland.

Consequently, all our staff can understand the Global Compact project.

C. Percentage of men and women

□ Description & results



NB: these figures exclude the Mar-Lee and Deltaplast Mexico sites, because legislation in Mexico and the USA forbids the collection of this type of data.

As the diagram shows, we take gender parity into account on all our sites. Our HR department never discriminates on gender grounds. Our recruitment is based solely on the candidate's abilities.

Over the coming years, we aim to develop gender parity and recruit candidates that meet the needs of the specific role.

II. International labour standards



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A. H&S committee & Safety Officer memo

□ Description & results

We issued a memo to our French sites about the roles of the health, safety and working conditions committee and the safety officer ([see appendices page 24](#)). It gave all staff (permanent, temporary and agency) a better understanding of their working environments.

It also informed staff that health and safety committee members are there to:

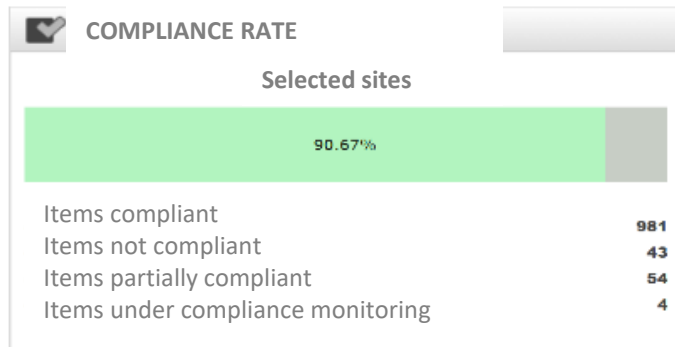
- offer a listening ear,
- support them,
- and communicate issues faced to management.

Health, safety and working conditions committee members also defend the interests of staff when new projects are developed by ensuring that the physical constraints experienced by each staff member are taken into account when a new machine is installed.

B. Regulatory monitoring

□ Description & results

Over the last two years, we have started a regulatory monitoring programme to help us meet the needs of our stakeholders and stay abreast of constantly changing legislation. Our French sites use Red-On-Line software to track changes in the law and monitor compliance with existing and new legislation. Through this process, we are able to achieve regulatory compliance of over 90% across all our sites.



We have implemented an internal action plan to deal with non-conformities.

In the short term, our target is for sites to obtain regulatory compliance **in excess of 92%**. To achieve this, each site has an action plan through which it can evaluate regulatory compliance and monitor it in real time.

C. Adapting work to staff

□ Description & results

To improve quality of life at work for our staff, we have made safety and ergonomics part of our HR policy. We have created a Safety and Ergonomics Checklist based on AFNOR standards and recommendations from occupational health ergonomists, to improve comfort at work and prevent problems ([see appendices page 26](#)). This checklist is used for each new project.

The document was created in September 2017.

The Safety and Ergonomics Checklist aims to:

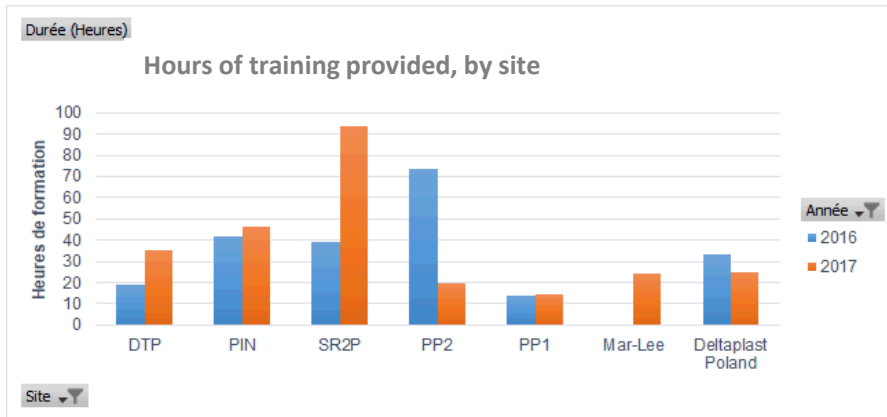
- reduce pain suffered by staff at new workstations,
- improve well-being at work (safety cutters, working areas in line with AFNOR NF EN ISO 14738 standards, etc.).

The old cutter and the new cutter



D. Safety training

□ Description & results



As safety is one of our top priorities, we carry out a large amount of safety-related training:

- Risk management plan,
- First Aid at Work,
- Health, Safety and Working Conditions committee member training,
- Safety Officers,
- Electrical accreditation, safe driving certificates, etc.

We have created a safety culture among our staff, and we aim to develop it further. As part of this, we are working towards implementing joint initiatives with other members of PSB Industries group, such as Management Safety Inspections. These inspections are used monthly across PSB Industries to make staff more safety-aware.

We have been carrying out five such inspections per month since January 2017. Our training programme exceeds the statutory minimum requirements. Through it, we aim to increase the number of safety-trained staff in the company each year (target: 2% annual increase).

III. Environment



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A. Environmental policy

□ Description & results

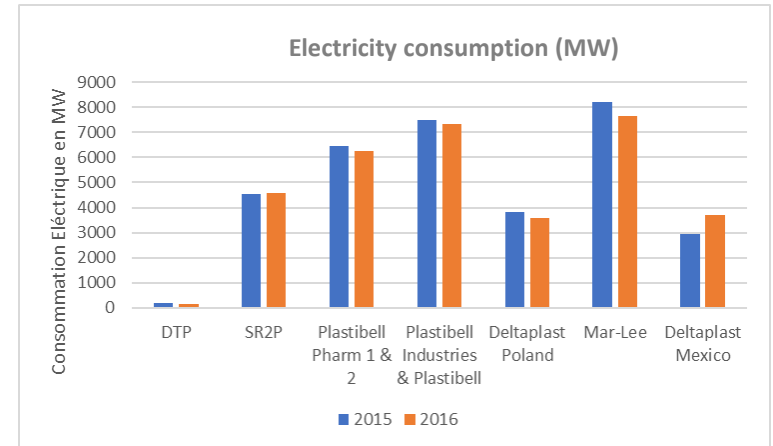
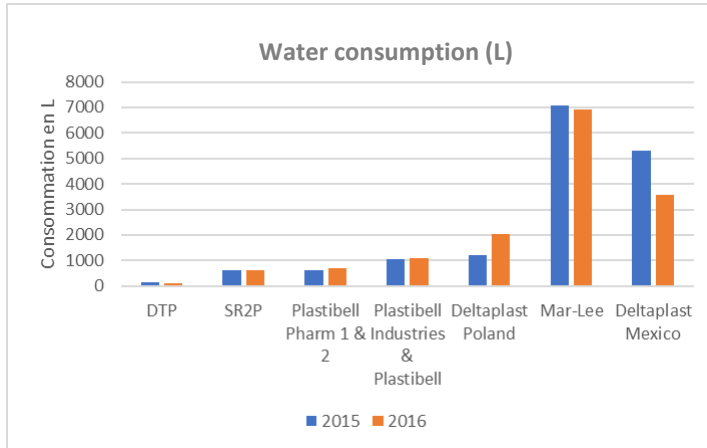
We aim to:

- protect the health and safety of our staff,
- satisfy our customers, stakeholders and employees,
- reduce our environmental impact,
- comply with the 10 principles of the Global Compact. (see appendices page 23)

In line with our commitment to continuous improvement, we review our QHSE policy periodically.

B. Water, gas and electricity consumption report

□ Description & results



Between 2016 and 2017, we reduced water and electricity consumption across our sites as a whole by an average of 2%. The reasons behind this include new investments (e.g. more energy-efficient hybrid presses and refrigeration units) and company information campaigns ([see appendices, page 25](#)). We involve everyone in protecting the environment.

Our aim for 2018 is to decrease water and electricity consumption by 2%. This will help us reduce the impact we as a company have on the environment.

Our long-term goal is to support the sites in moving towards a new approach to water and energy.

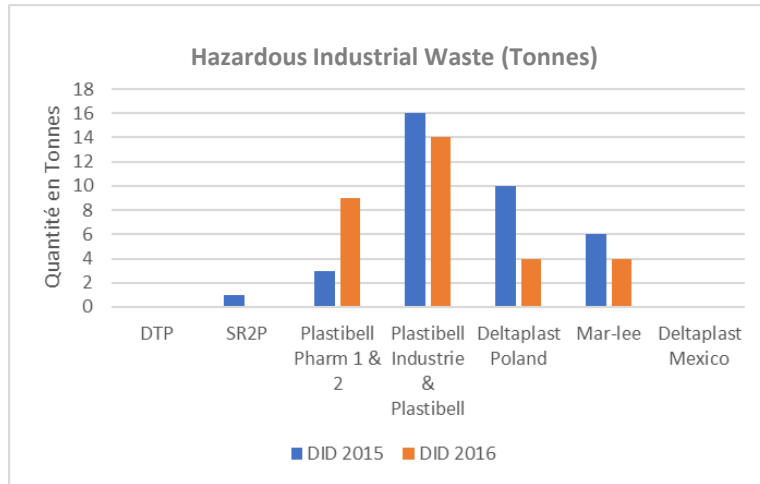
This could include, for example, solutions to collect the calories lost from machines (as warmth) to heat offices.

This new approach will include a transition to “green electricity”. By using electricity produced from renewable sources, we will reduce our impact on the environment.



C. Hazardous industrial waste report

□ Description & results



We produced less hazardous industrial waste (HIW) in 2016 than we did in 2015. As we work in the plastics injection moulding sector, our main sources of hazardous waste are oil-soaked items and the chemical products used to clean tools. We have organised an “eco-action” communication campaign for all staff in an effort to reduce our ecological footprint ([see appendices page 25](#)).

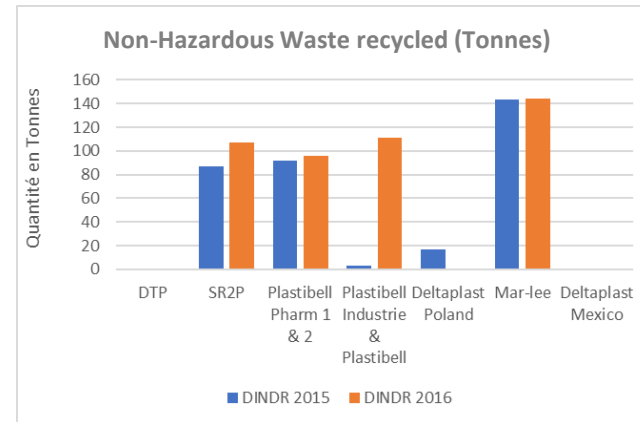
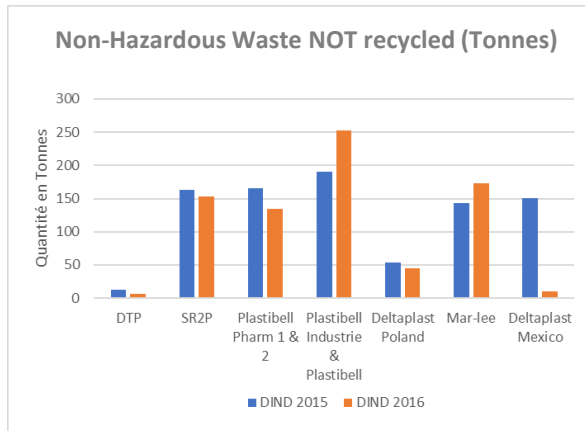
We encourage all our sites to handle their waste in line with local legislation. All the waste collection and handling partners we use are committed to protecting the environment (Chimirec is our partner in France).

Between 2015 and 2016, we reduced HIW by 1%. Our target for the next two years is to continue to **reduce HIW by 1% annually**.



D. Non-hazardous waste and recycling report

□ Description & results



Note: some data (Deltaplast Mexico and Deltaplast Poland) will be communicated in 2018.

We currently recycle **39% of our waste**, the majority of which is packaging waste: plastic film, cardboard boxes and damaged pallets, together with scrapped production, machine purges, etc.

We now manage and recycle all types of waste. We recycle a large proportion of our plastic waste internally by reusing material during production (subject to approval from the customer). However, there are some materials which we cannot grind or recycle in-house. We work with specialised collection companies who process and recycle the non-hazardous industrial waste that we cannot reuse ourselves

Our short-term goal is to improve the way we sort our waste within the company to improve the recycling of various types of waste. In the long term, we aim to reduce the amount of waste we produce and increase the proportion we recycle. **Our target is to recycle 95% of our waste.**



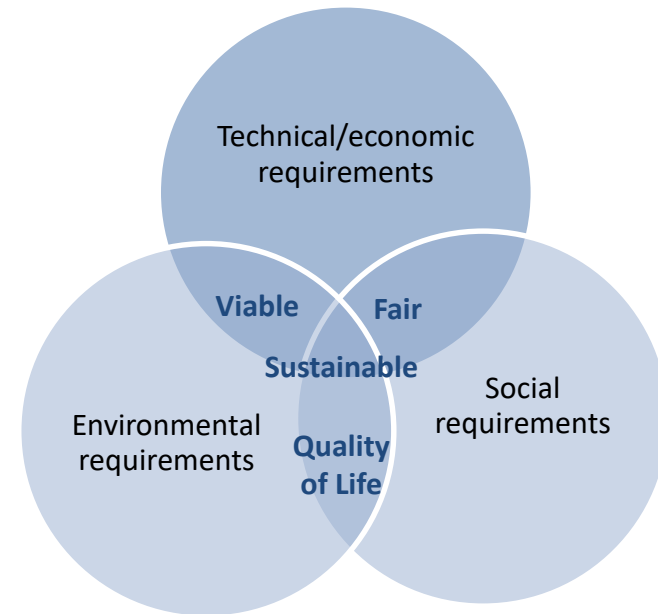
E. Eco-design

□ Description & results

We have placed eco-design at the heart of our innovation and development process. From the ideation phase, as we define needs we take into account environmental, social and technical/economic requirements, and also the impact of manufacturing the project and using it throughout its life cycle.

These needs are then used to produce the objectives and specifications that will form the framework of the product development cycle.

For example, in the healthcare sector, we develop medical devices centred on the patients and their environments, with the aim of improving their daily lives. In the transport sector (aeronautical and automotive), we are working on secondary materials that make recycling easier, so that we can reduce the quantities of new raw materials we use.



IV. Anti-corruption



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A. Anti-corruption policy

□ Description & results

We have engaged an external company (FC Consulting) to support us as we implement PSB Industries Group policy and to help us understand all the provisions of the “Sapin II” law.

There are three parts to this project:

- risk-opportunity analysis,
- risk and consequence mapping,
- training for all top managers (ExCom members, plant managers, etc.) and then for exposed staff.

Following a needs analysis, during 2018 PSB Industries will be providing training to our staff who are in regular contact with customers, external service providers or suppliers.

The group will thereby constitute a pool of product suppliers who are committed to the UN principles and comply with them.

Around 15 Plastibell staff have been trained so far. The training, which has initially been delivered to top managers and executive committee members, will be progressively rolled out to all staff in contact with customers. Our aim for 2018 is to **train 100%** of the staff whose roles expose them to a risk of corruption (a total of around 40 people).

CONCLUSION

Plastibell will be withdrawing from the Global Compact project in 2018, but we remain committed to its principles and will continue to work towards them as part of PSB Industries group.

The group has decided to take a universal approach to CSR which will encompass all its business units.

We will continue our work against forced labour and corruption and in favour of sustainable development under this umbrella.

Appendices



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Labour policy

Plastibell Quality / Safety / Environment Management commitment

Plastibell is growing and becoming increasingly expert as the Healthcare & Industry Business Unit of PSB Industries group. Our main objective is to ensure that the company develops sustainably within the group over the long term, while meeting its regulatory obligations. Our staff are our company's most important asset. Our values revolve around protecting their health and safety and safeguarding our planet, and working constantly to satisfy our customers.

"Understanding our customers' needs and ensuring their satisfaction, preventing risks and operating safely, and protecting the planet, are our main priorities at Plastibell."

For many years, our sites have been ISO9001, ISO TS16949, ISO13485, ISO15378 and AS9100 certified, as appropriate to the markets they serve, and we have consequently defined five main priorities in line with our values:

- ✓ Protect the health and safety of our staff and everyone on our sites and aim to achieve "Zero accidents" as part of our work towards OHSAS 18001.
- ✓ Satisfy our customers and all stakeholders by meeting our commitments and building up trusting and mutually beneficial working relationships.
- ✓ Satisfy our staff and involve them in continuous improvement within the organisation through the training we offer.
- ✓ Work actively to reduce our environmental impact by putting in place an ISO 14001 policy.
- ✓ Implement PSB Industries' commitment to the 10 principles of the Global Compact in our work each day.

The methods and resources we are using to achieve this are:

- ✓ **Above all, a high level of involvement on the part of everyone in the company**
 - Accountability for all staff, both permanent and temporary;
 - All quality, safety and environmental procedures, rules, instructions and regulatory requirements followed at all times, as demonstrated by internal audits.
- ✓ **An entire system and structure founded on the principles of safety and continuous improvement**
 - Safety officer appointed, CHSCT meets as required and risk analysis is used throughout the company;
 - Standardisation of structures and methods across our various units;
 - Analysis of Quality, Safety and Environment data and indicators and the causes of variances, complaints, accidents and incidents;

Plastibell Quality / Safety / Environment Management commitment

- Monitoring and evaluation of the performance of the system and its application, in particular via management reviews;
- Communication of information within the company, through regular meetings, notices, memos, letters and the website;
- A personalised onboarding process for each new company or agency employee;
- Training and awareness raising regarding the importance of following company rules and meeting regulatory requirements;
- Staff performance evaluations;
- All units committed to a policy of reducing their environmental impact;
- Encouragement to use public transport wherever possible, and the introduction of a collaborative tool for remote working.

✓ Clear aims and prominent communication

- Bring all the staff together to work towards aims that reflect our values, communicated for example via dashboards accessible and visible to all staff.

The rules are:

- ✓ based on the current legislation and standards that we follow;
- ✓ laid out in our procedures, operating instructions, quality, safety and environment manuals, quality plans, company rules and especially in our commitment to fighting alcoholism and drug use in the workplace.

Safety must be the backbone of everything we do, from innovation to everyday operations, whether in our offices, in our workshops or on the road. Any staff member who feels they are exposed to an uncontrolled risk to their health can exercise their right to withdraw from the situation.

The Quality, Health, Safety and Environment aims defined by management are implemented at all levels of the company, so that each employee can play their part in the continuous improvement process led by management.

I am committed to providing the resources needed to achieve these objectives and to listening to any comments that may contribute to progress.

But I need each and every one of you to be involved - your participation as you go about your daily work is vital.

Emmanuelle Bouvier
CEO, Healthcare and Industry Business Unit

21/01/16



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H&S Committee Memo

THE HEALTH, SAFETY AND WORKING CONDITIONS COMMITTEE (CHSCT)

WHO ARE THE MEMBERS OF THE CHSCT?

The committee members are elected by the works council and the staff representatives (article L. 236-5 of the French Labour Code).

Any employee working on the site where the CHSCT (health, safety and working conditions committee) is based can stand for election directly, without the need to be represented by a trade union organisation.

Committee members are elected for a two-year term, and are trained for their role.

COMPOSITION OF THE CHSCT

The CHSCT is made up of:

- The site director or their representative (CHSCT Chair)
- A staff delegation consisting of a secretary and two company employees

Other people also attend CHSCT meetings in a consultative capacity:

- The occupational health physician
- The workplace inspector, who must be notified of all CHSCT meetings
- A risk prevention officer from the CRAM (regional sickness insurance fund)
- The HSE (health, safety and the environment) adviser

CHSCT meetings

The site manager calls a meeting of the CHSCT at least once a quarter.

It also meets:

- as needed
- following any accident
- at the request of two of its staff representative members

Minutes of CHSCT meetings are available once they have been approved and signed by the CHSCT Chair.

THE HEALTH, SAFETY AND WORKING CONDITIONS COMMITTEE (CHSCT)

WHAT IS THE ROLE OF THE CHSCT?

The CHSCT exists to help protect the health and safety of staff on the site, whether they are working for the company, another company or an agency, and to help improve working conditions.

RISK MONITORING AND ANALYSIS AND RISK PREVENTION PROPOSALS

The CHSCT carries out an inspection at least once a quarter. It is involved in analysing the risks site staff may be exposed to at work, and their working conditions. The committee may propose various actions: provision of personal and collective protective equipment, development projects, prevention of sexual harassment and bullying, etc. It can also suggest adaptations to be made to workstations and ways to improve working conditions.

INVESTIGATIONS INTO ACCIDENTS

If an accident occurs, the CHSCT will carry out an investigation and analyse the cause to ensure it does not happen again.

NOTIFICATION OF SERIOUS AND IMMINENT DANGER

If a CHSCT member becomes aware of a serious and imminent danger, they must immediately inform their employer or the employer's representative and ensure that action is taken.

If the employer fails to act, the CHSCT has the right to shut down the source of the danger.

MANDATORY CONSULTATION

The CHSCT must be consulted and will issue an opinion on various decisions relating to the company rules, such as the annual "risk prevention and improvements to working conditions" programme and report, fire safety, etc.

Past projects:

The CHSCT has carried out a number of safety and ergonomics projects across all sites.

These include:

- Installing extinguishers in the clean room at Plastibell Pharm 2 - Workshop PP3
- Implementing "Safe Loading and Unloading Guidelines" at the Plastibell Pharm 2 - Production Unit 2 (UP2)
- Improving the product quality control shelving in the Plastibell Pharm 1 clean room

This is just a snapshot of the CHSCT's work!

More information about the CHSCT (in French) is available at <http://www.inrs.fr/demarche/chsct/ce-ou-il-faut-retenir.html>

Eco-actions memo

Eco-actions: the environment needs you!



Use a mug rather than a plastic cup



Drink tap water



Print double-sided and in black and white



Make the most of natural light



Put your computer in sleep mode



Recycle paper



Adjust the heating and air conditioning



What is an eco-action?

- A habit that's **easy and routine**
- A habit that's **responsible**
- A habit that protects the **environment**



Extract from our ergonomics checklist

NA: Non applicable - OK: Compliant - NOK: Not compliant

		1st prelim study		2nd prelim study		Final study			
1. Ergonomics		NA	OK	NOK	OK	NOK	OK	NOK	Observations
Workstation design									
Workstation dimensions and positioning									
Standing workstation									
The workstation meets the following conditions:									
Upper limbs / Hands immobilised for more than 5 seconds	Adjustable work surface => Height between 100 and 130cm (± 5cm) with maximum depth of 30cm (± 5cm)								
	Sideways reach < 55cm (± 5cm)								
	Elbow height between 105 and 115cm								
Lower limbs / Foot clearance	Height of clearance > 15cm								
	Depth of clearance > 20cm								
Clearing items / Handling height	Hand height between 100 and 130cm (± 15cm)								
	Sideways reach < 100cm (± 50 cm)								
Seated workstation - Production									
The operator can adjust the work surface to position it at elbow height or slightly below.									
The workstation meets the following conditions:									
Upper limbs / Workstation	Seat height (semi-standing) between 70 and 80cm (± 10cm)								Use height-adjustable semi-standing chairs
	Seat pitch around 15° (± 5°) to horizontal								
	Work surface height between 90 and 120cm (± 10cm)								
Lower limbs / Workstation	Width clearance (for legs) > 50cm								
	Depth clearance (for feet) > 30cm								
Clearing items / Handling height	Lateral distance < 45cm								Each side
	Depth (in front of the operator) < 40cm (± 5cm)								
The working area must be appropriately lit (400 to 1,000 lux)									



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Industrial
imagination

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Packaging and specialty chemicals