

# CSR Report

2018-2019

Communication on progress

**WE SUPPORT**



# Contents

## INTRODUCTION

Renewing our commitments	3
A few facts about Ragni	4
Timeline	4
Our values	5
Our main mission	5
Our activities	6
Our sphere of influence	7
From local to international level	7
Our stakeholders	8
Our organisation	9
The main lines of our CSR policy	9
How our actions mesh with the sustainable development objectives and the 10 principles of the Global Compact	10
Priority objectives with regard to our business	10

## CSR REPORT

<b>HUMAN RIGHTS - Social actions</b>	12
<b>HUMAN RIGHTS - Quantified indicators</b>	17
<b>LABOUR RIGHTS - Social and societal actions</b>	18
<b>LABOUR RIGHTS - Quantified indicators</b>	22
<b>ENVIRONNEMENT - Actions du volet environnemental</b>	24
<b>ENVIRONNEMENT - Repères chiffrés</b>	33
Reminder of objectives for 2019-2020	34

# Renewing our commitments

We are pleased to present the very first Ragni CSR report.

We feel that 2018 represented a new stage in our company's long history. In signing up to the Global Compact, we took into account a promise we had made to our stakeholders, and we willingly set our course for an essential progress approach to guarantee that we will make a real, effective contribution to solving the world's major problems.

Vast problems for a vast world! One thing we believe in very firmly is the power of teamwork. Ragni's teams are growing all the time. We want to reassure everyone who works for the company that we intend to pursue this family venture whilst re-evaluating its strategic objectives. Motivated by our attachment to the human values that relate to social issues, we are aware of the responsibilities that our activities entail and the issues to which our organisation must respond.

Our CSR policy has been taking shape gradually since 2015. Following our initial efforts, joining the Global Compact was a springboard to consolidating a new joint venture by supporting the Sustainable Development Objectives. In 2020, we will open a brand new head office built at our historic location in the Vaux Valley, and we plan to create a new department entirely dedicated to Dialogue and Sustainable Development.

This first progress report will be a modest starting point from which we can measure our extra-financial performance. It reflects our beliefs and provides a foretaste of how we will contribute together to our objectives for 2030.



**Jean-Christophe Ragni**  
Associate Co-Director  
Export Sales Manager

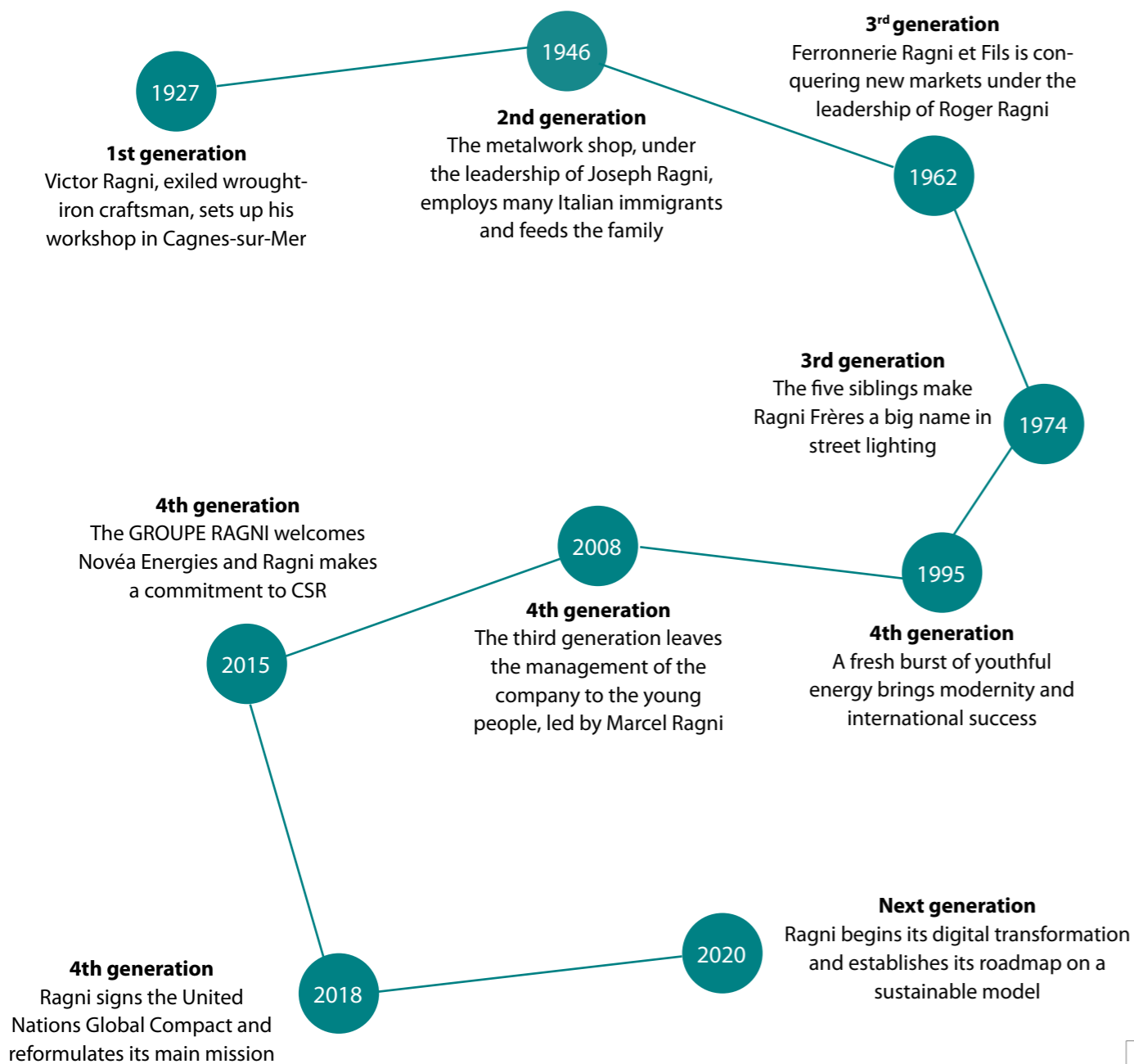
**Marcel Ragni**  
Chairman

**Stéphane Ragni**  
Associate Co-Director  
Sales Manager France

## A few facts about Ragni

Ragni is a family-operated company located in Cagnes-sur-Mer (06) since its creation in 1927. A specialist in the design and manufacture of street lighting fixtures, it has three production sites and two logistics sites, in Var and Alpes-Maritimes, and is one of the four subsidiaries of the GROUPE RAGNI. In 2018, Ragni employed 58 people and generated 45 million euros of turnover.

## Timeline



## Our values

After 92 years of existence, we see no reason to change our fundamental values. At the dawn of the 4.0 era, they are as important to us as they were right from the start, even though they reflect new realities.

### Passion is the main thread of our history.

It includes everything that goes with a love of the business: strong attachment to the emotional side of the job, constantly enjoying carrying out our tasks, and a strong interest in the people connected to our organisation.

**A by-product of our original know-how, creativity is the best solution we have found to our customers' problems.**

Our creativity generates innovation, allows us to stand out, and helps us keep our own distinct philosophy.

PASSION  
CREATIVITY  
PROXIMITY

### Proximity defines the relationships we have with all our stakeholders.

At Ragni, we treat employees, customers, and visitors, wherever they come from, in exactly the same way. We bring people closer through listening, trust, and responsiveness.

MINDFULL  
LIGHTING

## Our main mission

Considering the key role of light in history, science, and culture, and in view of its importance with regard to sustainable development, we have made mindful lighting our key ambition. We have assigned ourselves the mission of supplying and promoting outdoor lighting that is compatible with sustainable land use planning and friendly to all ecosystems.

When we say 'mindful', we mean not only 'carefully considered', but also 'aware', 'balanced', and 'controlled'.



## Our activities

Ragni designs, manufactures and sells lighting fixtures for public and urban lighting. The business is divided into different operational units:



The technical department in charge of design, technical studies and standardization



Manufacturing, assembly, painting and surface treatment



Range of products and services offer, computer graphics and marketing



Ragni light fixtures installed on Choisy bridge (Choisy-le-Roi, 94, France)

## Our sphere of influence

In France, our products are sold via a network of independent sales agencies. For export, we sell them via a network of distributor partners. Our in-house export zone managers operate in certain specific regions of the world: Africa, Eastern Europe, and French Overseas Territories.

Two foreign subsidiaries produce and market Ragni-brand light fixtures in their geographical area: Ragni Lighting in the USA and Canada, Ragni IC in the Balkans and Eastern Europe. Finally, a French subsidiary, Novéa Energies, specialises in the design and manufacture of autonomous street lights. Using the same sales network as Ragni, Novéa sells its solar lighting solutions in France and abroad.

## From local to international level

Ragni's sphere of influence covers both rural and urban areas in France and abroad, ranging from developing countries in Africa to places that are already well on the way to developing smart cities, such as the United Arab Emirates and some American cities.

The variety of applications in our range of products and services allows us to operate on a small, medium, and large scale, and obliges us, in our CSR approach, to consider a variety of problems and both local and global issues.

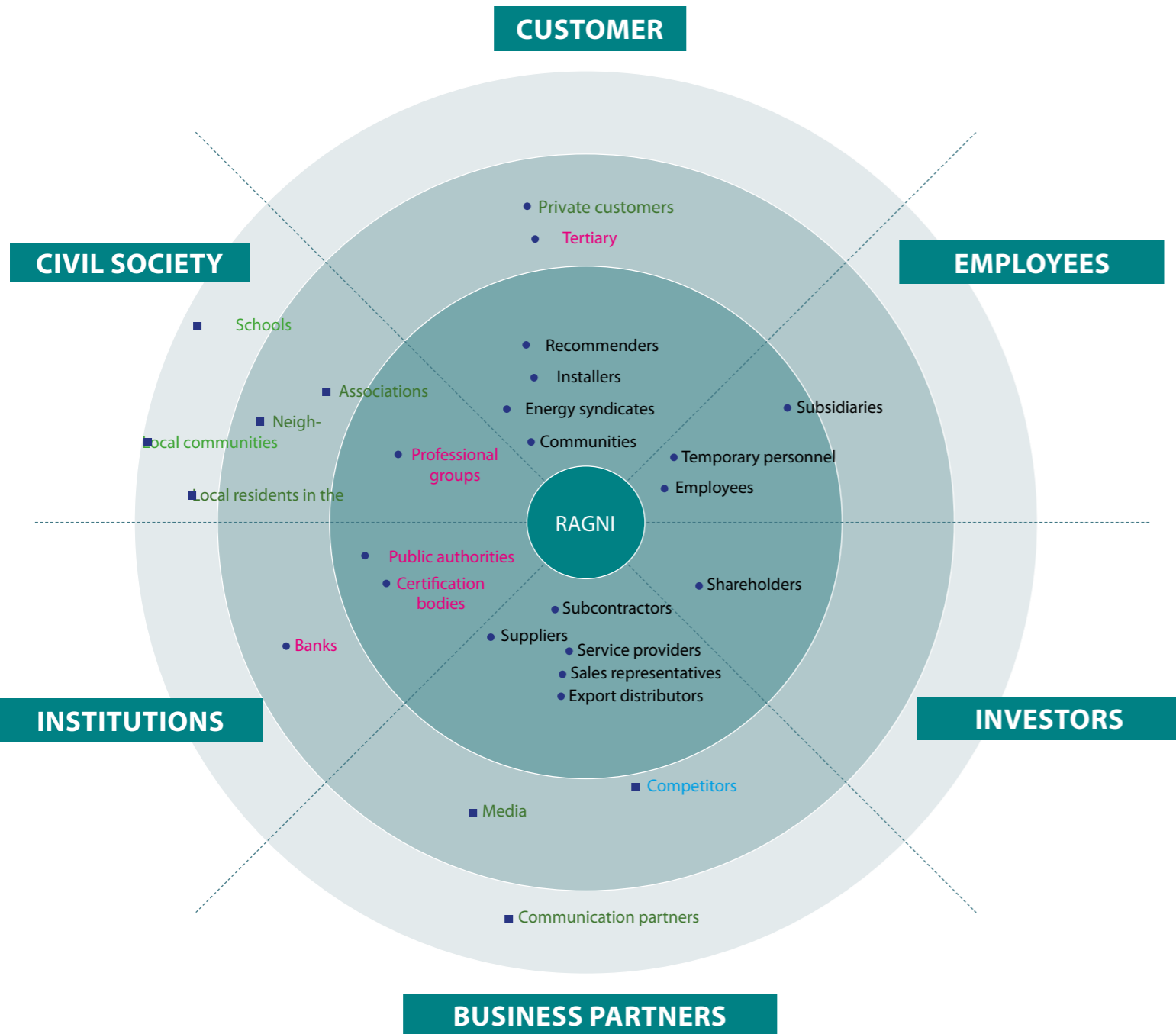


Ragni light fixtures installed in Singapore (left), Qatar (middle), and Réunion Island.



# Our stakeholders

A map of our stakeholders was drawn up in 2016 and then revised in early 2019:



**Key:**

Continual dialogue	Stakeholder categories	High dependence
Regular dialogue	Direct stakeholders	Medium dependence
Occasional dialogue	Indirect stakeholders	Low dependence
No dialogue		

# Our organisation

Ragni is a simplified joint stock company, jointly owned by a Chairman, Marcel Ragni, and his two sons, Jean-Christophe Ragni (Associate Co-director and Export Manager) and Stéphane Ragni (Associate Co-director and Sales Manager France). This mode of governance ensures that the organisation has total independence in the choices made.

In the spirit of social responsibility, Ragni undertakes to apply measures, for 2020 onwards, to reorganise the distribution of decision-making powers and increase the consultation of stakeholders. With the creation of a department dedicated to Sustainable Development, the concepts of dialogue, transparency, and collective responsibility will take on a growing importance at Ragni.

# The main lines of our CSR policy

In 2019, following an in-depth review and several transformations, Ragni set a new course, which mainly consisted of reconciling profitability with sustainability in a framework that complies with our founding values.



Sustainable growth and competitiveness



Managing change



Active contribution to the Sustainable Development Goals



Ragni's 2018-2019 CSR report presents the actions that took place from 2018 until April 2019. The next one will be published earlier in 2020. The second COP will cover the period from May 2019 to May 2020.

**AREA FOR IMPROVEMENT: ANNOUNCING THE RESULTS EARLIER IN THE YEAR.**  
**AIM: JUNE 2020.**



# How our actions mesh with the 17 SDG and the 10 principles of the Global Compact

	4 QUALITY EDUCATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS
<b>HUMAN RIGHTS</b> 1. Promoting and respecting international human rights law	Actions with Louly l'école au Sénégal		Sporting events Responsible purchases		Actions with Louly l'école au Sénégal	Sponsorship Smart City Chair	Responsible purchases				Louly l'école au Sénégal
<b>LABOUR RIGHTS</b> 3. Uphold freedom of association and recognise the right to collective bargaining			Space planning at the new head office Internal questionnaires HR strategy								
<b>LABOUR RIGHTS</b> 6. Contribute to eliminating all discrimination relating to hiring and careers	Factory tours for school pupils		Industry Week: the Nice Foundation visit								
<b>ENVIRONMENT</b> 8. Undertake initiatives to promote greater environmental responsibility		Novéa solar lighting			Novéa solar lighting	Medef Sustainable City Task Force CIVTED	Zero waste Bees Wraps and SD Quiz workshops	Novéa solar lighting Mindful lighting.			Mediterranean 2000
<b>ENVIRONMENT</b> 9. Encourage the development and diffusion of environmentally friendly technologies.		Novéa solar lighting	French Fab Ambassador 06					Mindful lighting.			Smart City Chair

## Priority objectives with regard to our business

### OUR CONTRIBUTION

**8 DECENT WORK AND ECONOMIC GROWTH**  
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- To future-proof our company in the context of fast-changing circumstances
- To operate at the heart of local networks to promote industrial transformation

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

- To contribute to the dynamic French economy
- Recruitment
- To invest in a high-performance production facility and healthy, safe working conditions

**10 REDUCED INEQUALITIES**  
Make cities and human settlements inclusive, safe, resilient and sustainable.

- To participate in and encourage discussions on the Smart City
- To design lighting solutions that are compatible with the sustainable development of cities
- To rely on street lighting to bolster the intelligence of the smart city

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
Ensure sustainable consumption and production patterns.

**13 CLIMATE ACTION**  
Take urgent action to combat climate change and its impacts.

**15 LIFE ON LAND**  
Protect, restore and promote sustainable use of territorial ecosystems (...), halt and reverse land degradation and halt biodiversity loss.

### OUR CONTRIBUTION

- Suggesting solutions to replace high energy consumption light sources
- Searching for ways to improve the life cycle of street lighting fixtures

- Optimising the energy consumption of our light fixtures
- Promoting mindful lighting amongst our stakeholders

- Designing, producing and promoting lighting solutions respectful to fauna, flora, and human health
- Starting a dialogue with biodiversity protection organisations



# HUMAN RIGHTS

## Social actions

Team building, solidarity commitments, responsible purchasing, sponsorship, etc. Our social actions allow us to take action on ODDs 4, 7, 8, 11, 12, 13, 17 and on the local, national, and international levels.



### #TEAMRAGNI

Ragni is deeply attached to the idea of maintaining a friendly atmosphere in its teams. In particular, this involves participating in sporting events throughout the year, for which the company pays for all registration fees. In addition to the benefits of sports, certain competitions, such as traditional rowing and the Xman 06 race, place an emphasis on cooperation and team spirit. An annual employee day is also organised.



XMAN 06, obstacle course at Saint-Martin-Vésuvie (06). May 2018 - 4 participants



Traditional rowing challenge in Cagnes-sur-Mer (06). June 2018 - 10 participants



Ancilevienne, Run & Bike race in pairs in Annecy (74). September 2018 - 4 participants



Employee Day in the form of Olympiads in Cagnes-sur-Mer (06) September 2018 - 96 participants from the GROUPE RAGNI



'Sport Ensemble' (Sport Together), challenge for the benefit of 'Humanité et Inclusion' in Nice (06). October 2018 - 20 participants

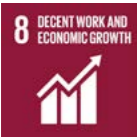


Nice-Cannes Marathon (06). November 2018 - 2 participants



**AREAS FOR IMPROVEMENT:**  
ATTRACT MORE EMPLOYEES TO THE ORGANISED EVENTS

- OBJECTIVES:**
- BROADEN THE RANGE OF EVENTS OFFERED TO EMPLOYEES
  - INCREASE PARTICIPATION IN EVENTS

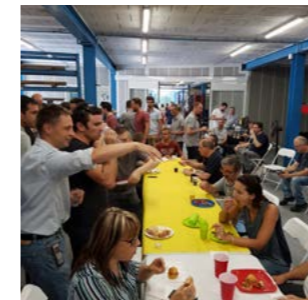


## BLABLA MEETINGS

An internal event organised once a month on average, the Blabla Meeting aims to forge closer bonds between employees. Initially based simply on discussions and a sociable atmosphere, the Midday Blabla has been enhanced by various themes related to sustainable development and the search for cohesion, with the aim of taking advantage of these meetings to make our actions meaningful.

Two principles are promoted at events of this kind:

- Managing as little waste as possible
- Ensuring that members of the Management participate.



Holiday Blabla Meeting August 2018



Midday Blablalloween October 2018



Cultures and Flavours Blabla Meeting



Sustainable Development Quiz with Méditerranée 2000 March 2018



**AREAS FOR IMPROVEMENT:**  
TO REDUCE THE USE OF DISPOSABLE DISHES FOR THE BLABLA MEETINGS

- OBJECTIVES:**
- ABSOLUTELY ZERO WASTE MEETINGS



## RAGNI BABA'S CAVE



At Ragni, we use the Whaller company social network. We have created an area dedicated to employee discussion and solidarity, which we call *Ragni Baba's Cave*.

After writing and distributing a user's charter for the Cave, we left the employees to use this area to form bonds, favour short circuits, and prioritise generosity over profits. The guiding concept of the Cave could be summed up as "giving does good".







## Local development

Local roots are a part of Ragni's DNA. The drive and energy of the Côte d'Azur region encourage us to maintain the interactions between our organisation and our stakeholders. The projects we conduct give us an influence on both local development and key topics in today's society, such as the industry of the future and smart cities.



Ragni became a sponsoring partner of the "Smart City: Philosophy and Ethics" Chair in April 2018. Supported by the University of Côte d'Azur and directed by Laurence Vanin, Doctor of Philosophy, the purpose of the Chair is to reflect on the place of human beings in the city of the future, from a Humanities point of view.



Inaugural lecture of the Smart City Chair in the presence of sponsors, Christian Estrosi, Mayor of Nice and President Delegate of the SOUTH Region, and Jean-Marc Gambaudo, President of the University of Côte d'Azur. 03 May 2018



Recently appointed "French Fab Ambassador", Marcel Ragni poses in front of his modern equipment



### The French Fab Movement

The PACA Regional Council has appointed Marcel Ragni as a French Fab Ambassador for Alpes-Maritimes. With this title, the Chairman of Ragni is invited to promote Côte d'Azur industry in his sphere of influence, to encourage young people to choose career paths in industry, and to contribute to the rise of sustainable and responsible industry.



### Company Film Festival

In 2018, Ragni won the Company Film Festival amateur prize with a film on the theme of well-being at work. #teamragni is especially proud of this prize because the film was created in a very short time by three students from IUT Info Com Nice.



## Responsible purchasing

With the aim of gradually establishing ethical practices throughout our supply chain, we initiated a responsible purchasing policy in late 2018.

The first phase consisted of drawing up the responsible purchasing charter and distributing it to our 30 biggest suppliers. Each supplier was invited to read and sign the document to indicate a common willingness to make progress in this aspect of our dealings with each other.

Approval of the charter: October 2018

Distribution of the charter: January - February 2019

Proportion of suppliers who signed the charter: 76% (23 suppliers out of 30)

The second phase concerned an evaluation of those suppliers.

The main purpose of the evaluation questionnaire was to understand which business partners were involved in a responsibility initiative, and what their practices were.

Distribution of the questionnaire January - February 2019

Participation rate: 63% (19 suppliers out of 30).



In our charter, we refer to the Global Compact and we undertake to further its 10 principles.

AREAS FOR IMPROVEMENT:  
TO RENEW THE EVALUATION IN 2020 AND INCREASE THE NUMBER OF SUPPLIERS WE SURVEY.

- OBJECTIVES:
- TO ASK 50 SUPPLIERS ABOUT THEIR PRACTICES,
  - TO INCORPORATE AN ETHICAL CLAUSE IN OUR CONTRACTS.







## Louly l'école au Sénégal

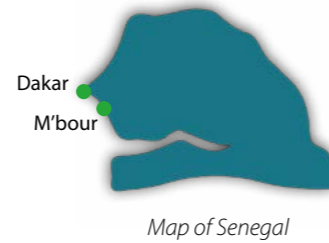
In 2018, Ragni initiated its partnership with the 'Louly l'école au Sénégal' association, whose purpose is to promote the education of underprivileged children.



The Louly l'école au Sénégal association was created after its two co-founders met the Sisters of the Immaculate Conception community in M'bour. They discovered a common desire to support school attendance amongst the region's children. Since the association was created in 2013, Louly school has been making constant progress. Thanks to donations, sponsorships and partnerships established with companies, there have been many improvements in both the performance of the pupils and the quality of infrastructures.



Two solar lamps donated for the school's playground  
Equipment supply: Novéa Energies and Ragni  
Transportation to the school: Etudequipe (Ragni Ile-de-France Sales Agent)



Map of Senegal



A €700 gift to fund the "School for mothers" project, which allows Louly's mothers to learn reading and arithmetic.  
October 2018

**The relationship between Ragni and Louly, which is just beginning, allows us to pursue several sustainable development objectives.**

**AREAS FOR IMPROVEMENT:**  
REINFORCE SOLIDARITY ACTIONS FOR LOULY AND ITS SURROUNDINGS

**OBJECTIVES:**

- TO CONTRIBUTE AT LEAST TWO PROJECTS RELATED TO EDUCATION OR DEVELOPMENT OF COMMUNITIES

# QUANTIFIED INDICATORS



## HUMAN RIGHTS Social actions

### Review of the period covered by the costed data

January 2018  
April 2019

Number of #TEAMRAGNI actions organised Including #TEAMRAGNI actions to benefit	5 2
Number of Blabla meetings organised Including Blabla meetings aiming to make personnel aware of Sustainable Development	8 1
Number of exchanges generated in Ragni Baba's Cave	27
Number of suppliers who have received our Responsible Purchasing Charter	30
Number of suppliers who have signed our Responsible Purchasing Charter	23
Nombre de fournisseurs ayant reçu notre évaluation RSE	30
Number of suppliers who have received our CSR evaluation	19





# LABOUR RIGHTS

## Social and societal actions

The 2018-2019 social and societal actions essentially concern the concepts of employee consultation on the one hand, and interactions with certain visitors to our Cagnes site on the other hand. They contribute to working on the themes of local development, working conditions, and professional integration. They allow us to act on sustainable development objectives 4, 8, 9, and 10.



### INTERNAL SURVEYS

#### Survey concerning company CSR policy

To measure how well the employees understand and come to grips with CSR issues. This consultation was conducted via an email and paper questionnaire.  
 Date: November 2018  
 Participation rate: 75%

#### Live My Life consultation

Improving knowledge and understanding between the various internal processes. The purpose of this consultation was to understand the actual expectations of a potential "Live My Life" project to be deployed in the coming months.  
 Date: February 2019  
 Participation rate: 86%

#### HR Direction

Through the ADEFIM, Ragni benefited from support for the forward planning of employment and skills. Through several workshops, employees were able to express their expectations concerning Human Resources, Management, and CSR.  
 Date: March 2019  
 Participation rate: 100 %



## HUMAN RESOURCES

### HR DIRECTION UNLEASH THE POTENTIAL OF RAGNI'S HUMAN CAPITAL WITH A CUSTOM-MADE STRATEGY

#### Key challenges of the project:

- > To accompany the HR strategy by identifying the available skills and those to be developed, taking rare types of expertise into account, as well as the prospects of Industry 4.0
- > To respond to the new requirements of the ISO 9001 version 2015 standard and the corporate social responsibility criteria

The project allowed us to revise our process for the forward planning of employment and skills, to update our mapping of trades and skills, and to work on a new Human Resources strategy.

January - May 2019



Our HR management is being re-structured. Connected to the CSR policy, in 2020 it will develop themes such as occupational health and safety, and professional equality.

**AREAS FOR IMPROVEMENT:**  
 TO STRENGTHEN THE MONITORING OF EMPLOYEES, VARY THE SUBJECTS DISCUSSED IN HR POLICY, AND DEVELOP INTERNAL TRAINING

- OBJECTIVES:**
- TO SET UP A TRACKING TOOL FOR HR INDICATORS
  - TO CALCULATE AND PUBLISH OUR EQUALITY INDEX
  - TO INSTITUTE A PERSONNEL SATISFACTION INDEX
  - TO CONDUCT A "LIVE MY LIFE" TYPE PROJECT OF INTERNAL EXCHANGES







## FACTORY TOURS

As the main echo to the value of proximity that we hold dear, we organise factory tours all year round and for a variety of visitors. These encounters give rise to collaborations and partnerships.

### CUSTOMER VISITS

Almost every week of the year, Ragni's teams welcome one or more sales agents or export partners, accompanied by their customers. These visits generally take place over two days in order to take the time to see all of the sites and departments. The visitors drop into the offices so that we can chat about product design, the aesthetic enhancement of products and, more recently, so we can suggest training sessions on the order dated 27 December 2018 concerning the prevention of light pollution, a law that aims to set out a legal framework for public lighting installations for the purposes of allowing night-time stargazing and the protection of biodiversity. The visitors then tour our production sites at Cagnes-sur-Mer and Tournettes, and discover the manufacturing processes that earned the company's EPV label (Living Heritage Company).

### SCHOOL VISITS

We regularly organise school visits, either at the direct request of the teachers or in the context of local or national events. This allows us to showcase our trades and attract new young talents.



Les visiteurs découvrent BIBOP, un robot baptisé par la #teamragni dans le cadre d'un projet interne mené en 2017.



The conversations that crop up during these factory tours are opportunities for dialogue with our stakeholders.

**AREAS FOR IMPROVEMENT:**  
TAKE ADVANTAGE OF THE VISITS TO HIGHLIGHT OUR CSR COMMITMENTS AND PROMOTE THE GLOBAL COMPACT

- OBJECTIVES:**
- TO POST OUR COMMITMENTS ON THE PREMISES OF THE NEW HEADQUARTERS
  - TO INCORPORATE SOME SUSTAINABLE DEVELOPMENT AWARENESS INTO THE TOUR



On the occasion of Industry Week 2019, companies were invited to open their doors to promote their various trades to different audiences. We organised two visits.



The first was a meeting of our employees with students from the Sustainable Design School located in Cagnes-sur-Mer, 2 km away from the company. The SDS is connected to the University of Côte d'Azur. It is a school of design and sustainable innovation that teaches young designers to come up with solutions that will help improve the world's urgent problems.

The second visit was arranged for the Fondation de Nice (Nice Foundation), which works, amongst other things, to achieve the professional reintegration of unemployed people. The Foundation operates according to the IED method: intervention on supply and demand.



Visit by students from the Sustainable Design School April 2019



A visit from Italian students in the context of the APPVER project (interregional project to highlight cross-border companies committed to sustainable development). February 2019





# QUANTIFIED INDICATORS



## LABOUR RIGHTS

### Social and societal actions

#### Review of the period covered by the costed data

- Number of employee consultations
- Number of customer visits organised
- Number of school visits organised

#### Human resources

##### Distribution of Women/Men

- Average number of employees
- Number of female employees
- Number of male employees

##### Career management

- Proportion of managers and foremen

##### Age pyramid

- Number of employees below the age of 25
- Number of employees aged 25 to 45
- Number of employees aged 45 to 60
- Number of employees above the age of 60

##### Training

- Number of training hours per employee per year
- Total training hours

##### Types of employment contract

- Number of permanent contracts
- Number of fixed-term contracts
- Number of sandwich courses

January 2018  
April 2019

3

43

3

58

11

47

20%

3

33

19

3

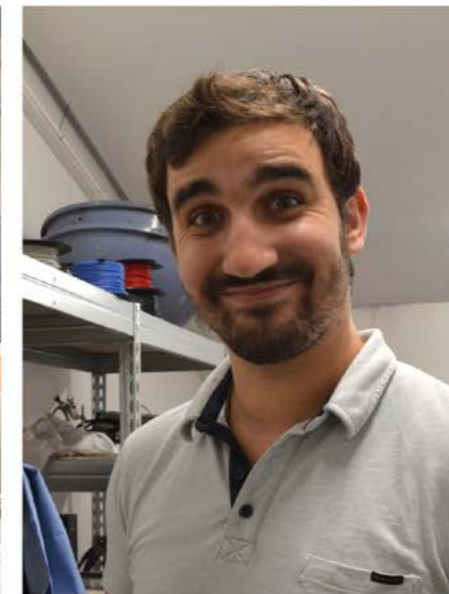
14.5

708

53

2

3







# ENVIRONMENT

## Environmental actions

Environment-related actions affect both our internal operations and our sales strategy. The business sector in which we operate is central to sustainable development problems, and requires us to reflect on our responsibilities with regard to urban planning, energy consumption, and the impact of our products on ecosystems. Several sustainable development objectives are therefore involved here: 4, 7, 8, 10, 11, 12, 13, 14, 15 and 17.

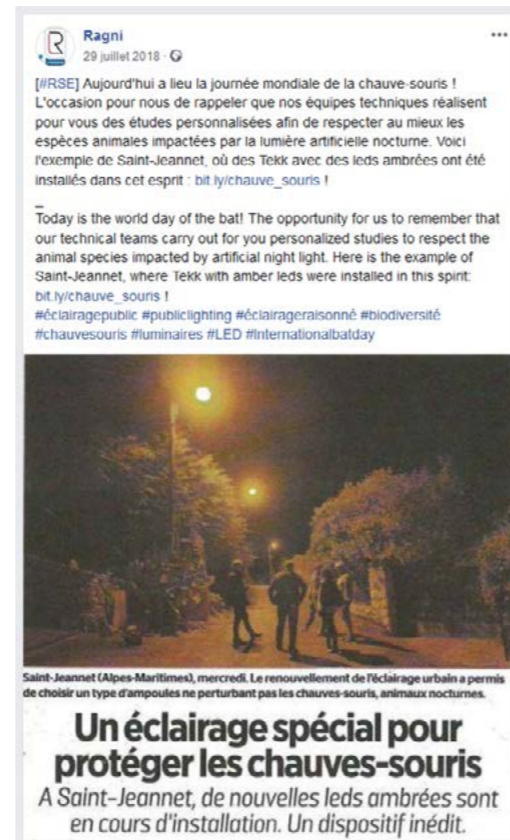


### WATCH AND AWARENESS

We are very active on social media and often share our environmental initiatives with our subscribers and employees. The environment watch, ongoing since 2013, allows us to remain informed of regulatory changes in our sector and more general sustainable development topics. Similarly, we conduct publicity campaigns on various topics related to the environment, and we insist on our internal events generating as little waste as possible.



Publication from the environment watch on Whaller, the internal social network. September 2018.



Posting on Facebook publicising an article about our bat-friendly lighting solutions. July 2018



To accentuate the awareness actions, we set up a partnership with Cannes-based association Méditerranée 2000, whose purpose is to educate people about the environment and sustainable development.

The partnership, set up for the period running from March to November 2019, was based on a four-part programme (we will talk about the first part only, to remain within the period covered by this report):

- 23 March 2019: Interactive quiz on sustainable development and company CSR policy
- 5 June 2019: "Do It Yourself" workshop in connection with World Environment Day Making bees wraps
- 29 September 2019: half-day nature clean-up at Théoule-sur-Mer (06)
- 27 November 2019: "Do It Yourself" workshop. Manufacture of cleaning products.



Companies have high potential to influence their employees. Sustainable development awareness strengthens the individual and collective commitment of #teamragni.

**AREAS FOR IMPROVEMENT:**  
WIDEN THE RANGE OF SUSTAINABLE DEVELOPMENT TOPICS COVERED BY THE INTERNAL EVENTS WE ORGANISE

**OBJECTIVES:**  
• ORGANISE AT LEAST FOUR BLABLA MEETINGS ON SUSTAINABILITY TOPICS



Opposite: the three winners of the sustainable development quiz March 2019

Right: Internal poster created for the challenge launched by the "We're ready" collective to encourage personnel to participate in it. November 2018







## MANAGEMENT OF WASTE AND RESOURCES

A waste management policy was formalised in September 2017, but the recycling of certain materials related to our activities (PMMA, metals) began back in 2008. In 2018, we decided we wanted to take it to the next level by insisting on the need to reduce the production of waste. We worked on a Sorting Guide for employees, which was finalised in July 2019.

Waste management has been implemented and we are continuing the collection programmes initiated in previous years.



Recyclable cups have been distributed to all employees, and each new arrival receives one on his or her first day with the company.



We sent 112.55 kg of writing implements, thus collecting €112.55. This amount was given to the "Un sourire à offrir" association, which (also) works to support a school in Senegal.

We are still collecting corks for the 'Bouchons d'amour' association, as well as Waste Electrical and Electronic Equipment in partnership with Récyclum.



'Home-made' recycling bins with lantern cages, installed in the reception area of head office.



Our waste management demonstrates the amount of effort we can make regarding waste production.

**AREAS FOR IMPROVEMENT:**  
INCREASE OUR RECYCLING RATE, REDUCE WASTE PRODUCTION, REDUCE THE USE OF PLASTIC

- OBJECTIVES:**
- REACH A 90% RECYCLING RATE
  - REACH ZERO DISPOSABLE CUP USE
  - DEDICATE A HUMAN RESOURCE TO REVIEWING OUR PACKAGING



### Waste Management policy

As part of its production activities and its daily operations, our company generates the following waste:

- Waste from economic activity and Common Industrial Waste (CIW): household and similar waste, non-hazardous, non-toxic and non-inert waste - metals (steel, aluminum, brass and copper), glass, polyester powder painting, plastics, paper, cardboard, rubber, domestic refuse.
- Diffuse hazardous waste: hazardous waste produced in small quantities - waste water pH2, soiled packaging, empty cans of soda and hydrochloric acid.
- Waste Electrical and Electronic Equipment (WEEE): waste generated by our daily activities using computer and electronic tools and waste from the products we manufacture - computer equipment, electronic equipment.

In accordance with the regulations and within the framework of its Corporate Social Responsibility policy, a specific organization has been set up with the aim of:

- Sort and upgrade as much materials as possible
- Empowering our stakeholders
- Participate in the development of recycling branches

The use of disposable tableware is limited to the maximum. Members of the company are encouraged to use only reusable dishes, including for visitors.

Types of waste	Collection mode	Treatment and valorization
Wood (pallets)		Reused for the same purpose
Paper-cardboard	VEOLIA	Recycled to produce new paper and cardboard (up to a dozen possible cycles) and packaging
Household packaging		Recycled to make new products (pens, caddies, clothing...) or packaging
Plastic materials		
Diffuse Hazardous Waste	SCLAWO	Treated and/or disposed of, sometimes recycled when possible
Polyester powder painting		Recycled in new materials
Informatics WEEE	ACTIF AZUR	Restored for resale to people in difficulty or dismantled
Cells and batteries	SCRELEC - BATRIBOX NETWORK	Treated and then recycled to recover the various metals (nickel, cadmium, manganese, zinc, iron, mercury, etc.) used to make new batteries, metal parts, accessories for the building
Plastic caps	INTERNAL SORTING	Sent to the association «Bouchons d'amour» to finance the manufacture of medical equipment
Writing Instruments		Sent to Terracycle and recycled into consumer goods or raw materials
Ink cartridges		Sent to Combi and reused or recycled into raw materials
Coffee capsules	LA POSTE	Recycled. Marc of coffee used as input and fertilizer

Politique de gestion des déchets réalisée en 2017.







## SOLAR LIGHTING BY NOVEA ENERGIES

Autonomous street lighting is a direct response to the energy and social challenges of countries. Totally powered by solar energy, solar lamps supply lighting as reliable and high-performance as on-grid solutions, and constitute a real alternative for sustainable cities and communities.



### Autonomous lighting, a sustainable solution

The activities of Novéa Energies have a direct positive impact on the environment. The company generates almost 85% of its turnover in Africa and in the French Overseas Territories. There are many benefits for those fragile zones, which are facing the energy divide, and for urban areas confronting the need to reduce their consumption:

- No major roadworks are required for installation
- These autonomous lamps consume their own energy, which is stored during the day. An innovative system even allows them to inject the solar energy into the electrical grid, to contribute to powering the surrounding buildings.
- Solar street lighting is a sustainable solution for isolated areas, opening the possibility of creating a social link and facilitating work at the end of the day or at night, such as economic, agricultural, or scholastic activities in developing countries.

### COMPANY PROFILE

**Creation date:** 2007

**Number of employees:** 17

**Location:** Beaucouzé (49)

**Turnover 2018:** €8 M

**Turnover generated in Africa and French Overseas Territories:** €6.8 M



Novéa has an intrinsic mission that is closely linked to the sustainable development objectives.



**AREAS FOR IMPROVEMENT:**  
INCREASING THE SALES OF SOLAR SOLUTIONS AND OPENING NEW MARKETS



**OBJECTIVES:**

- TO CONQUER NEW MARKETS IN AREAS THE RAGNI GROUP IS YET TO EXPLORE



# ACCESS TO LIGHTING AS A DEVELOPMENT LEVER



Electriciens sans Frontières (Electricians without Borders), an international solidarity NGO, fights against inequalities of access to electricity and water all over the world. In 2018, Novéa Energies participated in a vast project for Dominica, which was devastated by Hurricane Maria the year before.

*Concretely: supply of 25 solar lamps to make three main roads in Roseau safer. Partnership agreement signed in February 2019: €10,000 support per year for three years.*



Louly l'école au Sénégal helps the Immaculate Conception community to support the education of children in M'Bour, near Dakar (Senegal).

See more information on Louly, page 16.

*Concretely: two solar lamps donated to light the school grounds.*





## MINDFUL LIGHTING: A KEY AMBITION

With the term *Mindful lighting*, Ragni wishes to:

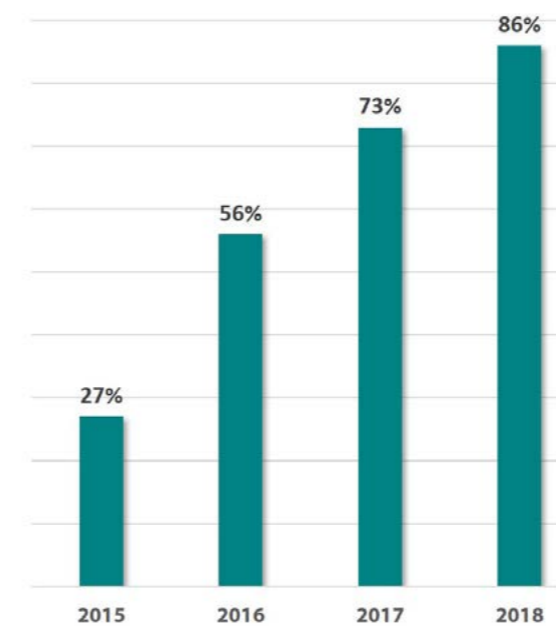
- Make stakeholders aware of the known impact of night-time lighting on ecosystems and observation of the sky
- Encourage the players in the lighting sector to work together on building coherent lighting projects that are compatible with the need for darkness
- Provide a reminder about the compatibility of LED lighting with the issues of reducing light pollution and combating the phenomenon of total extinguishing of lighting.

*The order dated 27/12/2018 concerning the prevention, reduction, and limitation of light pollution* has been widely discussed by professionals in the sector and by communities, and has raised many questions. The essential point to remember is that it advances the debate on light pollution, which is a major topic in many sustainable development problems.



### THE ESSENTIALS FOR MORE MINDFUL PUBLIC LIGHTING:

- **Use LED:** to end the use of light sources that consume large amounts of energy, and to get away from fixed solutions, LED is the best technology currently available. We encourage its continued, more widespread, deployment.
- **Favouring hot colour temperatures:** research appears to show that hot colour temperatures have less impact on fauna (we currently offer amber-hued LEDs).
- **No more extreme scenarios:** by taking advantage of the possibilities offered by LED, it is possible to modulate lighting according to real needs. Communities can now light "as needed" instead of choosing between 'all on' and 'all off'.
- **No light directed towards the sky:** it's a matter of logic. To reduce the light halo of cities and ensure a peaceful life for wildlife as well as the visibility of the stars, let's start by not lighting up the sky.
- **Get support:** public lighting is a technical and complex field. Feasibility and sizing studies and photometric simulations provide guarantees for mindful, conscious, carefully considered lighting.



Progress of the proportion of LED source sales at Ragni in the last four years.



Everything seems to be pointing towards halting the sale of light fixtures equipped with bulbs.

**AREAS FOR IMPROVEMENT:**  
TO WORK TOWARDS THE TOTAL END OF THE SALE OF LAMP SOURCES.

- OBJECTIVES:**
- TO ACHIEVE 95% LED SOURCE SALES







## PARTNERSHIPS FOR SUSTAINABLE CITIES

Because the strength of a network is always greater than individual initiatives, Ragni wants to become a part of the landscape in communities working towards a sustainable city, thus contributing to sustainable development objective 17.

Already a member of the Medef's Sustainable City Task Force since 2016, in 2018 we joined the International Coalition for Sustainable Cities and Territories (CIVTED), as well as the LUCI association (Lighting Urban Community International).



Created in 2002, LUCI is the international network of cities on urban lighting. Member since March 2018.



Collective actions serving companies worldwide. The Sustainable City Task Force aims to be a platform of sustainable solutions for the cities of the future. Member since 2016.



Coordinated by the NGO Urbanistes sans Frontières, the International Coalition for Sustainable Cities and Territories participates in international events on cities and sustainable development.



Ragni is also a member of the Smart Lighting Alliance and the French Lighting Syndicate, of which Marcel Ragni is the first Vice President, as well as Vice President of the Outdoor Lighting Commission. Finally, since 2017, Ragni has been a sponsoring partner of the Smart City Chair of Philosophy and Ethics for a five-year term.



# QUANTIFIED INDICATORS



## ENVIRONMENT Environmental actions

### Review of the period covered by the costed data

#### Stakeholder awareness

Number of environmental awareness operations

January 2018  
April 2019

2

#### Waste management

Material recycling rate in 2018

85%

Total weight of writing implements collected

112.55 kg

Total weight of metals collected

48,310 t

Total weight of plastics collected (PMMA)

40,508 t

#### Resource management\*

Total water consumption

2401 m<sup>3</sup>

Total electricity consumption

517,880 kW

\*This consumption refers to both Cagnes-sur-Mer sites



We have several production sites.

**AREAS FOR IMPROVEMENT:**  
TO INCLUDE ALL OF OUR SITES IN OUR BUSINESS IMPACT STUDY

**OBJECTIVES:**

- TO TRACK AND REPORT THE ENERGY CONSUMPTION OF THE TOURETTES SITE





## REMINDER OF OBJECTIVES FOR 2019-2020

The period 2019-2020 will be marked by significant changes in our organisation. The summary below outlines the objectives announced in this progress report as well as the priority actions planned for our CSR policy.

### CSR POLICY AND SUSTAINABLE DEVELOPMENT

- By January 2020: create a dedicated Sustainable Development department
- By January 2020: create the position of Dialogue and Sustainable Development Manager
- By June 2020: publish our second annual report
- By May 2020: to post our commitments on the premises of the new headquarters
- By May 2020: incorporate sustainable development awareness into our factory tours.

### SOCIAL ACTIONS - LABOUR RELATIONS AND WORKING CONDITIONS

- By the end of 2020: widen the range of internal events offered to employees
- By the end of 2020: increase the rate of participation in internal events
- By the end of 2020: reach zero waste for internal events.

### SOCIAL ACTIONS - RESPONSIBLE PURCHASING

- By May 2020: ask 50 suppliers about their practices
- By May 2020: incorporate an ethical clause in our contracts.

### SOCIAL ACTIONS - COMMUNITIES AND LOCAL DEVELOPMENT

- By May 2020: contribute to at least two projects related to education or development of communities.

### SOCIAL ACTIONS - HUMAN RESOURCES

- By the end of 2020: set up a tracking tool for HR indicators
- By May 2020: calculate and publish our equality index
- By May 2020: introduce a personnel satisfaction index
- By the end of 2020: conduct a "Live My Life" type project of internal exchanges.

### ENVIRONMENT - AWARENESS OF SUSTAINABLE DEVELOPMENT

- By the end of 2020: organise at least four Blabla Meetings on sustainability topics.

### ENVIRONMENT - MANAGEMENT OF WASTE AND RESOURCES

- By the end of 2019: reach 90% material recycling rate for plastic waste
- By the end of 2020: completely eliminate plastic cups from our production sites
- By May 2020: track energy consumption on all of our production sites
- By May 2020: dedicate a resource to reviewing our packaging.

### ENVIRONMENT - MINDFUL LIGHTING

- By May 2020: conquer new markets with solar lighting via Novéa Energies
- By the end of 2019: reach 95% LED source sales
- By the end of 2020: organise CSR training for our sales network.

# IN 2020

## RAGNI CONSOLIDATES ITS INVOLVEMENT IN SUSTAINABLE DEVELOPMENT







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