



GROUPE **MARCK**

COP 2018

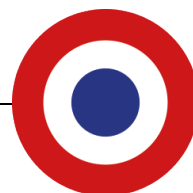
GLOBAL COMPACT



CONTENTS



EDITORIAL	P. 3
GROUPE MARCK PRESENTATION	P. 4
REMINDER OF THE 10 GLOBAL COMPACT PRINCIPLES	P. 5
<ul style="list-style-type: none"> HUMAN RIGHTS LABOUR ENVIRONMENT ANTI-CORRUPTION 	
2018 REPORT: ACTION PLAN	P. 6
LABOUR - PRINCIPLE 6	
<ul style="list-style-type: none"> COMMITMENT 1: FOSTER THE SUSTAINABLE INTEGRATION OF YOUNG PEOPLE COMMITMENT 2: KEEP SENIORS IN EMPLOYMENT COMMITMENT 3: PASS ON OUR KNOWLEDGE AND SKILLS 	<p>P. 7</p> <p>P. 11</p> <p>P. 14</p>
ANTI-CORRUPTION – PRINCIPLE 10	
<ul style="list-style-type: none"> COMMITMENT 1: ANTI-CORRUPTION PROGRAMME COMMITMENT 2: COMMUNICATION, TRAINING AND MONITORING FOR THE PROGRAMME 	<p>P. 17</p> <p>P. 19</p>
HUMAN RIGHTS – PRINCIPLE 1	
<ul style="list-style-type: none"> COMMITMENT 1: SAFETY SECURITY GOVERNANCE COMMITMENT 2: TRAINING AND PROCEDURES COMMITMENT 3: SECURING THE SUPPLY CHAIN 	<p>P. 21</p> <p>P. 23</p> <p>P. 24</p>
ENVIRONMENT – PRINCIPLE 8	
<ul style="list-style-type: none"> COMMITMENT 1: ENVIRONMENTAL MANAGEMENT COMMITMENT 2: ENVIRONMENTAL IMPACT COMMITMENT 3: RECYCLING COMMITMENT 4: RESPONSIBLE PURCHASING 	<p>P. 26</p> <p>P. 27</p> <p>P. 28</p> <p>P. 31</p>
2019 DEVELOPMENT AREAS	P. 32
APPENDICES	P. 34



Crafting our future is synonymous with commitment and ambition...

Our membership of the Global Compact keeps us on a pro-active course to integrate the 10 principles of the United Nations Global Compact. This process is central to our strategy, management and tools and to all the stakeholders connected with our activities (employees, partners, customers and territories).

The distribution of our first COP in October 2017 focused on the group's actions over several years, designed to improve the working conditions related to our industrial activities and implement our compliance and ethics policy to fight against corruption.

With this new 2018 version, we review our commitments and the new actions that were started in the past year in these two areas, by relating them to our CSR approach.

This reflects the five values on which the identity and culture of our group is founded. The values of "respect, diversity, know-how, evolution and cohesion" that the Chairman has conveyed to every employee on the ground. Values that guide our daily behaviours and our decision-making. Values that also encompass the considerations of the project group which was created to list all the social and environmental initiatives undertaken at our different sites and which highlights the ambitious objectives that we are setting to serve mankind, the environment and our customers.

Finally, our commitment to respect human rights has led us to change our governance in order to incorporate, at the core of our strategy, all the security issues facing people and internal and external production tools, in France and abroad, as well as the data with which we work.

We therefore invite you to discover our second COP which assesses the practical actions developed in 2017-2018, and our ambition to continue our commitment to the Global Compact.

Philippe BELIN

Chairman

Laurent MARCK

CEO



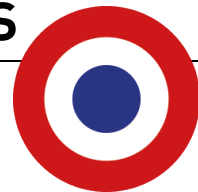
GROUPE MARCK



Groupe Marck is a French manufacturing group that designs, manufactures and sells uniform, equipment and service solutions to **private companies** and **public authorities** in France and worldwide. It offers a comprehensive service that meets the requirements of a demanding and prestigious international clientele.

Over its **150-year history**, the Group has acquired and developed its **expertise in technical textiles**, combining **flexible surfaces** and selling **associated services** up to and including full outsourcing of the clothing function.

REMINDER OF THE 10 GLOBAL COMPACT PRINCIPLES



HUMAN RIGHTS

PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights; **(see p. 20)**

PRINCIPLE 2: Businesses should make sure that they are not complicit in human rights abuses;



LABOUR

PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

PRINCIPLE 4: Businesses should contribute to the elimination of all forms of forced and compulsory labour;

PRINCIPLE 5: Businesses should contribute to the effective abolition of child labour;

PRINCIPLE 6: Businesses should contribute to the elimination of discrimination in respect of employment and occupation; **(see p. 6)**



ENVIRONMENT

PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges;

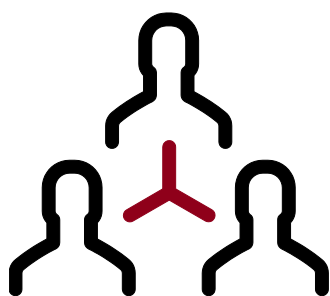
PRINCIPLE 8: Businesses should undertake initiatives to promote greater environmental responsibility; **(see p. 25)**

PRINCIPLE 9: Businesses should encourage the development and diffusion of environmentally friendly technologies;



ANTI-CORRUPTION

PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery. **(see p. 16)**

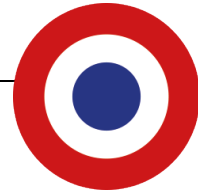


2018 REPORT/Action plan

LABOUR

PRINCIPLE 6

COMMITMENT 1 FOSTER THE SUSTAINABLE INTEGRATION OF YOUNG PEOPLE*



1. RECRUIT YOUNG PEOPLE ON PERMANENT CONTRACTS

OBJECTIVE

- > Increase diversity within the Group particularly in production positions.

METHODS

- > Retain a hiring ratio of 11% of young people on permanent contracts.
- > Introduce the Group and its expertise in schools.

FOCUS ON THE 2nd CHANCE SCHOOLS

The objective of the 2nd Chance School is to combat early school leaving and support unskilled young people without qualifications. Groupe Marck is a partner of the school and implements various initiatives throughout the year:

- Taking on interns
- Initiatives in the school
- Simulation job interviews



Our partnership with Groupe Marck has helped to establish the essential link between our vocational students and the company. Thus, through the HRD's initiatives, they discover the company, its codes and jobs, discuss corporate interpersonal skills, the different recruitment stages and qualities appreciated by a recruiter.

Explained by a professional, these issues influence the students and help them to be better prepared for employment.

The company also welcomes young people on internships, allowing them to compare their planned career path with reality, a key stage in defining a career plan.

These types of partnership give meaning to our organisation with the aim of being a stepping stone to employment.

**Marine B. – Business Relations
Trainer at the Second Chance School
in Val d'Oise**



INCREASE DIVERSITY
IN THE AGE PYRAMID

AUGUST 2018

11%

YOUNG PEOPLE HIRED
ON PERMANENT
CONTRACTS

2019 GOAL

12%

YOUNG PEOPLE HIRED
ON PERMANENT
CONTRACTS

*aged under 30 – ref. Groupe Marck generation contract action plan

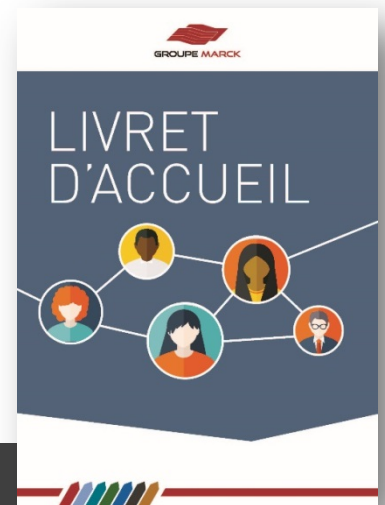
2. INTEGRATION, TRAINING AND SUPPORT

OBJECTIVE

- › Standardise the integration schemes within each subsidiary.

METHODS

- › The administrative reception.
- › A welcome for every new employee.
- › Induction.
- › Organisation chart on the intranet.



🔍 FOCUS ON MANAGEMENT TRAINING

In a group which has been partially created through external growth, it is important to ensure that managerial practices are standardised.

This is why in 2017, Groupe Marck decided to launch a major training programme for its managers which has continued in 2018.

So, some 80 people, starting with general services, followed two 2-day programmes to learn about a manager's role, their responsibilities and the different tools provided by the Group, through practical case studies.

In 2018, a session was organised for supervisors who had come from developments within the group and new starters.

This principle, enabling them to share a common language and convey the human values to their teams, will be extended in 2019.

3. PROFESSIONAL DEVELOPMENT

OBJECTIVE

- › Support employees with internal and external training which can range from a simple change in classification to a change in profession.

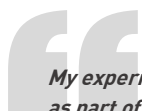
METHODS

- › Training plan.
- › Coaching.
- › Support of local HR services and managers.

“

These training days combine theory and practical through role playing games and discussions between group employees. A comprehensive training course that was extremely useful and which provides a better understanding of the job of manager and the many tools available to us.

Sabrina Q. - Marketing Manager



My experience within Groupe Marck as part of a work-study contract was very rewarding. Surrounded by a conscientious team that was always ready to listen, I was supported throughout my journey: during my induction, my tasks and my apprenticeship.

My status was never an obstacle. Considered as a full team member and on an equal footing with all the other employees, this experience helped me to develop professionally and personally.

**Léa M. – Apprentice Multimedia
Project Manager**

4. WORK STUDY COURSES, INTERNSHIPS AND RECEPTION ARRANGEMENTS

OBJECTIVES

- › Continue to develop the use of work-study contracts.
- › Continue to develop the use of interns.

METHODS

- › Opt for professionalisation contracts.
- › Set up specific inductions.
- › Promote the support of local HR services and managers.

FOCUS INCREASING THE
NUMBER OF PEOPLE ON
WORK-STUDY CONTRACTS

+44%

AT THE END OF SEPTEMBER 2018
VERSUS SEPTEMBER 2017

🔍 FOCUS ON CERTIFIED TRAINING

The “Prodiat” is a professionalisation contract adapted to the company’s specific needs. It enables the sustainable integration of new employees who do not yet have all the expected skills, is used to make company employees more professional and allows the transfer of the company’s internal expertise.

It is conducted in partnership with an architectural agency that structures the content of the internal training, OPCALIA-TMC which carries out the project’s administrative and financial organisation and internal trainers who co-construct and deploy this training.

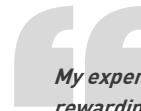
5. TOOLS FOR REMOVING BARRIERS TO EMPLOYMENT

OBJECTIVE

- › Facilitate access to employment.

METHODS

- › Signature of the youth membership charter with APEC.
- › Partnership with the Second Chance School.
- › Participation in recruitment forums and trade fairs.
- › Participation in the “Fight against discrimination in employment” workshop in the city of Gennevilliers.
- › Foster the integration and retention of workers with disabilities.



My experience at Marck is very rewarding and I have never felt the slightest problem in relation to my disability. I don't even think many of my colleagues are aware of my visual impairment. If they find out about it and want to talk about it, the door to my office is wide open! The fact that there is no unease in talking about it has even helped my integration because when I joined the Group's head office in Gennevilliers, HR allowed me to visit all the offices to familiarise myself with the place. That made it possible to memorise all the routes, identify all the services located on such and such a floor. This prior knowledge of the locations was essential!"

Mathieu G. – IT Developer

Q FOCUS ON DIGITAL TOOLS

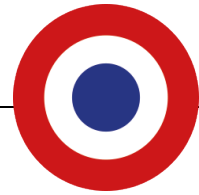
The creation, implementation and appropriation of digital tools by all employees is not only a priority of the “new” world, but also an environmental imperative.

Groupe Marck has already deployed:

- an intranet accessible to all employees, including production personnel
- an online leave management system
- an online hotel and transport booking platform
- an e-invoicing solution for supplier invoices

Supporting employees with current legal issues (withholding tax, remote working, going paperless, computer security) is always an opportunity to communicate about digitalisation, which is conducive to greater respect for the environment.

COMMITMENT 2 KEEP SENIORS IN EMPLOYMENT*



1. KEEP SENIORS IN EMPLOYMENT

OBJECTIVE

› Support seniors to achieve the objective of 23% of seniors on permanent contracts at 31/12/2018.

METHODS

› Ensure that the principle of non-age discrimination is incorporated into all management actions including career development.

FOCUS PERCENTAGE OF
SENIORS (AGED 55-64) ON
PERMANENT CONTRACTS
WITHIN THE GROUP AT
31/08/2018

21%

VS 2016 DARES survey which shows
that people aged 55-64 represent
just 15.4% of the active population

**AGED
OVER 50
15%**

OF OUR
RECRUITMENT
FOR PERMANENT
POSITIONS
AT 31/08/2018

2. HIRE SENIORS

OBJECTIVE

› Recruit an average of up to 10% of employees aged over 50 for permanent positions over 3 years.

METHODS

› Ensure that the principle of non-age discrimination is incorporated into the recruitment process.

3. DEVELOP SKILLS AND QUALIFICATIONS AND ACCESS TO TRAINING

OBJECTIVE

› By the end of 2018, increase the number of employees aged 55 and over and following a training course from 8% to 10%.

METHODS

› Accept all skills assessments requested by employees aged 55 and over.

IN 2018, SENIORS
(AGED 55-64)
REPRESENT

14%

OF OUR
EMPLOYEES WHO
HAVE ATTENDED A
TRAINING COURSE

*employees aged 55 and over – ref. generation contract action plan

4. IMPROVE WORKING CONDITIONS AND PREVENT ARDUOUS WORK

OBJECTIVE

› Improve working conditions and prevent situations of arduous work.

METHODS

- › Recruit a (male/female) part-time nurse on the Balsan Déols site.
- › Work on the ergonomics of production workstations with the support of external organisations.
- › Improve the monitoring and analysis tools for sick leave and workplace accidents.
- › Security audits managed by the Group Security governance.

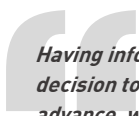
FOCUS ON SECURITY AUDITS

Testimonial by François J., Production Technical Advisor

"Security is one of the key aspects of Groupe Marck, as for any industrial group.

While we carry out all the mandatory annual periodic checks, a global vision and on-site support was perhaps lacking. This is why it seemed necessary to conduct our own audits by launching a proactive approach providing us with this vision and enabling us to start the required improvement processes.

The hindsight arising from my experience is the strength, that I am developing, to conduct these audits, because a different view allows greater awareness, while the everyday very often masks the reality."



Having informed my manager of my decision to retire almost a year in advance, we were able to schedule the recruitment of my replacement very early on.

That enabled me to update my files calmly so that my replacement could be operational as quickly as possible after the transfer period.

I also pre-empted my departure by speeding up the upskilling of the HR Assistant so that he could facilitate the integration of my replacement.

Personally, I prepared for the next stage by becoming a volunteer with the FORCE FEMMES association, which helps women aged over 45 get back to work or start their own business.

Elisabeth C. – HR Manager

5. TRANSITION BETWEEN WORK AND RETIREMENT

OBJECTIVE

› Support transition and transmission.

METHODS

- › Pay particular attention to the analysis of professional interviews for seniors aged 55 and over.
- › Anticipate the replacement of retirees by recruiting several months in advance, to assist a calm skills transfer.
- › Opt for work-retirement schemes.



FOCUS ON THE WORK-RETIREMENT SCHEME

Testimonial by François J., one year on...

"A year ago I made the choice to combine my retirement with a job, very similar to my skills accumulated over my many years of employment.

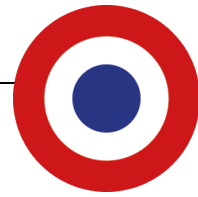
One year on, I can say that I do not regret this choice in the slightest.

Indeed, the tasks that my employer has given me are rich and varied and I can carry them out according to a schedule discussed and fixed with him.

For as long as the mutual benefit exists, I'm in.

It is providing my knowledge that means being available and adapting my schedule to carry out tasks. It's rewarding in so many ways, I'm still working, I'm passing on my knowledge and my skills and I'm staying active, with a specific opportunity to work in a Group that is constantly changing."

COMMITMENT 3 PASS ON OUR KNOWLEDGE AND SKILLS



1. IDENTIFY KEY SKILLS AND EXPERTISE

OBJECTIVE

- › Ensure the continuation of our expertise and our heritage.

METHODS

- › Identification of key skills by HR.
- › Creation of a Heritage Project Manager.
- › Set up a skills matrix in production.
- › Ongoing renewal of the EPV certification for the B.B.A. subsidiary.

FOCUS THE NUMBER OF
PEOPLE RECRUITED IN
PRODUCTION REPRESENTS

43.5%

Of our recruitments over the 08/17-
08/18 period

🔍 FOCUS ON THE SKILLS MATRIX

The skills matrix is used to enhance the skills of our production employees. In this respect, it was first deployed at our main production site in Calais. For each of the other sites, we are working to adapt this matrix to take into account their expertise. For example, in Sainte-Pazanne, in Loire Atlantique, the skills matrix has been redesigned to explore the specific features of this site which manufactures headgear.

In addition to enhancing the skills of each employee, the matrix has revealed the development possibilities for each employee while giving the company the opportunity to identify knowledge transfer needs.



2. TRANSFER KEY SKILLS

OBJECTIVE

- › Preserve the group's unique expertise which is no longer taught in schools today.

METHODS

- › On a voluntary basis, the option to become a tutor when the person has specific expertise.
- › Taken into account in the employee's tasks.
- › Supported by mentoring courses set up by the OPCA and particularly the accredited

Q FOCUS ON THE OPCALIA ACCREDITED COURSES

The accredited "Expertise" course is a training course with two stand-alone but complementary modules each lasting 6 days: the "Safeguard expertise" module and the "Expertise transfer" module.

Accredited Courses satisfy a specification drafted and validated by the industry-wide CPNE*, so as to guarantee:

- the quality of the courses, regardless of the delivering organisation,
- that training is recorded in the construction of an intern's individual career plan,
- the involvement and recognition of the professional industries.



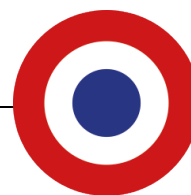
2018 REPORT/Action plan

ANTI-CORRUPTION

PRINCIPLE 10

COMMITMENT 1 PROGRAMME

ANTI-CORRUPTION



OBJECTIVE

› Further develop the Compliance programme deployed 2 years ago to introduce a series of improvements, either by modifying the existing documents or by complementing them with new ones.

METHODS

	2017	2018
› Appoint a Compliance Officer	●	●
› External audit commissioned after one year	●	●
› Write a second version of the Code of Ethics and Business Conduct in order to include the recommendations from the 2016 audit	●	●
› Write procedures for the investigations conducted following an alert	●	●
› A Mutual Conduct Guide in relations with our Suppliers Guide (in French and English).		☆NEW☆
› A Guide on Irregular or Facilitating Payments which provides illustrations and responses for dealing with these types of situation.		☆NEW☆
› A Guide explaining the Group's policy in terms of Gifts and Invitations . This provides clarification on the general prohibition principle set out in our Code of Ethics and Business Conduct.		☆NEW☆
› Awareness initiatives within our subsidiaries Balsan Calais, Balsan Paris, BBA, Sentinel, Fasitex		☆NEW☆
› The enlarged, 15-member Executive Committee has taken advantage of a new compliance awareness initiative using the film "A price worth paying" for corporate training conducted by the international law firm DECHERT.		☆NEW☆

🔍 FOCUS ON THE NEW GUIDES

These guides are created based on a desire to explain, illustrate and demonstrate the principles set out in the Code of Ethics and Business Conduct. They complement the Code while giving solutions or potential solutions to each employee who may find themselves confronted with a complex situation.

For example, the Guide on irregular payments gives a working procedure for employees finding themselves faced with a request from either a third party, service provider or supplier or from a customs official or minister demanding a payment to carry out their duties.

Another example, the Guide on Gifts and Invitations specifies the rules to be observed when we give a gift or invitation or when we are a beneficiary of one, in order to maintain a clear and transparent professional framework at all times.

Aware that these guides cannot cover all eventualities, Groupe Marck believes that the greater its employees' awareness, the less opportunity there is for the company to find itself in a risky situation.



The second audit of Groupe Marck's anti-corruption programme, conducted in 2018, highlighted a high level of awareness among employees and the real importance of the subject for the Group. The programme has reached a certain maturity and actions are planned up until the end of the year with the aim of gradually strengthening it – particularly the revision of the corruption risk map and the more widespread use of due diligence on third parties other than 'high risk' ones. This approach is all the more significant since Groupe Marck is not covered by the application criteria of Article 17 of the SAPIN 2 Law.

Céleste C. – President of Eurocompliance

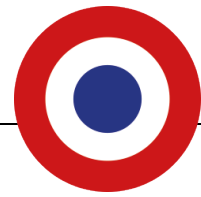
FOCUS ON THE PROGRAMME'S DEPLOYMENT PLAN

The Group has continued to deploy its compliance programme by conducting various awareness initiatives on the sites of Balsan Calais, Balsan Paris, BBA, Sentinel.

In early October 2018, this action was carried out with various managers and supervisors at the Tunisian subsidiary FASITEX, once again demonstrating the full and complete inclusion of all the Group's employees in this programme.

On 25 June, an enlarged, 15-member Executive Committee (COMEX) took advantage of a new compliance awareness initiative through the film "A Price Worth Paying" produced by the international law firm DECHERT (Paris office), a fascinating film designed for corporate training "which raises awareness of important issues facing a board in the most dramatic fashion. It has been cleverly designed to provoke uncomfortable, but much needed, debate" (Alan Thomson – Chairman of Hays plc – Non-Executive Director at Alstom).

COMMITMENT 2 COMMUNICATION, TRAINING AND MONITORING FOR THE PROGRAMME



OBJECTIVE

› Inform and educate employees.

METHODS

- › Training of 137 employees in positions selected in order of priority with regard to our risk assessment.
- › Establishment of an alert system: employees have access to reporting channels which can be anonymous or not. In 2017, there were three alerts giving rise to investigations that did not show any irregularities.



IN 2018

137

PEOPLE TRAINED

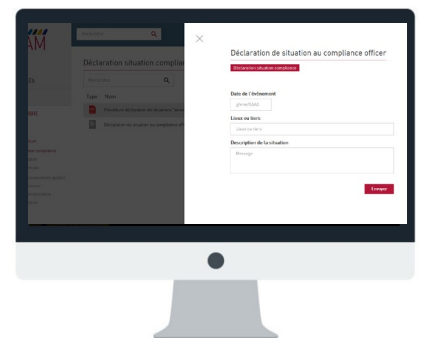
Q FOCUS ON FASITEX - TUNISIA

In October 2018, we deployed an awareness session on compliance with key executives at our main manufacturing facility based in Tunisia (nearly 500 employees), as initially set out in our deployment plan.

This action, led by our Compliance Officer, showed the Group's commitment that all employees develop not only a culture of compliance but also proper reactions and good practices.

This action was identical to those already organised on all the Group's sites with a focus on the Tunisian situation, instead of focusing on the SAPIN 2 Law.

The presentation was full of questions and mutual discovery about how to tackle these subjects.





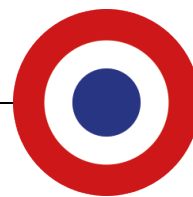
2018 REPORT/Action plan

HUMAN RIGHTS

PRINCIPLE 1

COMMITMENT 1 GOVERNANCE

SAFETY, SECURITY



OBJECTIVE

› Apply the priority areas defined by the working group set up in 2016.

METHODS

- › New group governance.
- › Creation of a safety security group comprised of Executive Committee members and the Legal Director.
- › Creation of a QHSE group responsible in particular for the issues of safety at work in our workshops.
- › Creation of a BTTS Group (Business Trip and Travel Security) which manages traveller security.



The security of our employees and our data is a major issue for Groupe Marck. Each of the three working groups has a shared objective to reduce risks and then specific objectives in terms of the type of employees, goods and data which they cover.

Dominique T. – Director of External Relations



FOCUS ON THE BUSINESS TRIP AND TRAVEL POLICY

Half of Groupe Marck's business is centred on export. Consequently, a good number of employees regularly travel abroad, often outside Europe.

Based on this observation, Groupe Marck has implemented a "Business trip and travel" policy resulting from a piece of work carried out by a group of employees (HR, Legal, Safety, General Services).

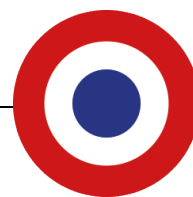
Central to this policy for travel in areas outside Europe, the group has developed the following good practices:

- Safety training delivered by a specialist partner;
- First aid training from an external body;
- A partnership with a travel agency to preselect airlines;
- A partnership with an external auditor to audit the hotels used by employees;
- An obligation on the traveller to inform the External Relations Department of their situation when travelling;
- A specific procedure for employees, to be applied for each business trip (for example: collection of a first aid kit).

The business trip and travel policy, a document of around twenty pages, was sent to all travellers and is available on our intranet.

Alongside this key priority for the Group, this policy also gives the rules and makes recommendations for car and rail travel in France and Europe, with the reminder that video-conferencing should be used whenever possible (all the group's manufacturing sites are equipped for this).

COMMITMENT 2 TRAINING AND PROCEDURES



OBJECTIVE

- › Educate and train employees in order to reduce risks.

METHODS

- › Create procedures to raise each employee's awareness about their own contribution to improving security.
- › First aid training (including using a first aid kit).
- › Specific training for those travelling abroad outside Europe.



IN 2018

98%

of the objective set

**75 travelling
employees were
trained: 1/2 day on
security rules and 1
day on first aid**



As part of its employees' security while travelling abroad, Groupe Marck, in order to remain close to its employees, has chosen to dedicate one employee to monitoring the security of their travel.

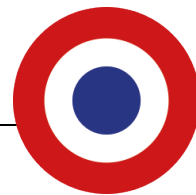
Thus, every international traveller is in contact, at least daily, with a Group employee to talk about any difficulty related to their security.

**Vincent D. – Assistant Director
External Relations/Export Control
Coordinator**



COMMITMENT 3 SECURING

THE SUPPLY CHAIN



As part of its continuous improvement process, Groupe Marck is strengthening the assessment and selection policy for its suppliers and subcontractors by setting itself ambitious objectives that serve mankind, the environment and its customers. Indeed, in addition to the quality assessment generally practised, we are incorporating sustainability criteria and commitments to observe the social, environmental and compliance obligations that we deem essential in order to building a lasting working relationship. More specifically we can list:

- respect for human and workers' rights according to the recommendations of the ILO
- the deployment of measures aiming to prevent and detect potential health and safety risks for all employees
- the elimination of discrimination in respect of employment and occupation
- the establishment of an effective, customer-focused and environmentally-friendly organisation
- the application of an ethics charter and an anti-corruption code of conduct

This assessment is based mainly on a questionnaire, accompanied by any document that can prove the answers provided. It may potentially be complemented by audits performed either by our internal team of auditors or by external bodies recognised for the impartiality of their assessments. These assessments are repeated regularly.

After these assessments, for each supplier or subcontractor we decide either:

- to incorporate it into our panel
- to incorporate it provisionally into our panel with the obligation to implement corrective action plans
- not to incorporate it into our panel and to end any commercial relationship

This is a group-wide process practised across Groupe Marck, bringing together various departments such as the Industrial and Quality Department, the Legal and Compliance Department and the Purchasing Department meaning employees from different working backgrounds ultimately working together for a good cause.

IN 2018

**OVER
€10K**

**INVESTED IN
SOCIAL AUDITS**

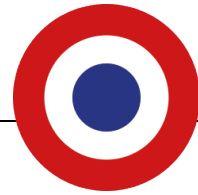


2018 REPORT/Action plan

ENVIRONMENT

PRINCIPLE 8

COMMITMENT 1 ENVIRONMENTAL MANAGEMENT



OBJECTIVES

- › Implement an environmental management system.
- › Adopt an eco-design approach.

METHODS

- › The ECOVADIS assessment takes into account the policies, actions and results of the CSR management system.

The group's largest industrial subsidiary, Balsan has a rating of 63 (the average in the category is 40).

There are many actions underway, such as:

- Educating personnel about Sustainable Development
- Environmental monitoring of facilities and equipment
- Waste sorting and collection

EcoVadis Key Sector Statistics

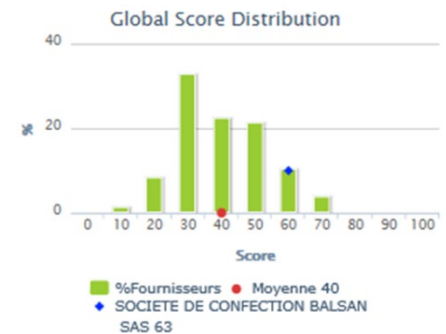
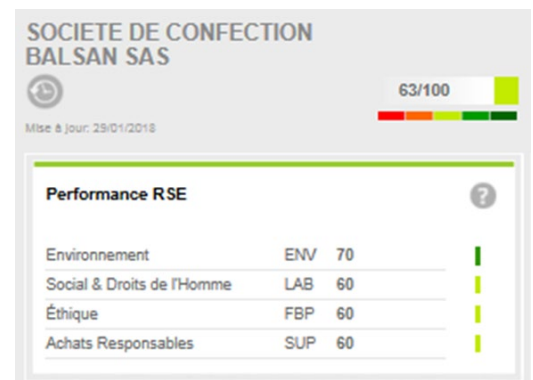


Chart shows all companies scored by EcoVadis within this business category



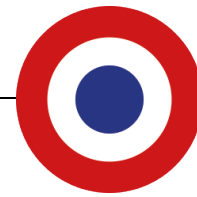
- › Participation in the Club Recit:



Balsan, a subsidiary of Groupe Marck, is an active member of the TECHTERA competitiveness cluster the purpose of which is to unite and boost innovation in the textile and flexible material sector. In particular, Balsan takes part in Club RECIT: "Recyclage et Economie Circulaire dans l'Industrie Textile" [*Recycling and Circular Economy in the Textile Industry*] in order to promote the emergence of collaborative recycling initiatives. It is designed to contribute to the structuring of a recycling network for textile waste with a strong local attachment.

COMMITMENT 2 IMPACT

ENVIRONMENTAL



OBJECTIVES

- › Reduce our environmental impact.
- › Control and reduce our energy consumption.

METHODS

- › Implement a responsible printing policy that is designed to reduce printed volumes (removal of personal printers, compulsory black and white and double-sided printing, tracking software, etc.).
 - › Video-conferencing system installed at all sites in a bid to reduce employee travel.
 - › Use of boxes and packaging kept to just what is strictly necessary to protect the products while reducing such use as much as possible (ref. focus).
 - › Signature of a green electricity framework contract
 - › Proactive choice of a smart building for head office:
 - Ceilings fitted with LEDs
 - Lighting for internal/external communal areas fitted with occupancy sensors
 - Automatic system to turn off lights in the building when the alarm is set
 - › Limiting CO2 emissions during product deliveries through the selection of carriers and suppliers. It is essential that the group selects suppliers that have a CSR policy and are committed to sustainable development.
- In particular, Groupe Marck works with TNT for its environmental commitment. It also offsets its carbon emissions through Ecoact, a DPD partner.
- › Groupe Marck and its subsidiaries have started to renew their vehicle fleet by giving its employees cleaner vehicles (less power, automatic transmission).



FROM OCTOBER
2017 TO
SEPTEMBER 2018

352

**videoconferences
conducted**



🔍 FOCUS ON LIMITING PACKAGING

The associated regulations on PPE entail 2 particular requirements in relation to the use of paper:

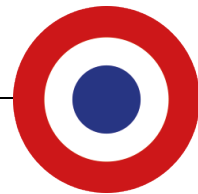
1/ An EU declaration of conformity:

Removal of paper printing through an internet link given on the product's label (compliant with the regulations).

2/ Operating instructions:

The instructions previously printed in A4 format are now printed in A5 format which is a reduction of **3.75 tonnes** in paper consumption.

COMMITMENT 3 RECYCLING



1. TEXTILE RECYCLING

OBJECTIVE

› Increase the actions for recycling and reusing textiles.

METHODS

› Donations of unused clothes to humanitarian associations.

› Recycling of used textiles: proposal to our customers to adopt a process of recycling used textiles: 100% secure collection and recovery of used textiles. These textiles are recycled and transformed into textile pellets. The pellets are then used by cement works as fuel for their furnaces. The entire process is controlled and transparent with assured traceability. A certificate of recovery is given to the customer to certify treatment of 100% of the recovered waste.

**OVER
50,000
FIREFIGHTER UNIFORMS
AND WORKWEAR WITH
RECYCLING SOLUTION**

 Vanhoeve Environnement - 1075 Avenue de Sola - 10800 Sola - 03 20 22 18 17

BALSAN établissement de Calais
Imprimeur des Salines
62100 CALAIS

A l'attention de Monsieur Hoyas
Notre réf : JT / LN
Ref commande : AP-VPE-030008

ATTESTATION DE DESTRUCTION ET VALORISATION

Objet : Destruction de déchets textiles + Valorisation en combustibles CSR

Cher client,

En référence à la commande en objet, nous vous confirmons avoir pris en charge vos déchets ci-dessous, en vue d'un traitement conforme à la législation en vigueur, sur notre centre de traitement Vanhoeve Alternative Fuel, avenue du Bois Jacquet, 8 - 87711 DOTTIGNES (Belgique).

Conformément à notre accord, les articles textiles en fin de vie à traiter et à détruire, sont incorporés dans la chaîne de production de CSR, où ils seront finement broyés dans notre installation dès le début du processus. Nous vous garantissons leur valorisation intégrale dans notre filière CSR vers l'utilisation en cimentaire, et par voie de conséquence, leur destruction définitive.

Date	Poids	Nb palettes	Code déchet	Description du flux
25/09/2018	2 tonnes 300		19 12 08	Vêtements usagés de la SUGE (sécurité SNC)

Nous vous en remercions bonne réception.

Veuillez agréer, Cher client, l'expression de nos meilleures salutations.

Fait à Billy-Berclau,
le 26/09/2018

Vanhoeve Environnement SAS
Société à responsabilité limitée
Société au capital de 100 000 € - 1075 Avenue de Sola - 10800 Sola - 03 20 22 18 17
SIRET 515 12 18 17
TVA n° FR 25 515 12 18 17
A.S. n° 515 12 18 17
Régistre du Commerce et des Sociétés de Sola (51) 000 12 18 17
Régistre du Commerce et des Sociétés de Sola (51) 000 12 18 17
Régistre du Commerce et des Sociétés de Sola (51) 000 12 18 17



› Potential support for the customer with its communication campaign on recycling:

- Creation of tools to raise the awareness of agents about the clothing recycling process (video, poster campaign, etc.)
- Explanation and understanding of the issues for recycling textiles, good sorting techniques
- Setting up voluntary collection points
- Provide and/or dispense training modules for personnel on the care instructions for items in order to increase their durability and ensure environmentally-friendly care.

2.3
TONNES
OF USED CLOTHES
DESTROYED AND
RECYCLED INTO
REUSE-DERIVED FUEL
IN 2018

FOCUS ON THE PARTNERSHIP WITH GSCF

What is it?

GSCF (Groupe de Secours catastrophe Français) is an association of rescuers which works on relief missions during natural disasters or in development assistance missions in certain countries where water resources or medical support are failing.

Since late 2017, Groupe Marck has been the official partner of this association and has donated a total of 21 pallets of clothing and equipment for the firefighters.

2. WASTE RECYCLING

OBJECTIVE

› Increase the actions for sorting and recycling waste other than textiles.

METHODS

› Set up contracts with circular economy organisations for the recovery of waste from our logistics platforms/industrial sites: OIW, boxes, brown paper, wood, pallets, plastic covers and polythene film:

- IKOS Environnement (PAPREC Group) Western region,
- PAPREC Central region
- OPALE Environnement (SÉCHÉ Group) Northern region,
- NANTET (SERFIM Group) Rhône Alpes region

› Extend the life cycles of the resources used and purchase recycled materials:

- purchase recycled or RESY-stamped boxes (environmentally-friendly and recyclable) for the delivery of certain contracts.
- purchase second-hand or recycled pallets on logistics sites.

› Recycle used ink cartridges



From our Grand Couronne platform, we organise the freight for our exports. This logistics site consumes a large quantity of boxes, we think it is vital that such waste can be recycled and given a second life. We have set up collection bins for the boxes which are then collected and transferred to a recycling network to remake paper from the pulp.

Julie V – Logistics Manager

COMMITMENT 4 PURCHASING RESPONSIBLE



OBJECTIVE

› Raise awareness upstream of the production chain.

METHODS

- › Email campaigns for a sustainable development charter with an expected return rate of 80% in the first year.
- › Sustainable development questionnaire and sworn statement (ILO certificate of compliance) sent to all manufacturers and subcontractors.

80%
OF RETURNS
EXPECTED

QUESTIONNAIRE D'EVALUATION POUR LES FOURNISSEURS DE RANG 1

INFORMATIONS GÉNÉRALES

NOM DU FOURNISSEUR : _____ Date : _____

RCS / SIRET ou n° d'enregistrement : _____

1) Informations sur le fournisseur :

Adresse : _____ Actionnaires : _____

Date de création : _____ Dirigeants : _____

Domaine d'activité : _____

Nombre de salariés : _____

Contacts : _____

- Direction : _____ Assurance Qualité : _____

- Commercial : _____ Contrôle Qualité : _____

- Méthodes : _____ HSE : _____

Site Internet : _____

Secteur d'activité : _____

Principales réalisations : _____

Faites-vous parti d'un Groupe ? ☐ Non ☐ Oui lequel : _____

Avez-vous un programme « conformité » ou « compliance » : ☐ Oui (le fournir) ☐ Non

Statut (SA, SARL, Autre) : _____ N-1 : _____ N-2 : _____ N-3 : _____

Chiffre d'affaires des 3 derniers exercices : _____

RIB (obligatoire) : _____

2) Questions relatives à la Politique Qualité et Environnementale :

Avez-vous une certification ☐ ISO 9001 ☐ ISO 14001 ☐ Autre : _____

Certificats à transmettre : _____

Disposez-vous d'un Manuel Qualité ou d'autres documents décrivant votre organisation ?

C/Non ☐ Oui (nous transmettre une copie)

Avez-vous déterminé et tenu à jour les connaissances acquises par votre société, notamment votre personnel, afin de garantir la conformité des produits et/ou services ?

C/Non ☐ Oui ☐ Non

Comment pouvez-vous démontrer que vous avez déterminé les compétences requises pour le personnel et que ce dernier satisfait à ces exigences, ou que vous menez des actions pour garantir la conformité de telles compétences ? Merci de préciser : _____

Quels sont vos besoins et exigences en termes d'aspects environnementaux ? _____

Lequel de ces besoins et attentes sont des obligations de conformité ? _____

Page 1 sur 4

16 rue Villedouze Marais - CS 80097 - 93022 Gournay-sur-Marne - France
www.groupe-marck.fr - info@groupe-marck.fr - Tél. +33 (0)1 36 26 52 52 - Fax +33 (0)1 36 26 52 00

QUESTIONNAIRE D'EVALUATION POUR LES FOURNISSEURS DE RANG 2

INFORMATIONS GÉNÉRALES

NOM DU FOURNISSEUR : _____ Date : _____

RCS / SIRET ou n° d'enregistrement : _____

1) Informations sur le fournisseur :

Adresse : _____ Actionnaires : _____

Date de création : _____ Dirigeants : _____

Domaine d'activité : _____

Nombre de salariés : _____

Contacts : _____

- Direction : _____ Assurance Qualité : _____

- Commercial : _____ Contrôle Qualité : _____

- Méthodes : _____ HSE : _____

Site Internet : _____

Secteur d'activité : _____

Principales réalisations : _____

Faites-vous parti d'un Groupe ? ☐ Non ☐ Oui lequel : _____

Avez-vous un programme « conformité » ou « compliance » : ☐ Oui (le fournir) ☐ Non

Statut (SA, SARL, Autre) : _____ N-1 : _____ N-2 : _____ N-3 : _____

Chiffre d'affaires des 3 derniers exercices : _____

RIB (obligatoire) : _____

2) Questions relatives à la Politique Qualité et Environnementale :

Avez-vous une certification ☐ ISO 9001 ☐ ISO 14001 ☐ Autre : _____

Certificats à transmettre : _____

Disposez-vous d'un Manuel Qualité ou d'autres documents décrivant votre organisation ?

C/Non ☐ Oui (nous transmettre une copie)

Avez-vous déterminé et tenu à jour les connaissances acquises par votre société, notamment votre personnel, afin de garantir la conformité des produits et/ou services ?

C/Non ☐ Oui ☐ Non

Comment pouvez-vous démontrer que vous avez déterminé les compétences requises pour le personnel et que ce dernier satisfait à ces exigences, ou que vous menez des actions pour garantir la conformité de telles compétences ? Merci de préciser : _____

Quels sont vos besoins et exigences en termes d'aspects environnementaux ? _____

Lequel de ces besoins et attentes sont des obligations de conformité ? _____

Page 2 sur 4

16 rue Villedouze Marais - CS 80097 - 93022 Gournay-sur-Marne - France
www.groupe-marck.fr - info@groupe-marck.fr - Tél. +33 (0)1 36 26 52 52 - Fax +33 (0)1 36 26 52 00

QUESTIONNAIRE D'EVALUATION POUR LES FOURNISSEURS DE RANG 3

INFORMATIONS GÉNÉRALES

NOM DU FOURNISSEUR : _____ Date : _____

RCS / SIRET ou n° d'enregistrement : _____

1) Informations sur le fournisseur :

Adresse : _____ Actionnaires : _____

Date de création : _____ Dirigeants : _____

Domaine d'activité : _____

Nombre de salariés : _____

Contacts : _____

- Direction : _____ Assurance Qualité : _____

- Commercial : _____ Contrôle Qualité : _____

- Méthodes : _____ HSE : _____

Site Internet : _____

Secteur d'activité : _____

Principales réalisations : _____

Faites-vous parti d'un Groupe ? ☐ Non ☐ Oui lequel : _____

Avez-vous un programme « conformité » ou « compliance » : ☐ Oui (le fournir) ☐ Non

Statut (SA, SARL, Autre) : _____ N-1 : _____ N-2 : _____ N-3 : _____

Chiffre d'affaires des 3 derniers exercices : _____

RIB (obligatoire) : _____

2) Questions relatives à la Politique Qualité et Environnementale :

Avez-vous une certification ☐ ISO 9001 ☐ ISO 14001 ☐ Autre : _____

Certificats à transmettre : _____

Disposez-vous d'un Manuel Qualité ou d'autres documents décrivant votre organisation ?

C/Non ☐ Oui (nous transmettre une copie)

Avez-vous déterminé et tenu à jour les connaissances acquises par votre société, notamment votre personnel, afin de garantir la conformité des produits et/ou services ?

C/Non ☐ Oui ☐ Non

Comment pouvez-vous démontrer que vous avez déterminé les compétences requises pour le personnel et que ce dernier satisfait à ces exigences, ou que vous menez des actions pour garantir la conformité de telles compétences ? Merci de préciser : _____

Quels sont vos besoins et exigences en termes d'aspects environnementaux ? _____

Lequel de ces besoins et attentes sont des obligations de conformité ? _____

Page 3 sur 4

16 rue Villedouze Marais - CS 80097 - 93022 Gournay-sur-Marne - France
www.groupe-marck.fr - info@groupe-marck.fr - Tél. +33 (0)1 36 26 52 52 - Fax +33 (0)1 36 26 52 00

QUESTIONNAIRE D'EVALUATION POUR LES FOURNISSEURS DE RANG 4

INFORMATIONS GÉNÉRALES

NOM DU FOURNISSEUR : _____ Date : _____

RCS / SIRET ou n° d'enregistrement : _____

1) Informations sur le fournisseur :

Adresse : _____ Actionnaires : _____

Date de création : _____ Dirigeants : _____

Domaine d'activité : _____

Nombre de salariés : _____

Contacts : _____

- Direction : _____ Assurance Qualité : _____

- Commercial : _____ Contrôle Qualité : _____

- Méthodes : _____ HSE : _____

Site Internet : _____

Secteur d'activité : _____

Principales réalisations : _____

Faites-vous parti d'un Groupe ? ☐ Non ☐ Oui lequel : _____

Avez-vous un programme « conformité » ou « compliance » : ☐ Oui (le fournir) ☐ Non

Statut (SA, SARL, Autre) : _____ N-1 : _____ N-2 : _____ N-3 : _____

Chiffre d'affaires des 3 derniers exercices : _____

RIB (obligatoire) : _____

2) Questions relatives à la Politique Qualité et Environnementale :

Avez-vous une certification ☐ ISO 9001 ☐ ISO 14001 ☐ Autre : _____

Certificats à transmettre : _____

Disposez-vous d'un Manuel Qualité ou d'autres documents décrivant votre organisation ?

C/Non ☐ Oui (nous transmettre une copie)

Avez-vous déterminé et tenu à jour les connaissances acquises par votre société, notamment votre personnel, afin de garantir la conformité des produits et/ou services ?

C/Non ☐ Oui ☐ Non

Comment pouvez-vous démontrer que vous avez déterminé les compétences requises pour le personnel et que ce dernier satisfait à ces exigences, ou que vous menez des actions pour garantir la conformité de telles compétences ? Merci de préciser : _____

Quels sont vos besoins et exigences en termes d'aspects environnementaux ? _____

Lequel de ces besoins et attentes sont des obligations de conformité ? _____

Page 4 sur 4

16 rue Villedouze Marais - CS 80097 - 93022 Gournay-sur-Marne - France
www.groupe-marck.fr - info@groupe-marck.fr - Tél. +33 (0)1 36 26 52 52 - Fax +33 (0)1 36 26 52 00



2019 DEVELOPMENT AREAS



2019 DEVELOPMENT AREAS

Groupe Marck is strengthening its CSR process by setting itself ambitious objectives that serves **mankind**, the **environment** and its **customers**. The Global Compact approach has become an integral part of its CSR.

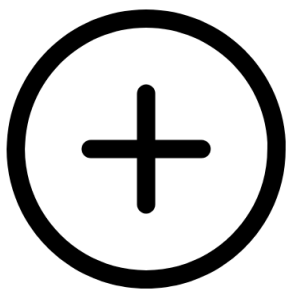
On the **human level**, based on **its values**, Groupe Marck is focusing on **diversity at all levels of its organisation**. In addition to its regulatory obligations, Groupe Marck extends its **social actions** to its industrial partners and service providers.

Environmental issues are **central to the daily concerns of Groupe Marck**, which is increasing its efforts to reduce the impact of its industrial activities and its infrastructures.

Product life cycle analysis is a **major challenge for its customers** and consequently, Groupe Marck is concentrating its investments and its innovative capacity in order to implement **lasting and traceable solutions**.

Fully in line with principle 10, the Group is committed to completing a **new risk map** that can be used to **assess the work already done** and **pledge to resolve new challenges**.

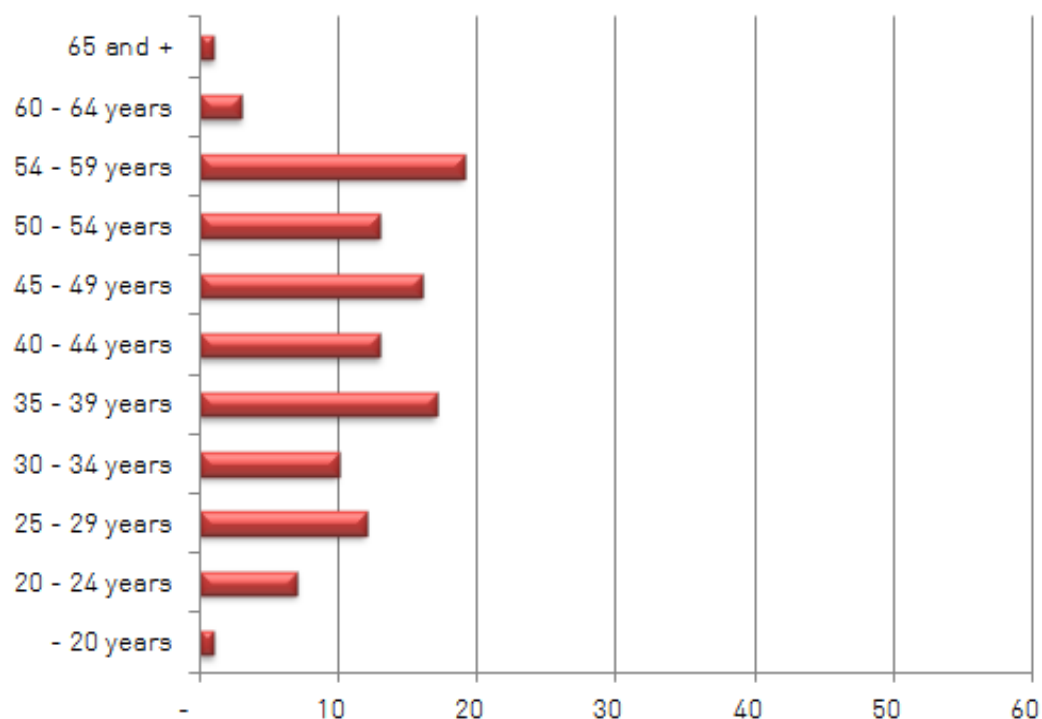
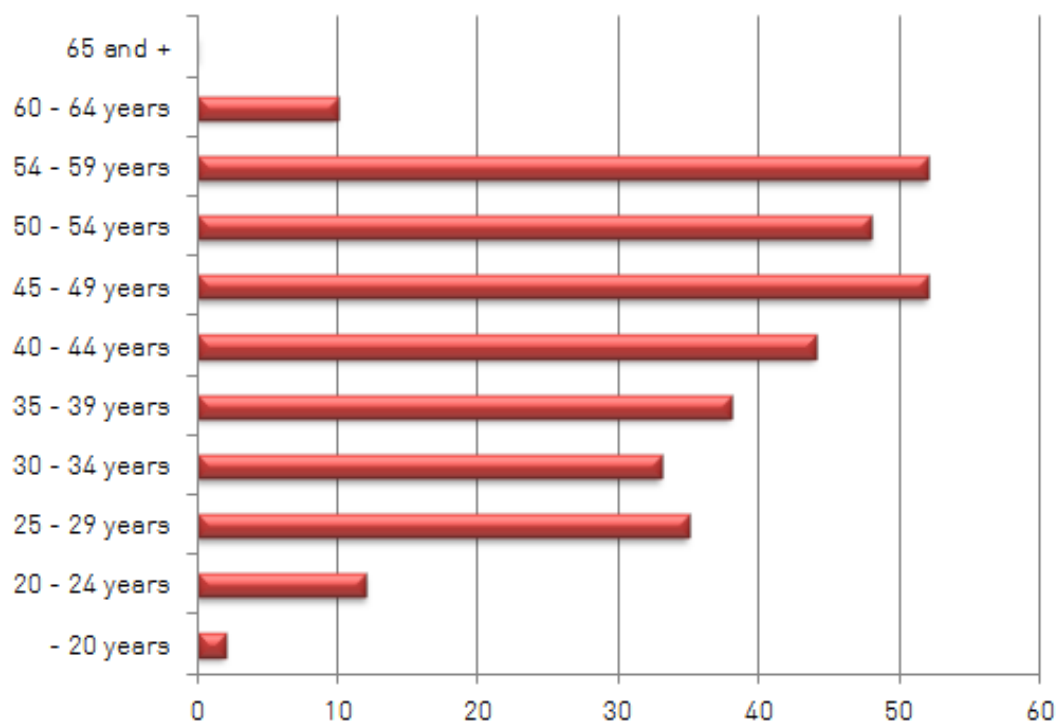




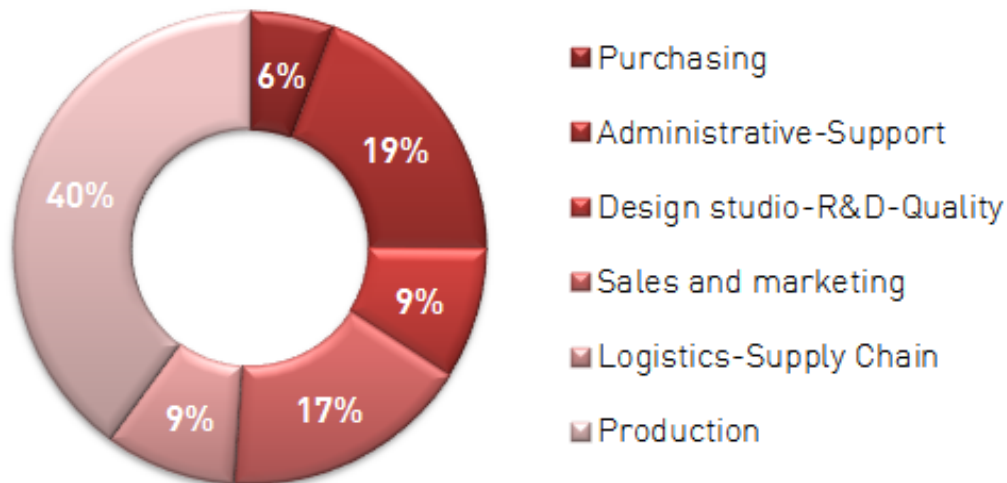
APPENDICES

AGE PYRAMID AT 31/08/2018

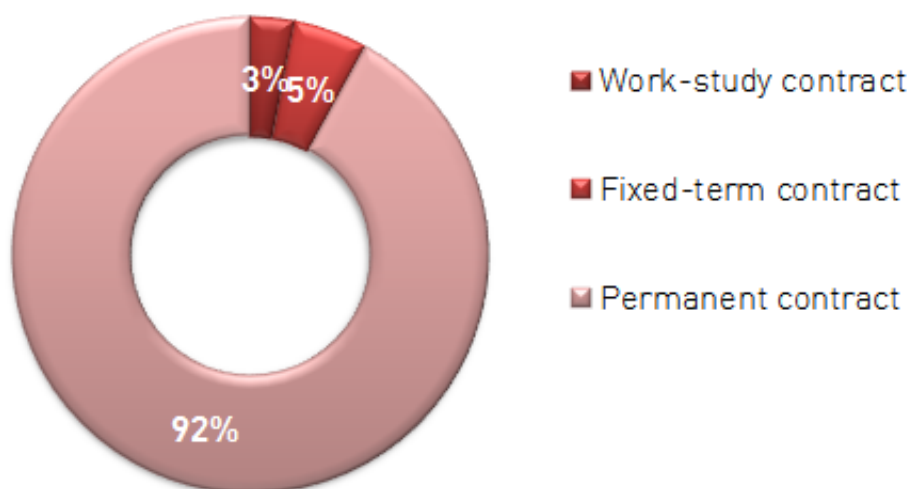
PERMANENT FIXED TERM CONTRACTS WORK-STUDY CONTRACTS
(CPRO,
CAPP)



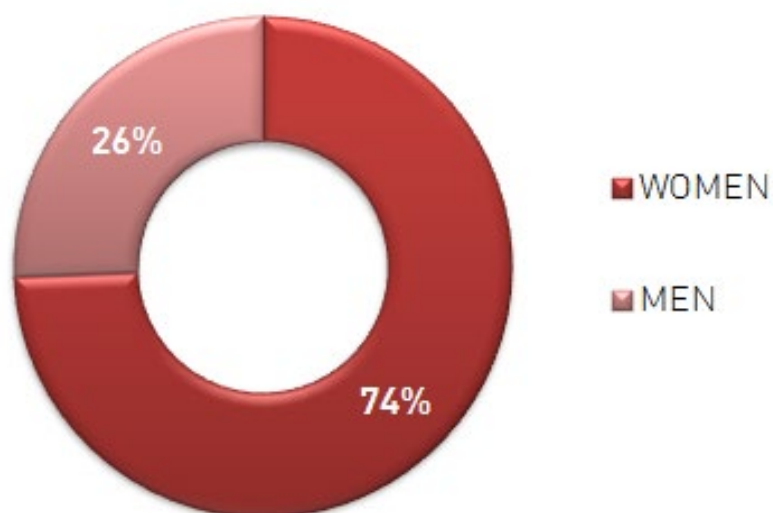
BREAKDOWN BY SERVICES PERMANENT CONTRACTS-FIXED TERM CONTRACTS AT 31/08/2018



BREAKDOWN BY CONTRACT TYPE AT 31/08/2018



BREAKDOWN BY GENDER ALL CONTRACT TYPES AT 31/08/2018



BREAKDOWN BY IDF/PROVINCE ALL CONTRACT TYPES AT 31/08/

