• **GLOBAL COMPACT**

Communication on Progress 2018
The ARaymond Network links 7,200 people in 25 countries. We believe our enterprise is a social web. Our aim is to develop a meaningful, respectful, useful sustainable enterprise for our collaborators, for their families, for our customers, for our suppliers, for our partners and for the communities we belong to and where we operate.

The success of our enterprise is based on the engagement and contribution of people. Our project is to become step by step a global collaborative Network, in which all individual, all teams and all communities roles are important, recognized and empowered.

We believe this is the most agile, efficient and sustainable organization in an environment of uncertainty for all stakeholders.

The cement of a collaborative and contributive organization is TRUST. The trust is generated by a respect of our values in action as well as a leadership of awareness and care.

Therefore we continued to extend worldwide our “Servant Leadership” and “Non Violent Communication” trainings.

We continued as well to develop and implement our “ATOMS” program in all departments of our organization worldwide.

The aim of this program is to develop the empowerment and blossoming of each collaborator, in their role, making them actors and contributors, supported by Servant Leaders.

We set up the first bases of our future international CSR policy.

We implemented worldwide a full compliance organization in line with the Sapin 2 law.

We started our “we cARE” internal initiative to promote “Eco Design”, “Eco Conception” and “Circular Economy”

We continue worldwide to encourage and develop local charity initiatives.

All those intentions and actions are wished, supported and followed up by our Executive Committee composed of 45 Managing Directors and all Corporate Officers of our Network.

I renew the ARaymond engagement towards Global Compact for 2019!

Antoine RAYMOND
CEO
At ARaymond

We imagine, design and produce assembly and fastening solutions by clipping, connecting and bonding.
The history of ARaymond

1865
Mr. Albert-Pierre Raymond founded ARaymond in Grenoble, France

188
Invention of the fast-stud, a world-wide success

189
Creation of the German subsidiary in Lörrach

1925
Launch of the Vitex zipper which was produced for 40 years

1935
First Spring Steel Clip developed for the Automotive Industry

195
Beginning of the plastic injection process

1972
ARaymond expands internationally to adapt and serve the automotive market

1989
Launch of the first generation of connectors for automotive fuel systems

2009
Acquisition of Tinnerman, an American company specializing in fastening systems for automobiles and industry

2015
Celebration of the 150th anniversary of ARaymond

ARaymond at the forefront of innovation and technology since 1865
ARaymond today

25,000
Assembly solutions in production

7,200
Employees

More than
150
Years of experience

26
Manufacturing sites

In 25 countries

1,2 bil.€
Net sales

2010
647 M€

2017
1,2 bil.€

Family-owned company for 5 generations

ARaymond, close to you everywhere
Our global footprint

EUROPE & NORTH AFRICA
Belgium  
Czech Republic  
France  
Germany  
Hungary  
Italy  
Morocco  
Poland  
Romania  
Russia  
Slovakia  
Spain  
Sweden  
Turkey  
UK  

AMERICAS  
Brazil  
Canada  
Mexico  
US  

ASIA  
China  
India  
Japan  
Korea  
Singapore  
Thailand
Where we manufacture and sell

- **North America**
  - Manufacturing: 24%
  - Sales: 25%

- **South America**
  - Manufacturing: 2%
  - Sales: 2%

- **EMEA**
  - Manufacturing: 57%
  - Sales: 59%

- **ASIA**
  - Manufacturing: 17%
  - Sales: 14%
Did you know?

Most vehicles worldwide contain an average of 500 ARaymond™ parts

araymond-automotive.com
Did you know?

Most vehicles worldwide contain an average of 500 ARaymond™ parts

araymond-automotive.com
Our core business is fastening by clipping which enables quick assembly of two parts, without tools, to simplify assembly operations.

Clipping is an attractive alternative to conventional assembly (screwing or bolting). We use the technology of metal processing and plastic injection, or the combination of the two.
CONNECTING

Quick connectors are used to provide a fast connection of all types of automotive fluid systems: fuel lines, cooling circuits, air conditioning, power steering and brake fluid circuits, etc.

ARaymond™ Quick Connectors are appreciated for their comprehensive range, adaptability and integrated functions.
BONDING

Our bonding expertise is based on an innovative technology, Techbond®PUR, specifically designed for glass, composite materials, and painted metals.

We supply complete service solutions to optimize assembly line operations and to anticipate emerging lightweight issues.
Our know-how

**Engineering and services**: designing custom solutions, prototyping, digital simulation, 3D printing.

**Metal transformation**: cutting, stamping and bending metal with the control of the entire process up to heat treatment and surface treatment.

**Plastic injection** with complete injection molding solutions for over 300 materials. The ARaymond Network sites are equipped with presses that can go up to 1,000 tons and can produce up to 200 million pieces per year for a given catalog reference.

**Production of adhesives** & providing, a complete solution for manual and automatic adhesive application (application onto glass, composite).

**Automatic, high-speed assembly** of parts made of metal, plastic or combinations of these two materials.
Innovation is in our DNA

Innovation has shaped our development from the press-stud for clothing to plastic injection molding for the automotive sector, and more recently, solar panel fasteners.

11 Engineering Centers

6% of global revenue invested in R&D per year

More than 350 people dedicated to R&D world wide
New markets, new opportunities

In addition to being a global automotive supplier, ARaymond is using its fastening know-how to diversify and serve a variety of industries and market segments.
**INDUSTRIAL**
Fastening and connection solutions specifically designed for industrial equipment such as household appliances, HVAC (Heating, Ventilation and Air Conditioning), lighting & electrical equipment, and furniture.
[araymond-industrial.com](http://araymond-industrial.com)

**ENERGIES**
Fastening solutions for photovoltaic systems, which provide fast and simple assembly.
[araymond-energies.com](http://araymond-energies.com)

**AGRICULTURE**
Value-added fastening solutions for greenhouse cultures, able to optimize labor costs, culture yield and profitability.
[araymond-agriculture.com](http://araymond-agriculture.com)

**LIFE**
Designed and produced parts suited to the human and animal health industries; packaging, medical devices and drug delivery systems.
[araymond-life.com](http://araymond-life.com)
Corporate core values

Our values define who we are and how we work, they are at the heart of our business.

In line with our core values, Respect, Collaboration, Innovation, Entrepreneurial Spirit, Value Creation, and Pleasure, we at ARaymond use a “Servant Leader” management approach. This type of leadership places itself at the service of its teams and encourages supportive listening to stimulate talents and reinforce collaboration.

A major key success factor for us is collaboration
People engagement is of utmost importance. During our 150 years of experience, this has enabled us to succeed and never stop innovating.

Antoine Raymond, CEO
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• 1 - Human Rights and Labor: Principles from 1 to 6
• 2 - Environment: Principles from 7 to 9
• 3 - Anti-corruption: Principle 10
1 - Human Rights and Labor: Principles from 1 to 6

Actions and Results
ARAYMOND
EUROPEAN WORKS COUNCIL
ARaymond EWC is now operational!

2018 Achievements:
• A delegation has been completed end of May 2018
• 2 meetings have been organized:
  ➢ First plenary session in Spain in June
  ➢ First extraordinary meeting on-line in November
• Secretary and vice secretary have been elected in June 2018

Focus on the AR EWC Delegation
➢ 14 employee representatives for 5 countries
  6 for France
  3 for Czech Republic
  2 for Spain
  2 for Germany
  1 for Italia

➢ 7 on 12 companies of the scope have at least one EWC representative
Highlights on the first sessions

AR EWC plenary and ordinary session is a three-day event:

• European representatives benefit from 2 closed-door meetings: a half-day preparation meeting and a half-day wrap-up meeting.
• A half-day meeting is dedicated to strategy.
• The main meeting needs one day in order to inform or consult EU employee representatives on recurring and current topics that are transnational in nature.

In June 2018, during the AR EWC plenary and ordinary session:

• There were 9 points of consultation that were linked to the founding agreement signed in 2017.
• Regarding current topics, the project to implement a code of conduct and ethics (accompanied by guides on the fight against corruption and conflict management) and to set up an early warning procedure has been presented for a consultative opinion.
• European representatives were able to visit the plant of ARaymond Tecniacero near Manresa (Catalonia).

In November 2018, during the AR EWC extraordinary session:

• We experimented collectively a remote session with online & simultaneous interpretation.
• A simple information on the General Data Protection Regulation has been provided in order to harmonize the information level of EU representatives on this EU regulation.
ARaymond cares about its people and customers

The employee opinion survey has to-date been conducted 4 times: in 2010, 2013, 2015 and 2018. Its guarantee of respondent anonymity and the high participation rates make it a valuable tool for the HR to work on people development.

Since 2010, actions have been taken in terms of communication, development Programmes (Servant Leadership trainings). The 2018 issue focused on the employee Perception of Raymotion 3, the strategic plan running to 2030. ARaymond teams can once again look forward to shaping the future of the network.

Commitment
85% positive opinions
“Strong engagement”

Sense of belonging
88% positive opinions
“I would recommend my company as a good place to work”

Servant Leadership
78% positive opinions
“Nearly eight out of ten employees have a positive opinion on servant leadership”

Raymotion 3
82% positive opinions
“Top management has adequately communicated around my company’s long-term goals and strategic plan Raymotion 3”


Until now, over 2,000 local and global customers across a dozen countries took part in the ARaymond satisfaction survey. Answering questions about topics ranging from new product development to logistics, customers were overwhelmingly satisfied (92%) with the products and service provided. Based on this feedback, the Network should continue to focus on being as flexible and reactive as possible.
2018

HUMAN RESOURCES YEARLY REPORTING
Age & Gender distribution: AR Network - 2018

Age Pyramid 2018

<table>
<thead>
<tr>
<th>Age Group</th>
<th>M</th>
<th>F</th>
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<tbody>
<tr>
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<td>20 - 25</td>
<td>81</td>
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<td>65 +</td>
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</table>

Headcount as of September 30, 2017
Average age and seniority by position level - 2018

<table>
<thead>
<tr>
<th>Position Level</th>
<th>Count of Position Level</th>
<th>Average of Age</th>
<th>Average of Seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive &amp; Top Management</td>
<td>157</td>
<td>47.75</td>
<td>40.01</td>
</tr>
<tr>
<td>Middle Management</td>
<td>645</td>
<td>43.51</td>
<td>41.11</td>
</tr>
<tr>
<td>Senior workers and/or Employees with expertise</td>
<td>2293</td>
<td>22.93</td>
<td>40.01</td>
</tr>
<tr>
<td>Other workers</td>
<td>3289</td>
<td>10.86</td>
<td>9.15</td>
</tr>
</tbody>
</table>

Headcount as of September 30, 2017
**ARaymond Network : Seniority - 2018**

### Average seniority by region

#### 2018

<table>
<thead>
<tr>
<th>Region</th>
<th>F</th>
<th>M</th>
</tr>
</thead>
<tbody>
<tr>
<td>China</td>
<td>6.64</td>
<td>5.59</td>
</tr>
<tr>
<td>EMEA</td>
<td>9.93</td>
<td>11.89</td>
</tr>
<tr>
<td>India</td>
<td>1.55</td>
<td>2.77</td>
</tr>
<tr>
<td>NA</td>
<td>7.09</td>
<td>9.01</td>
</tr>
<tr>
<td>SA</td>
<td>5.58</td>
<td>5.58</td>
</tr>
<tr>
<td>SEA</td>
<td>6.73</td>
<td>5.59</td>
</tr>
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</table>

### Average Seniority by position level 2018

<table>
<thead>
<tr>
<th>Position</th>
<th>F</th>
<th>M</th>
</tr>
</thead>
<tbody>
<tr>
<td>A (Executive &amp; Top Management)</td>
<td>11.96</td>
<td>9.11</td>
</tr>
<tr>
<td>B (Middle Management)</td>
<td>12.71</td>
<td>10.07</td>
</tr>
<tr>
<td>C (Expert)</td>
<td>8.34</td>
<td>8.60</td>
</tr>
<tr>
<td>D (Other workers &amp; employees)</td>
<td>9.63</td>
<td>8.34</td>
</tr>
</tbody>
</table>

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Headcount as of September 30, 2017
ARaymond Network: Gender distribution - 2017

Gender distribution per region

- China: 314352 (F), 1139 (M)
- EMEA: 2942 (F), 26 (M)
- India: 191 (F), 332 (M)
- NA: 712 (F), 114170 (M)
- SA: 28 (F), 64 (M)
- SEA: 0 (F), 0 (M)

Gender distribution by position level

- A: Executive & Top Management
  - F: 27, M: 130
  - F: 138, M: 507
- B: Middle Management
  - F: 578, M: 1715
- C: Expert
  - F: 1210, M: 2079
- D: Other workers & employees
  - F: 0, M: 0
Gender by position level: 2013-2017

Men / Women by position level: all

Headcount as of September 30, 2017

Men / Women by position level: A & B
Headcount as of September 30, 2017

Average age and seniority evolution

Average seniority evolution

Average age evolution
Safety Leadership Project

In 2016 our Safety Leadership Project was rolled out in the entire ARaymond network. The Safety Promise and the Commitment Charter were explained to all our employees.

SAFETY PROMISE

WHAT?
ARaymond commits to creating the conditions needed to care for people’s safety kindly and totally so that it becomes naturally embedded into everyone’s mind.

TO WHOM?
For employees, customers and any stakeholder involved in the company’s activities.

WHERE?
In all job practices at every level of management, our decisions and actions focus on ensuring workers’, users’ and contractors’ health and well-being in our processes and solutions.

WHEN?
At strategic consideration level and in the day-to-day operations, permanent care of others, full transparency, and continuous improvement are the key elements of our Safety Culture.

SAFETY COMMITMENT CHARTER

C1: I have an exemplary safety behavior in line with the safety promise and with the safety guiding principles, wherever I am, whenever I make decisions and take actions.

C2: I systematically take into consideration people’s safety and the assets preservation when I design, procure and implement an asset’s investment.

C3: I pay full attention to ensure the users’ safety with the products and services which I contribute to develop, produce and deliver.

C4: I relentlessly focus on ensuring the safety of the people who work around me, wherever I am in the network and without distinction of organizational affiliation.

C5: I take any opportunity to make my working pairs and any stakeholders aware about the critical importance to implement the safety promise and to respect the safety guidelines.

C6: I build my safety management approach on encouraging a safety mindset and a preventive approach to safety in line with the « servant leadership » principles.

C7: I commit to notifying any instance when I perceive or detect a danger related to occupational health or preservation of assets wherever I am in the company network.
In 2018 we are back with figures in terms of lost time incidents and lost days similar to those of 2016/2017.

The incidents mainly concern non-observance of the PPE wear; our actions are mainly conducted towards the raising of the safety culture awareness. Workshops about «management exemplarity» are being led throughout our network to make safety more vivid in terms of behaviours.
In 2017 we started a long-term action regarding road risk as it had been identified as one of our major risks. Several actions were taken in 2017 (specific events, flyers distributed).

Actions continued throughout 2018 with a specific group of managers attending a pilot awareness session about safety on the road. This session will be deployed to all drivers with a company car in 2019 and to those who travel a lot between our ARaymond sites: around 30 people will thus be trained.
In India as well: road safety is meaningful
Employee Volunteering Activities - Traffic Awareness in May 2018

- Road safety awareness at Alandi Phata
- Distribution of Traffic Rules
- Appreciation of Rule followers with a small gift
The ARaymond Flemingsburg Team has achieved over 4 years without a Lost Time Accident (the last one was 4/23/2014). We are still on track to achieve 1 million hours and achieve 5 years without a Lost Time Accident. The team at ARaymond Flemingsburg has focused on safety for 3 decades and achieved numerous safety awards. The team takes safety as a very important part of their daily activities. Safety, Quality and then Production is our way of life here. Each month a cross functional team, consisting of hourly and salary employees, takes a tour of the plant to identify any unsafe or 5S issues. At the end of the month a meeting is held to go over the finding and mark the ones corrected and set dates for completion of the remaining.
Developing exchanges to improve collaboration and lessons learned

In 2017, Safety delegates from Germany had travelled to France for a 1-day visit of St Egrève and Technisud to discuss safety topics. On December 13 lat year, it was up to the safety teams from St Egrève and Technisud to discover our sister company in Weil am Rhein thanks to Joachim Gerteis’ and Martin Eckert’s great contribution.

After an introduction around their numerous and voluntary-based safety teams, their tool for training, we had the opportunity to visit the plastic and metal plant, to see the Agilox operate.

These exchanges are a unique opportunity to make teams meet and grow!
Because our body is our first working tool! Focus on our French subsidiary AR Fluid Connection

In 2017, we had a lot of lost days due to musculoskeletal disorders. It is the reason why we decided, during the International Day For Safety at work, on the 28th of April 2018, to emphasize this axis through specific workshops.

The feedback was very positive from all the employees who pushed to have a warm-up put in place in our company.

It is meant for all employees who volunteered. It is deployed today in production, logistics, laboratory and administrative services at specific timeslots during the day.

7-minute exercises at the beginning of the shift during the working time. These exercises are managed by 10 coaches, who have been trained during 2 days by a physiotherapist.
ARaymond cares about disability

ARaymond is mobilized to integrate and maintain the employment of people with disabilities. Every year, Raygroup & Raynet try to raise awareness on different types of disabilities. In 2018, "Mental Disability“ was addressed.

Disability is part of diversity but there is also a lot of diversities in disability! This kind of event is a good way to communicate and have some constructive exchanges.

On November 20, 2018, there was a breakfast dedicated to this subject, with the testimonies of (from left to right on the photo above):

• Christophe LEFEBVRE, 7 times Champion of France in table tennis Adapted Sport;
• Bruno SCHEHR, Occupational Health Nurse;
• Benoît FRECON, Champion of France in Ski Adapted Sport;
• Yves FRECON, President of the Isere Adapted Sport Committee
2 - Environment: Principles from 7 to 9

Actions and Results
1. Installation of treatment equipment for Copoazu (cacao's cousin!) in Peru

The "depulper" machine has just been manufactured in a workshop in Iquitos, Peru. The machine must now be sent to Puerto Maldonado.

2. Construction of a 7-class primary school in Tanzania

The construction is progressing but not completed!
ARaymond acts for the environment

1. We are all concerned by environmental care. The local and corporate initiatives growing throughout the network are living proof.

2. ARaymond has several levels to reduce its environmental impact including the Carbon Project that aims to make ARaymond carbon neutral.

3. ARaymond Fluid Connection Fence uses an innovative eco-design tool to explore the lifecycle of its products.

Testimonials from the Network

SHUANGSHENG HEAO, ARaymond China / Equipment Department Manager

— Energy-saving at ARaymond China.

Since 2018, we have been developing energy-saving initiatives for our R&D center in China to limit our environmental impact and costs.

Installing a sun tunnel brings natural light to windowless rooms and reduces our energy consumption by an estimated 25,000,000 kWh per year. Other measures include using rainwater cooling for a water treatment and using photovoltaic cells (inside and solar panels) instead. A closed-loop water cooling system reduces the energy consumption of our injection molding and the greenhouse effect.

We are delighted to have earned the gold LEED certification, the most widely used green building rating system. This is a source of pride that inspires us to continue improving our energy efficiency.

NADÈGE GOUNIET, ARaymond Fluid Connection Fence / Integrated Management System (IMS) Manager

— ISO 50001:2018 driving energy efficiency.

Inspired by design and the success of the product lifecycle tool, we developed how to further limit our environmental impact, especially our energy consumption. We outlined that complying with ISO 50001 would help us reduce our energy costs, limit our emissions and offer a competitive advantage.

We’ve already prepared a working plan and set up a dedicated, multidisciplinary “Energy” team. We hope to be ready for Summer 2023. Going for a certification is a challenge and poses the pressure, but it also a huge opportunity to learn, not only in terms of technical knowledge, but also about corporate culture, working with the Building and Maintenance Community.

FERNANDO GODÓY, ARaymond Brazil / Knowledge Management & IMS Supervisor

— We are all environmental protectors.

For us, being a sustainable organization means possessing a structure that inspires and channels the necessity of our collaborations, making us aware of environmental protection. We’ve made this our reality through strategies ranging from waste management to improving environmental impacts in product design. We’ve also adopted innovative solutions such as Solar panels linked to our manufacturing process and the ECO-FLOW cooling system that lowers our water consumption from $100,000 liters per month to just 4,000 liters.

It hasn’t been easy changing our mindset and creating the discipline to systematically apply sustainable concepts. But, we are delighted that our efforts are bearing fruit. Next step! Measure the energy consumption per equipment/machine.
- Reducing waste and promoting recycling
- Developing ecodesign and life cycle assessment of products
- Saving electric and water consumption using refrigeration systems, LED lights, rainwater... 
- Encouraging green roof and solar panels installation to manage building energy
- Creating a sustainable supply chain and expanding the use of recycled materials
ANR Raymond is convinced we need to protect and preserve the planet for future generations. Boosted by Raymotion 3, this conviction translates into an array of concrete actions – find out more about the green inspiration sweeping across the Network.

Environmental care

– ANR Raymond cares about people, the earth and our future. This omnipresent benevolence is the underlying force behind the Network’s environmental approach at a local and corporate level. Receiving a welcome boost from Raymotion 3, especially the “We CARE” initiative that focuses on enhancing the Network’s social, societal and environmental impact, the environment is taking center stage.

Preempting, preparing and promoting

As “We CARE!” initiative leader Damien Fouesneau, Engineering & I-Way Project Coordinator at Raygroup, explains: “we have taken wide concepts, like circular economy and sustainability, and we are now applying them to ANR Raymond”. Having defined four interconnected pillars – lifecycle management, industrial and territorial ecology, economy of functionality and socio-cultural change (closely linked to Corporate Social Responsibility) – and built dedicated teams, “we now need to establish objectives and tools, so each company can assess its own performance and take appropriate actions,” continues Damien.

100% commitment, 0% emissions

Under this overarching framework, eco-initiatives are flourishing. Already invested in limiting ANR Raymond’s emissions, the Building and Maintenance Community wanted to “move beyond LEED (Leadership in Energy and Environmental Design) building certification to monitor and manage the energy consumed by each building via a global system,” explains Antoine Kibardin, New Building & Facility Management Coordinator at Raygroup. With Raymotion 3, the scope quickly grew to include monitoring carbon consumption with the ultimate aim of becoming carbon neutral.”

“...and build dedicated teams, so each company can assess its own performance and take appropriate actions,” continues Damien.

Designing a greener future

To successfully reduce consumption, the Network is adopting a strong eco-smart approach through initiatives such as solar panels, recycling and… eco-design. ANR Raymond Fluid Convection France developed a lifecycle tool with AdFine, energy-oriented design and consulting agency, to analyze the environmental impact of its products. “It’s a powerful decision-making tool that takes into account raw materials, as well as processes, recyclability, waste and energy consumption,” explains Nadjde Gorgias, Integrated Management System (IMS) Manager.

Currently applied at the R&D stage, in 2019, “we’re hoping to use it across all processes and share this knowledge with the Network. With raw materials becoming difficult to obtain or obsolete, it’s the ideal time to focus on alternatives and transform risk into opportunity,” concludes Nadjde.

“...we now need to establish objectives and tools, so each company can assess its own performance and take appropriate actions,” continues Damien.

“We can transform environmental care into a competitive advantage aligned with our core values.”

DAMIER FOUESNEAU – Raygroup / Engineering & I-Way Project Coordinator.

Raymotion 3 – “We CARE!” initiative leader.
we cARe
eco-socio initiative

Raymotion 3 - Strategic initiative

What do we want to achieve
What if Environmental and Social impact was one of our main drivers to take decisions, launch new projects or build up our business strategy... (as it is now for Price, Quality and Service level)? Here is our Target: change our mindset by raising awareness and then develop tools and policies to run this change through every AR locations.

Strategic differentiator
Understanding and optimizing environmental and social impact of our activities will clearly become a mandatory parameter to consider in a close future.
As of today, we believe it can bring a competitive advantage.
Therefore, as ARaymond, we want to be seen as a role model in this field in order to be differentiated from competitors, inspire our stakeholders and give meaning to all of our colleagues.
Our cARe mission is to support the growth of ARaymond Network through environmental values, human responsibilities and ethical behaviors.

The implementation of this strategy will allow us to develop products, processes or services which will bring a sustainable performance to our customers and stakeholders.

Our ambition is to be seen as an exemplary company managing the environmental and human impact of our activities.
"We want to contribute to the improvement of work life for human beings, to create and generate beneficial technologies and to succeed respectfully with pride."

"We commit to contribute to the preservation of our planet’s environment through meaningful creations, development and actions"

"We believe our company is part of the global ecosystem: we connect ourselves to our planet and the nature from which we get our resources – to preserve it"

"Less parts but more value (add value product & more services)"

"Parts are offered always in a fully recycling version and 0 particles total impact including part transportation..."

"Reduce weight of mobile objects: facilitate labor intensive operations; free-up product design; simplify Construction (ex: 50% energy saving in assembly processing)."
To be prepared is half the victory.
Focus on some actions around the ARaymond Network: Araymond India

An Involvement of our teams
......to build a greener, more human and sustainable planet
India

- Renovation of Kitchen & Toilets at Roundhalwadi ZP School Completed in May 2018

Kitchen – Before

Toilet – Before

Kitchen – After

Toilet - After
Employee Volunteering Activities in April 2018

- ARI TEAM MADE THE CHILDREN PLAY, GET DIRTY.
- TAUGHT THEM HOW TO CLEAN HANDS.
- MADE THEM LEARN ABOUT CLEANLINESS & HYGIENE AS A HABIT
Employee Volunteering Activities in May 2018

- CLEAN INDIA HELD IN COMPANY CAMPUS
- IT HELP TO KEEP SURROUNDING HEALTHY & SAFE.
- VOLUNTEERS COLLECTED 7 kg OF PLASTIC AND 8.5 kg OF METAL
Employee Volunteering Activities - ZP School Saturday Teaching

- Two volunteers visiting ZP School Roundhawadi
- Aim to provide basic skills like English speaking and computers, games etc
Full employee participation / India

Committed to helping others, ARaymond India set up a working committee to select charity activities and monitor all Corporate Social Responsibility (CSR) projects focusing on Clean India, Green India, Education, & Women Empowerment. Three Employee Volunteering Activities teams namely Team Bliss, Team Sparkle & Team Traffic Warriors, lead various initiatives with different focuses. In 2018, teams helped renovate the kitchen and toilets at Roundaveli well MP School, taught children about hygiene as a habit through play, spread awareness about traffic discipline and also organized a Clean India Drive on the company campus. Further actions include collecting waste plastics and metal, traffic awareness and giving English and IT classes on a continuous basis.

Many ARaymond companies generously committed to an array of good causes in 2018, whether by renovating lending libraries, giving donations, organizing food collections or fundraising, ranging from grief support to domestic violence, child protection, animal welfare, medical research and education. A big thank you to everyone involved at:

ARaymond France, ARaymond Germany, ARaymond Italy, ARaymond Spain, ARaymond United Kingdom, Rajput, and Raygroup.

Promoting education / Turkey

At ARaymond Turkey, employees are encouraged to take part in different charitable actions. In 2018, collaborators focused on education by facilitating the transition into the working world. For example, employees donated computers to a high school, helped university students to prepare for the job after higher education by having a video and employee presentations about work life at ARaymond. ARaymond Turkey also hosted university students to raise their awareness about the local plant and similar working environments. In 2019, many of these actions will be repeated and more projects will be added.
3 - Anti-corruption: Principle 10

Actions
ARaymond cares for compliance
Risk and compliance: committing to ethics and transparency

1. What do new anti-corruption legislation and the ISO 14001 quality certification standard really mean for ARaymond? Find out more about the impact on daily operations.

2. How does the Code of Conduct help ARaymond employees and partners act ethically? Discover the documents that will reinforce and guide ethical behavior.

3. What should you do if you encounter any kind of misconduct at work? Find out more about the procedures at ARaymond and how to report any concerns.
Before making a decision, ask yourself the right questions!

1. Is it allowed? Is it legal?
   - No/Not sure

2. Is it in line with our core values and the Code of conduct?
   - Yes

3. Would I be happy explaining what I did to my colleagues, family and friends without shame or discomfort?
   - Yes

4. Would A Raymond be comfortable if this appeared in the media?
   - Yes

5. Is it the “right” thing to do?
   - As an employee of an international company, ask yourself how it would be viewed in a global context.
   - Yes

DO NOT PROCEED WITH THE ACTION and contact the legal or compliance department for further advice and guidance.

www.araymond.com

Risk and Compliance

Laws and standards create a framework for quality management and ethical working practices. So, when the Loi Sapin 2 and IATF standard called for greater accountability and transparency, A Raymond decided to meet the challenge with new tools allowing everyone to work more ethically and responsibly.

In 2018, updated regulations introduced new expectations for companies in terms of risk and compliance. In the automotive industry, IATF 16949 reinforced these measures for continual improvement and adaptability, as well as corporate responsibility. The launch of Loi Sapin 2 focused on defining provisions to increase transparency and fight against corruption.

A more coordinated approach to ethics

In response to these new requirements, and in line with A Raymond values, the Network set about developing the conditions and tools to create sustainable value and economic peace, with growing action in an honest, healthy and ethical manner,” explains Antoine Raymond, A Raymond’s Network CEO.

“With the new legislation, we must first have a clear desire to prevent, detect and deal with any form of corruption and bribery, for example in the context of tool. A Raymond has already been proactive in ethical business practices, through its commitment to the United Nations Global Compact and the Environmental Management Program, as well as its active participation in the French Life Mental Health Council and the Executive Committee, the Code of Conduct and compliance documents were updated in France and will cover the entire Network by March 2019. All the Network’s Managers have already attended a training course, so they can fully support the implementation, which will be extended to all personnel in the different A Raymond companies. The guidelines are being translated into each local language and adapted to comply with local legislation, which is one of the biggest challenges given the diversity of countries represented.

Customized guidelines reflecting A Raymond values

“However, we are also aware that although legally accurate, the document did not match our company culture and operating practices. So, we decided to create a simpler, clearer and more user-friendly version internally with a panel of people from different departments including Finance, HR, Legal and Quality. There were many administrative hurdles and we didn’t want to take an overly top-down approach, but by the end of 2018 the text was ready. It was presented to the Executive Council and staff, continued André Bevanger, who established the team involved and the Executive Committee, the Code of Conduct and compliance documents were updated in France and will cover the entire Network by March 2019. All the Network’s Managers have already attended a training course, so they can fully support the implementation, which will be extended to all personnel in the different A Raymond companies. The guidelines are being translated into each local language and adapted to comply with local legislation, which is one of the biggest challenges given the diversity of countries represented.

A confidential whistle-blowing platform

To further increase transparency, A Raymond chose a 3rd party solution from independent experts SARCALL to complement traditional reporting channels. With a 24/7 call center in every language, collaborators can confidently report any unethical behavior that is not in line with the Code of Conduct. Launched in July 2018, the platform has already been used in several A Raymond companies. In France, the implementation involved change management, as whistleblowing is not part of the culture.

We explained how this new additional way of alerting the company to issues provides extra protection to staff managers and the Network’s highlights. Jacon.

Building deeper trust and protection

Supported by top management, the Code of Conduct no longer complies with new regulations, but is also consistent with A Raymond’s desire to respect the people at the heart of the Network. “We want to build an ethical, decent and honest way of operating that is conducive to promoting well-being for everyone who plays a part in our organization’s life,” concludes Antoine Raymond. Each member of staff and business partner can actively contribute to creating a safer, faster and ethical workplace.

“Regulatory constraints are increasing “GDPR, Anti-corruption, Environment etc.” on A Raymond directly and indirectly via our clients. We must therefore work to meet these new challenges and be able to demonstrate that A Raymond continues to be a reliable, ethical and responsible business partner”

ANTOINE RAYMOND, A Raymond Network CEO
COP 2018

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