



CSR AND SUSTAINABLE DEVELOPPEMENT REPORT

Communication on progress 2020

WE SUPPORT



www.ragni.com



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MANAGEMENT COMMITMENT



In an unprecedented and uncertain context, sustainable development issues are even more closely linked to economic and industrial challenges. The COVID-19 pandemic has only strengthened Ragni's convictions regarding its responsibilities, whether in terms of risk prevention, exemplarity in the supply chain or reduction of environmental impacts.

The substantive projects initiated since we joined the Global Compact in 2018 are continuing with real determination. A subject as vast as sustainable development requires collective learning, which we are immersing ourselves in with humility and desire. This is why we are renewing our commitments to the SDGs and affirming that we are leading our teams towards building a responsible, resilient and sustainable company. The coming years are those of a transformation that can only be achieved with women and men who share the same visions and values.

We are proud to present this Communication on Progress because it does not reflect a year of crisis, but rather a new year full of passion, creativity and proximity. We hope you enjoy reading it and we remind you that all of Ragni's employees are ready to listen to you and to work with you to build sustainable projects and a desirable future.

Jean-Christophe Ragni
Associate General Director
Export Manager

Marcel Ragni
Chairman

Stéphane Ragni
Associate General Director
Sales Manager



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



Presentation of Ragni

Who are we?

Ragni is a family business run by the 4th generation, specialized in the design and manufacture of public lighting fixtures and located in Cagnes-sur-Mer (06), France, since its creation in 1927.

Values

Passion - Proximity - Creativity.

Reasons of being

Our mission is to provide and promote rational and mindful outdoor lighting that is compatible with sustainable development and respectful of all ecosystems.



A passion for people

Since our first steps in CSR in 2015, Marcel Ragni's convictions, benevolence and energy have been the main drivers of our progress.

In the same time firmly rooted in its territory and eager to conquer the four corners of the world, Ragni contributes, thanks to the unwavering commitment of its president and his two sons, to the maintenance of healthy working conditions, to the exchange between actors from various sectors, to the enhancement of the industry, to the dialogue between professionals or to the rapprochement with the academic world.

A craftsman by trade, proud of his team and his family, president of a group with international ambitions, Marcel Ragni is driven by a passion for people.

In a perpetual will of action, Marcel Ragni holds today the following functions:

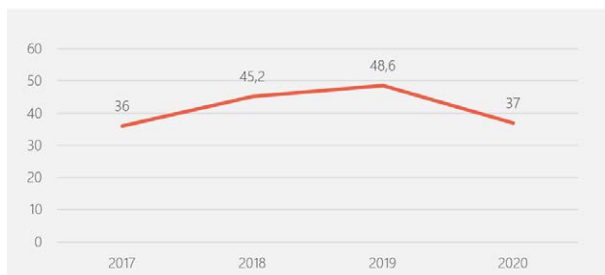
- > 1st Vice President of the French Lighting Syndicate
- > UIMM 06 administrator
- > 06 French Fab Ambassador (BPI)
- > 06 Le Coq Vert pathfinder (BPI)
- > Métropole Nice Côte d'Azur advisory board's member
- > Benefactor member of Force Economique Unie F.E.U
- > Vice President of the Saint-Jeannet - Gattières - La Gaude business club
- > Founding member of Collectif des 3 vallées - disaster relief
- > Patron of the Smart City, Philosophy and Ethics Chair at the Université Côte d'Azur
- > Laureate of the Living Heritage Label
- > Benefactor member - accompanying companies of the Réseau Entreprendre
- > Patron of the association Louly l'école au Sénégal

In addition, Ragni is a member of the following associations and groups:

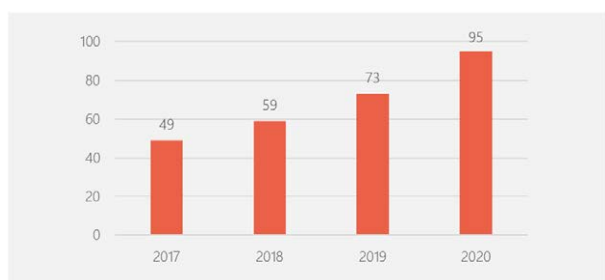
- > ATI-CA
- > UPE 06
- > CCI 06
- > DCF 06
- > Côte d'Azur Circle of the Global Compact
- > ACE (Association of Light Designers)



Ragni in 2020



Change in revenues in millions of euros



Evolution of the workforce as of December 31, 2020



The consequences of the COVID-19 crisis

On March 17, 2020, France experienced its first strict lockdown. Ragni totally stopped its activity for 7 weeks before reopening first on April 27 at the Tourrettes site and then on May 4.

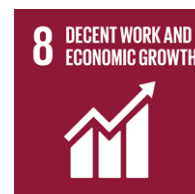
Without laying off a single member of the Ragni team, the company compensated for the loss of salary imposed by the short-time working during the entire period of containment.

Upon recovery, Ragni formalized the creation of a HSE (Health-Safety-Environment) committee to:

- > Define and implement the Business Continuity Plan (BCP)
- > Create a crisis management committee
- > Ensure permanent dialogue with all internal and external stakeholders.

Other actions directly related to the pandemic

- > Implementation of teleworking for those positions that allowed it, accompanied by a procedure to ensure good practices in this totally new way of working
- > Consolidation of our prevention culture. The pandemic has opened the way for new prevention initiatives, particularly in relation to psychosocial risks
- > Participation in the Deconfinement Race for several team members.



Priority and relevant SDG's



Priority SDG's



A family business with a very strong local dynamism, Ragni continues its industrial development while maintaining its craftsmanship DNA. As one of the main axes of the digital and ecological transition of territories, public lighting represents a real economic, social, environmental and cultural challenge for sustainable development.

Relevant SDG's



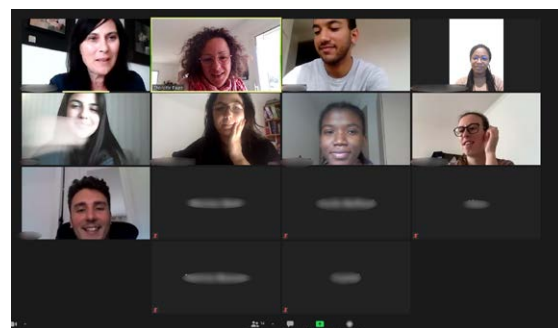
ODD 4 - Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Recruitment of a CIFRE doctoral student for an action research on the subject: "Stakeholders' adherence to a sustainable development transformation project, the case of an SME specialized in public lighting" in collaboration with the IAE Graduate School of Management and the Management Research Group (Côte d'Azur University).

Interventions in training and school visits, links with the academic world

- > Shooting for the A. P. P. VER. project
- > Visit of teachers from Escoffier High School (Cagnes-sur-Mer, 06)
- > Participation in the white paper on managerial innovation carried out by the UPE06 and the IAE of Nice
- > Virtual visit by students from the QLIO (Quality, Industrial Logistics and Organization) program
- > Intervention of the Dialogue and Sustainable Development Manager in the Master GEDD (Management of the Environment and Sustainable Development).



Participation in the project A. P. P. VER. (Learning to Produce Green) project within the framework of ALCOTRA, a European cross-border cooperation program between France and Italy. The final event took place on March 11, 2020 and allowed to discover all the work done:

- > A. P. P. VER. interactive guide: a tool on the green economy and the sustainable development of the cross-border territory
- > Study "inventory of skills and training related to the green economy in the building, hotel, restaurant and agricultural sectors".
- > Catalogue of thematic training workshops for the green economy, specially designed for teachers, trainers, pedagogical coordinators and school principals
- > Free e-learning course on entrepreneurship and business management



[>>> Discover the interactive map containing the educational and scientific tools <<<](#)

Related SDGs and principles:



SDG 5 - Gender equality

Achieve gender equality and empower all women and girls.

Continued support by Alter Egaux to maintain a culture of equality

Alter Egaux's mission is to assist organizations in implementing action plans aimed at professional equality between women and men. To do this, the agency works on 3 main themes: professional equality, gender diversity and prevention of sexism.

Completed actions

- > Internal diagnosis aimed at self-evaluating the organizational factors of the risks of sexist behavior and sexual harassment at Ragni (Anact tool, National Agency for the Improvement of Working Conditions)
- > Training for the CSE (sexism and harassment referents), HR and CSR functions: "Acting for professional equality between women and men within the framework of social dialogue" and "Preventing and dealing with sexist and sexual violence at work"
- > Temporary exhibition for "Equality Week at Ragni" from October 19 to 23, 2020
- > Organization of an internal debate on "The place of fathers"
- > Organization of a quiz on "The role of fathers"
- > Organization of a quiz on stereotypes: "Who invented what?"
- > Addition of risks related to sexism and harassment in the DUER
- > Revision of the internal regulations to include references to sexism and harassment.



The deliverable "Taking stock of real equality and legal equality" has enabled us to understand the existing gaps between women and men and to detect their causes. We now have concrete actions to restore equality where it was not effective.

Key indicators for 2020:

- 21% of the total workforce are women
- 79% of the total workforce are men
- 63% of women are under 40
- 59% of men are over 40
- 57% of employees are women
- 90% of managers and engineers are men

Related SDGs and principles:



SDG 8 - Decent work and economic growth

Promote inclusive and sustainable economic growth, employment and decent work for all.

MANAGEMENT OF THE HEALTH CRISIS DUE TO THE COVID-19 PANDEMIC

Business Continuity Plan (BCP)

- > Complete assessment of the risks linked to the pandemic
- > Creation of the HSE committee responsible for implementing and monitoring the BCP: methodical examination of all aspects of resuming our production activities after containment
- > Deployment of measures: application of national protocols and sectoral recommendations.

Telework

- > Specific procedure for teleworking, accompanied by a charter of rules and good practices
- > Provision of the necessary equipment (computer, VPN access, telephone line)
- > Adoption of collaborative tools to facilitate remote work and the maintenance of social links.

Dialogue and risk prevention

- > Procedure for listening to employees to prevent psychosocial risks linked to isolation and/or stress
- > Consultation of the Works Council
- > 2 staff consultations carried out at the start of the year to assess psychosocial risks and gather concerns
- > Feedback in consultation with staff
- > Creation of a "Crisis Management" process in the Quality Management System.

Working conditions/compensation

In addition, in order to maintain employment for all personnel, Ragni has fully compensated the loss of salary suffered during the lockdown and no layoff have taken place.

The leadership team has introduced a profit-sharing bonus in June 2020.



Related SDGs and principles:



KEY FIGURES

Consultations and feedback revealed a low level of stress among the teams:

- 59% of the staff declared themselves "serene" upon recovery
- 36% of the staff declared themselves "neutral"
- 5% of the staff declared themselves "stressed".

Telework:

- 72% of staff reported being at 100% of their professional capacity in a telecommuting situation

Management:

- 77% of staff said they had enough support and were in contact with their manager very often
- 22% said they were supported despite little contact

Effectiveness of measures in place:

- In 2020, 1 employee contracted COVID-19. She did not contaminate anyone in her professional environment.

Loss of activity:

- The health crisis resulted in a 25% drop in the company's bottom line.

SDG 8 - Decent work and economic growth

Promote inclusive and sustainable economic growth, employment and decent work for all.

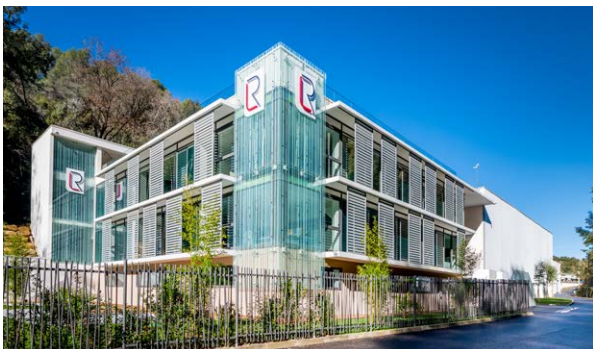
New headquarters

In this very particular context, Ragni's administrative staff had the privilege of moving, on August 26, to its new headquarters, right next to its main production site in Cagnes-sur-Mer.

- > 1800 m² of office space spread over 3 floors, including 600 m² of reception area
- > 4 meeting rooms, 1 conference room, 2 mobile offices
- > 1 spacious and modern refectory and 1 tea room on each floor
- > 1 sports room
- > 1 outdoor space
- > 1 rooftop for partner visits and receptions
- > 1 test laboratory
- > 1 lighting system entirely designed to reconcile comfort and energy efficiency (detection and dimming systems, intelligent lighting)
- > Monitoring of the building's energy efficiency.

Internal events - Quality of life at work - Internal dialogue

- > Dialogue meetings with production teams to talk about the Staff Satisfaction Index.
- > Lunchtime burgers, pizza parties and blablas appetizers, when sanitary conditions permit it.



Related SDGs and principles:



KEY FIGURES

Team satisfaction index:

- Overall TSI: 75/100 (target achieved)
- Belonging and Values Index: 15/20
- Respect Index: 15/20
- Self-actualization Index: 14/20
- Atmosphere Index: 15/20
- Recognition Index: 14/20
- eNPS : 25

Working conditions:

- Absenteeism rate: 2.78
- Number of sick days: 20 (53% increase due to COVID-19 contact cases)
- Number of work-related accidents: 1
- Severity rate of occupational accidents: 0.282
- Number of occupational diseases reported: 0

SDG 9 - Industry, innovation and infrastructure

Build resilient infrastructure, promote sustainable industrialization and foster innovation.

INDUSTRY

- > Acquisition of an automatic scoring machine (opposite)

INFRASTRUCTURES

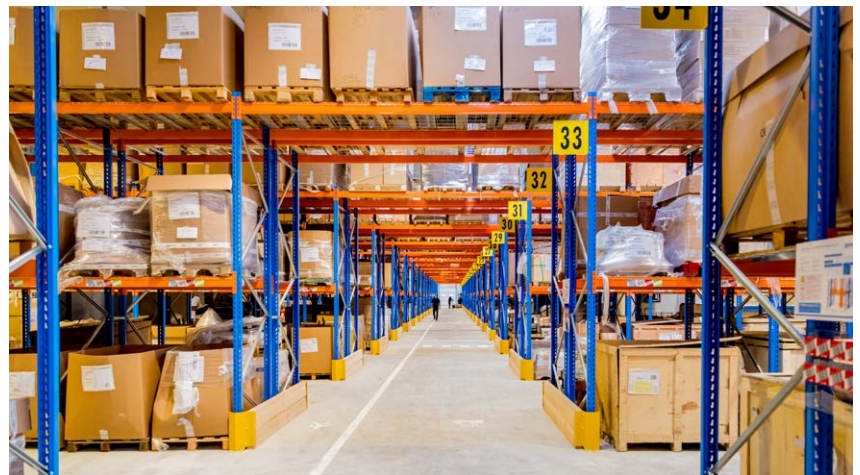
New logistics warehouse inaugurated in 2020

- > 2500 m² of storage space
- > 120 m length
- > Capacity of 2000 pallets
- > 560 linear meters of racks
- > 280 high racks (4 levels of pallets)
- > Two-level picking warehouse with 300 linear meters of shelves
- > 2300 assigned locations
- > Adoption of a progressive lighting system with presence sensors
- > Adoption of ABC classification to reduce the distances traveled by logistics operators.



Technologies and innovation

- > Creation of mechanical R&D and optical R&D divisions during a restructuring of the technical department
- > Creation of a test laboratory for the certification of our products, acquisition of a new high-precision photogoniometer and an oven for thermal tests.



Related SDGs and principles:



SDG 10 - Reduced inequalities

Reduce inequality within and among countries.

Solidarity

- > Nomination of a solidarity referent within the Dialogue and Sustainable Development department, whose mission is to weave solidarity links between Ragni and society (organization of collections and solidarity events)
- > Renewal of our annual support to the Lions Club of Roquefort-les-Pins (06) for the financing of a guide dog.

Partnership Louly l'école au Sénégal

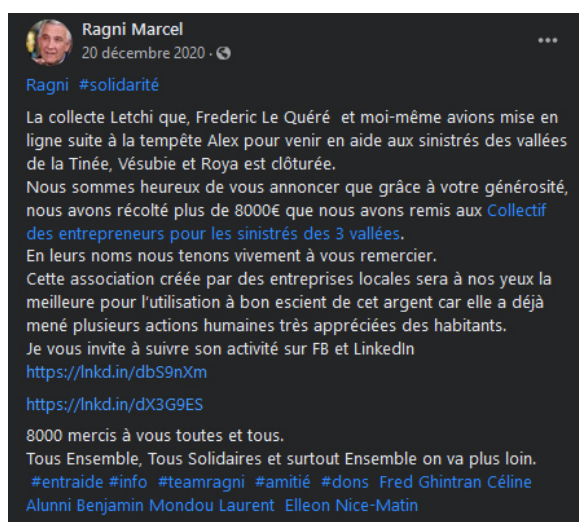
- > Finalization of the operation of support to the construction of a canteen for the children of the school of Louly Benteigné, via the associations *Khadjir ça fait sourire* and *Louly l'école au Sénégal*.

Help to the victims of the storm Alex in the valleys of Roya, Vésubie and Tinée

- > Co-creation of the collective of entrepreneurs of the 3 valleys in order to help the victims of the floods of October 2nd in the valleys of the Roya, the Vésubie and the Tinée: material and financial donations, charity sales, organization of solidarity weekends to make the link between the department and the valleys, donations of electric mountain bikes and all terrain vehicles, etc.

Signing of the #Etaprès charter supported by the UPE 06 and the MEDEF 06 in response to the economic and health crisis

- > The charter commits Ragni to favoring local circuits, investments and activities, as well as promoting well-being in the workplace, civic, ethical and responsible behavior towards external stakeholders.



Collectif des 3 Vallées - Formulaire de contact pour dons et participations

L'objectif du collectif est de fédérer les entreprises et entrepreneurs pour se mobiliser au service des besoins des sinistrés des trois vallées : individuels, entreprises et collectivités (associations, mairies...).

Notre ambition est d'apporter de l'espoir, du réconfort, des moyens adaptés aux besoins, des solutions rapides et efficaces pour améliorer le confort, réduire les souffrances, reconstruire et accompagner la résilience.

KEY FIGURES

6000 € allocated to social and solidarity actions
3805 € allocated to sponsoring in support of local sports associations.

Related SDGs and principles:



SDG 11 - Sustainable cities and communities

Make cities inclusive, safe, resilient and sustainable.

Smart Concept

New technologies and communication protocols for luminaires, enhancing their adaptability, interoperability and sustainability:

- > DALI 2 protocol for communication and interoperability of components and lighting management systems, enabling data collection and remote management with D4i intelligent hardware: installation flexibility, consumption monitoring, visualization and real-time control (asset management)
- > Extension of the Zhaga standard compatibility for the interoperability of mechanical elements of urban furniture
- > Internal "Smart Concept" training for employees and sales teams.



Main interests of the standardization of components

- > Reduction of energy consumption by municipalities
- > Reduction of maintenance costs
- > Fight against programmed obsolescence
- > Facilitating the adoption of Smart Lighting by small, rural and low-budget communities reducing waste generated by public lighting.

Project "Innovative Baugy", a connected village in Cher (18)

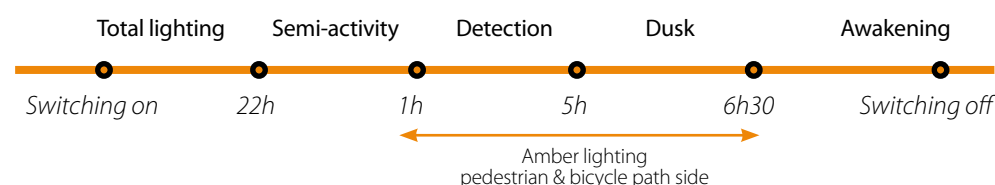
Aware of the difficulties rural areas have in adopting smart technologies, the project's stakeholders have worked together to make broadband connectivity and intelligent services accessible to the 1500 inhabitants of Baugy, for the benefit of security, social ties and territorial attractiveness.

- > Supply of 1 Korner multifunctional terminal to share municipal services on a single support: broadband connection, USB charging station and sound system, promoting social ties
- > Renovation of the lighting with 25 sets, generating 70% energy savings; lowering of power, detection and remote management to maintain a level of darkness appropriate to this rural area while ensuring the responsiveness of municipal services in case of detected threat to the safety of residents. This project allows the municipality to make real savings in terms of operations and places the population in a new social dynamic.

Requalification of the Port du Rhin street in Strasbourg

The Port du Rhin street, in Strasbourg, was the subject of a vast requalification project in which the lighting design was particularly well thought out. With the triple objective of functional efficiency, visual comfort and artistic animation, the lighting design began with an identification of nighttime uses. The project shows that night-time lighting is a field that is gaining in flexibility as technologies and territorial approaches mature. This industrial-port area is in activity 24 hours a day and also hosts a cultural sphere and residential spaces. The remote management tools allow to adjust the lighting to all the temporalities of the night life.

Lighting scenario implemented Monday through Thursday:



Related SDGs and principles:





SDG 12 - Responsible consumption and production

Ensure sustainable consumption and production patterns.

Business ethics

- > Adoption of the Ragni Group Ethics Charter, sent to all our internal stakeholders, accompanied by a benchmark sheet and an ethics declaration by the Chairman of Ragni
- > Client mailings dedicated to the distribution of the Ethics Charter.

Waste/Energy/Painfulness

- > Acquisition of a new picking cart, a preparation table and a conveyor in order to reduce the workload of logistics operators.

Responsible purchasing

- > Update of our responsible purchasing charter to include our commitments to the Global Compact
- > Renewal of the CSR evaluation of our suppliers (2nd consecutive evaluation)
- > Signature of the Responsible Supplier Relations Charter (RFR).



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Cagnes-sur-Mer, 17 June 2020

Dear collaborators and partners,

Whether we are production operators, technical service providers, managers, suppliers, engineers, etc., moral rules and ethical principles bring us together around professional values coupled with shared human values. Furthermore, the 10th principle of the Global Compact, to which Ragni is a signatory, enjoins companies to act against corruption in all its forms, including extortion and bribery. Described as an abuse of power, corruption is a global scourge that affects trust and hinders initiatives for sustainable development.

The GROUPE RAGNI's ethical charter embodies both the moral principles to which we intend to make all our partners and stakeholders adhere, and the commitments we renew each year in our Communication on Progress. Ragni teams are determined to be part of the fight against corruption. To this end, we publish the RAGNI GROUP Ethics Charter to inform, but above all to unite our partners around this collective effort necessary to achieve the Sustainable Development Objectives and put an end to all practices that undermine integrity and equity between people and peoples.

As part of this approach, we ask our suppliers to reconsider the gifts they wish to offer to our employees. Employees are only allowed to receive gifts if they are offered within the strict framework of professional relations, are of reasonable value and do not influence decision-making. We also ensure that gifts received are shared as fairly as possible within our organization.

Working together means acting in accordance with morals and ethics. Loyalty, transparency and integrity remain core values for a better world.

Thank you all for your involvement.

Friendly,

Marcel Ragni, President.



KEY FIGURES

Responsible purchasing: 2020 evaluation of our suppliers' CSR practices

- Rate of signature of our responsible purchasing charter: 60
- Rate of participation in the evaluation questionnaire: 54
- Rate of suppliers who have formulated a CSR policy: 11
- Rate of suppliers announcing a high level of commitment: 11
- Rate of suppliers announcing an average commitment: 29
- Rate of suppliers announcing a low level of commitment: 14
- Percentage of suppliers with a formalized environmental protection policy: 53
- Percentage of suppliers with an environmental management certification or label: 13

Note: the survey enabled us to identify the suppliers who are members of the Global Compact and to learn about their priority SDGs.

Related SDGs and principles:



SDG 13 - Climate actions

Take urgent action to combat climate change and its impacts.

Waste reduction

> Adoption of standard crates instead of custom-made laminated crates in order to reduce the amount of waste generated.

Reduction of CO2 emissions

- > Optimization of the filling of containers in order to reduce the number of rotations during road and sea transport
- > 4 containers were transported by rail instead of by road, generating a lower carbon impact
- > Optimization of the service lists in order to reduce the distances travelled for internal deliveries, and thus reduce both the arduousness and the CO2 emissions
- > The share of lamp sales has further decreased to only 3% of our total sales in 2020.

Eco-design

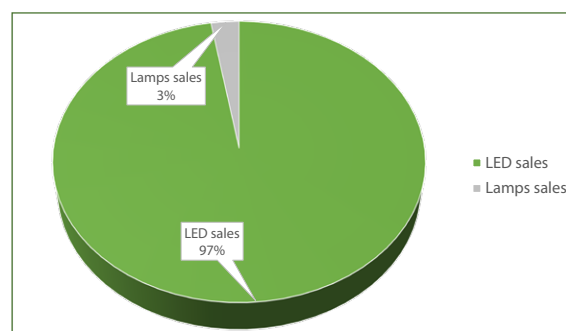
> Acquisition of life cycle analysis (LCA) software and training of our standards manager in the establishment of Product Environmental Passports (PEP).

Exemplary lighting renovation project in Savoie

A large retrofit operation is being carried out in Grand-Aigueblanche (73), more precisely in the municipalities of Saint-Oyen and Le Bois. In 2020, a total of 108 luminaires were replaced by LED sources.

		Saint-Oyen	Le Bois
Old equipment	Installed power	5 006 W	12 416 W
	Consumption	20 524,6 kWh	50 905,6 kWh
New equipment	Installed power without step down	1 760 W	5 360 W
	Installed power with step down	1 144 W	3 484 W
	Consumption	5 866,96 kWh	17 867,56 kWh
	Energy savings achieved	71 %	65 %

* A 50% power reduction occurs between 11pm and 5am.



Proportion of LED/Lamp sales in 2020

ECOLOGICAL TRANSITION GOAL

As part of its overall industrial transition and commitments, Ragni plans to hire a resource dedicated to environmental management in 2021.

Related SDGs and principles:



SDG 14 - Life below water

Conserve and sustainably use the oceans, seas and marine resources.

Cleaning of the Vallon des Vaux in Cagnes-sur-Mer

> 2 nature clean-up operations: Ragni's headquarters is located at the end of a valley. During heavy rains, the waste found there can reach the sea.



Related SDGs and principles:



SDG 15 - Life on land

Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.

Mindful lighting to benefit biodiversity

In 2020, our optical R&D teams worked on technologies that would make it possible to reconcile the comfort and safety provided by public lighting with the need to reduce the pollution it generates for fauna, flora and the human circadian rhythm.

> Deployment of WhiteControl, an adaptive solution designed to limit the negative impacts of public lighting and the nuisances caused by blue LED light. This technology enables lighting to be modulated according to two approaches: either the luminaire adapts to the variations in light inherent in the seasons and the circadian rhythm, or it responds to the intelligent sensor it hosts by triggering high-performance lighting as soon as a human user appears and remaining in beacon or amber mode the rest of the time.



Example of WhiteControl biocompatible lighting (dynamic light spectrum control)



Infographic representing the relationship between the diffusion of the luminous flux and the nocturnal fauna.

KEY FIGURES

Number of biocompatible lighting points sold in 2020: 207

Related SDGs and principles:



2020 indicators



Indicators	2018	2019	2020	Evolution N-1
Number of employees as of December 31	58	73	94	▲
Number of employees under 25 years of age	3	7	5	▼
Number of employees between 26 and 45 years old	33	40	63	▲
Number of employees between 46 and 60 years old	19	24	26	▲
Number of employees over 60	3	2	0	▼
Number of women	11	19	20	▲
Number of men	47	54	74	▲
Proportion of managers and supervisors	20 %	19 %	26 %	▲
Proportion of employees	40 %	47 %	27 %	▼
Proportion of workers	40 %	34 %	47 %	▲
Equality Index	Non calculé	Non calculable	Non calculable	=
Average seniority of staff	13	8	8	=
Total number of hours of training	708	210	350	▲
Average number of training hours per employee	35	13,6	30,4	▲
Average number of permanent contracts	53	67	84	▲
Average number of fixed-term contracts	2	6	7	▲
Number of work-study contracts	3	5	4	▼
Number of internships	11	5	9	▲
Rate of accidents at work	1,80 %	1,75 %	1,95 %	▲
Severity rate of work-related accidents	0,234	0,337	0,282	▼
Number of labor disruption	14	13	20	▲
Number of recognised occupational diseases	0	0	0	=
Staff satisfaction index (/100)	Non mesuré	72	75	▲
Absenteeism rate	1,05 %	2,23 %	2,78 %	▲

Total weight of metals collected	48,31 t	28,77 t	24,62 t	▼
Total weight of plastics collected (PC, PA, PMMA, PE)	40,5 t	16,046 t	12,2 t	▼
Total water consumption Cagnes-sur-Mer sites	2 401 m³	1 794m³	2 612 m³	▲
Total electricity consumption Cagnes-sur-Mer sites	517 880 kWh	480 900 kWh	465 712 kWh	▼
Total water consumption Tourrettes site	/	924 m³	982 m³	▲
Total electricity consumption Tourrettes site	/	394 958 kWh	329 982 kWh	▼

Number of Quality corrective actions opened	33	31	20	▼
Number of Quality preventive actions opened	9	33	61	▲
Number of complaints due to internal errors	270	266	214	▼
Complaint rate in relation to invoicing	3,96 %	3,91 %	3,25 %	▼
Rate of non-conformity of products sold	/	0,47 %	0,25 %	▼

2021 goals



In order to facilitate the appropriation of our CSR approaches by our stakeholders, to act in a relevant manner with regard to the imperatives of sustainable development and to have a reference framework offering clear guidelines, we align our objectives with the SDGs while systematically recalling the central CSR issues proposed by the ISO 26000. This dual benchmark ensures that Ragni acts in line with the priority issues of its ecosystem and value chain.

ISO 26000 core issue	Action planifiée	ODD reliés
Governance and organisation	Ragni's COMEX structuring	8 - 9
	Implementation of a change management plan	3 - 8 - 9 - 13
Relationships and working conditions	Consultation of production staff as part of the renovation project	3 - 8 - 9
	Renovation of production site 1	3 - 7 - 8 - 9 - 10 - 11 - 12 - 13
	Redesign of living spaces	8 - 9 - 10
	Recruitment of a dedicated risk management resource	9 - 11 - 12 - 13
	Design of a tool for analysing work-related accidents	3 - 8
	Finalisation of the Equality-Diversity action plan (prevention of violence at work, sexist behaviour and moral and sexual harassment)	3 - 5 - 8
Environment	Recruitment of a resource dedicated to environmental management	9 - 11 - 12 - 13 - 14 - 15
	Regulatory review and compliance assessment	9 - 11 - 12 - 13 - 14 - 15
	Launch of the impact study project (Greenhouse Gas emissions quantification)	9 - 11 - 12 - 13 - 14 - 15
	Development of a product made entirely of recycled plastic	9 - 11 - 12 - 13 - 14 - 15
	Review of waste stream	9 - 11 - 12 - 13 - 14 - 15
	Implementation of third party verification of our PEPs	9 - 11 - 12 - 13 - 14 - 15
	New sensor integration projects for the Smart City	7 - 9 - 11 - 12 - 13 - 14 - 15 - 17
Fair practice	Design of a "Supplier Risk" matrix	8 - 9 - 12
	Participation in the Responsible Supplier Relationship Charter Label training	8 - 12 - 17
	Dialogue with local stakeholders to develop responsible purchasing initiatives	8 - 9 - 12 - 13 - 17
Consumer issues	Increase in the number of quality controls	8 - 9 - 12
	Improvement in the time taken to register specific orders	8 - 9 - 12
	Reduction in the number of complaints	8 - 9 - 12
Communities and local development	Organisation of collections for the benefit of associations	1 - 2 - 3 - 4 - 17
	Organisation of at least 2 events in our new premises	8 - 9 - 12 - 17
Human rights	Formalisation and implementation of an HR policy in line with our transition objectives and our CSR commitments	3 - 5 - 8 - 10
	Implementation of a regulatory watch on health and safety at work	3 - 5 - 8 - 10





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