



Communication on Progress

2021



Fastened on Ongoing Progress !



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.



www.gris-group.com

www.unglobalcompact.org



The GRIS GROUP commitment the Global Compact

Founded in 1984, GRIS GROUP, based in Lesménils (France), specialises in the manufacture of mechanical components, engineered washers and die-cut engineered.

GRIS GROUP joined the Global Compact in 2006, thus demonstrating its commitment to the essential values of human rights, labour rights and environmental protection. In general, GRIS GROUP took into consideration the ten principles of the Global Compact long before it joined.

For this new communication on Progress, the two companies making up GRIS GROUP, GRIS DÉCOUPAGE (France) and GRIS UMFORMTECHNIK GmbH (Germany), are joining forces to communicate together on their actions in 2021.

GRIS GROUP is part of the continuous improvement process that has been underway for many years in the fields of industry, quality and management, confirmed by ISO 9001, IATF 16949 and ISO 14001 certifications.

GRIS GROUP renews its commitment to the Global Compact for 2021. To this end, it supports the ten principles on a daily basis, endeavours to share them with all its employees and communicates them to its subcontractors and suppliers.

Céline GRIS
CEO of GRIS GROUP



NOUS SOUTENONS
LE PACTE MONDIAL

Ceci est notre Communication sur
le Progrès sur la mise en œuvre des
principes du Pacte mondial des
Nations Unies.

Nous apprécions vos commentaires sur
son contenu.

Progress update from Global Compact participant

ILLUSTRATED PRINCIPLES

1. OBJECTIVES SET FOR 2021

For 2021, the GRIS GROUP chose to illustrate the following groups of principles:

Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.



Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.



Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.



Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.



Progress update from Global Compact participant

ILLUSTRATED PRINCIPLES

2. DESCRIPTION OF ACTIONS UNDERTAKEN IN 2021

• HUMAN RIGHTS/WORKING CONDITIONS



As in previous years, **investments** were made in the company to improve working conditions. The year 2021 was marked by **the installation of the administrative staff in a new, much more spacious and pleasant building**. This building is awaiting the Passive House label. In addition, investments were made in the workshops to improve safety.

A **collective company agreement** on professional equality between men and women and quality of life at work was signed in the course of this year 2021.

GRIS DÉCOUPAGE and GRIS UMFORMTECHNIK GmbH participated in solidarity operations to **help sick children and the needy**.

The employees of GRIS DÉCOUPAGE and GRIS UMFORMTECHNIK GmbH were **trained** again this year. A total of **102 employees participated in training courses** aimed at improving their skills and preparing them for future developments.

• ENVIRONMENT



Between December 2020 and June 2021, all the renewals of the **IATF 16949, ISO 9001 and ISO 14001 certifications** were successfully completed, as these three certifications were renewed for a period of 3 years for GRIS DECOUPAGE and GRIS UMFORMTECHNIK GmbH.

GRIS GROUP wished to commit itself to a **CSR approach** with the help of Bpifrance (Public Investment Bank). A first seminar was held on the subject on 15 October 2021, attended by **around twenty people**.

Facilities have been set up to **protect employees in the workshop** and to reduce **energy consumption** at the two production sites in Lesménils and Herscheid.

• FIGHT AGAINST CORRUPTION



As part of the IATF 16949 certification, a "**code of conduct and ethics-anti-corruption policy**" has been in place since 2019 at GRIS DÉCOUPAGE.

For its part, GRIS UMFORMTECHNIK GmbH is committed to **an anti-corruption policy** and has had **its own code of conduct and ethics** since 2017.



1. HUMAN RIGHTS AND LABOUR

GRIS DÉCOUPAGE

Administrative staff moved into new building



At the beginning of 2021, the administrative staff **moved into new offices**. The offices, whose organisation had been thought through in advance with a working group in the framework of a Think tank, are arranged in a logical manner. Thus, the departments that work together most often are located close to each other.

In addition, each employee is provided with a desk **with two height-adjustable screens** and a chair with **adjustable seat and backrest**. Near each workstation there is indirect lighting to avoid reflections on the screens and **to limit visual fatigue**.

To facilitate working meetings and appointments, several meeting rooms are available, all equipped with a screen. One room has an **interactive screen**. Finally, the building has several relaxation areas: a coffee area, two refectories and a creativity room which will be set up soon. There is also space for a sports room, which will be opened at a later date.

Investments in safety and working conditions

Horizontal axis coil racks were purchased in 2021 to finalise **the security of the raw material storage area**. In addition, some modifications and improvements were made to the racks installed in 2020.



In addition, **barriers separating pedestrians and trolleys** have been installed in the gallery linking the two industrial buildings. This avoids the risk of collisions between trolleys and pedestrians.

In order to limit manual handling operations, a **destacker** was installed at the level of a brushing line to facilitate loading.

Finally, still with the aim **of improving ergonomics at the workstation**, tilting lifting tables were installed in the packaging/grinding sectors and a height-adjustable workbench as well as a sitting/standing chair were installed in the Product Quality department.



5S-Methode

Launched in our workshops in January 2018, the 5S-Method aims at **continuous improvement and adding value to processes**. It is a management method (Lean Manufacturing).

It allows us to continuously optimise working conditions and working time by ensuring **the organisation and maintaining the cleanliness and safety of a workstation**.

At GRIS DECOUPAGE, a **6th S** is in place for safety. This is known as 5S + 1. In order to raise awareness of the 5S + 1 approach among all the workshop's staff, training courses have been set up.

In terms of results, the figures for 2020 could be studied this year: **56% of the sectors audited for 5S were at or above the defined objective**. The negative points are mainly due to a lack of tidying up or problems with displaying and communicating the results and are therefore easily corrected.

The 5S objectives are specific to each sector and re-evaluated each year, whereas the safety objectives (+1) are **100% for all sectors**, for obvious reasons.

Thanks to daily and monthly audits, progress can easily be evaluated. The indicators can be consulted at any time by the staff on the **various notice boards**.



Before



After



◆ France Recovery Plan



As a beneficiary of the **automotive modernisation fund set up by the French government** in September 2020, GRIS DÉCOUPAGE is supported in particular in its investments. France Relance is a €100 billion plan to enable the recovery of economic activity in our country.

The objective: to strengthen the resilience and competitiveness of our industry, by massively supporting the modernisation of production tools, digital transformation, improving environmental performance and lowering production taxes by 10 billion euros per year.

GRIS DÉCOUPAGE's project aims to invest in the automation of 4 processes to increase productivity and therefore competitiveness, increase production capacity (security for customers), optimise human resources for higher value-added tasks and hire new operators, improve working conditions (reduce RSI related to repetitive manual tasks) and improve environmental performance by reducing plastic waste.

◆ Company collective agreement on professional equality between men and women

GRIS DECOUPAGE has signed **a collective company agreement** on professional equality between men and women and quality of life at work. The purpose of this agreement is the principle of equality and non-discrimination between men and women as well as the mixing of professions.



The areas of action of this agreement are multiple.

First of all, with regard to **effective remuneration**, the objective is to reduce the pay gap between men and women in the long term. In addition, there is an increase in pay on return from maternity leave.

The next area is **the harmonisation of professional and personal life**, i.e. paid days for the medical follow-up of pregnant women or their accompanying partners, parental leave (men and women) and an action for parents of children with disabilities.

With regard to **recruitment**, we have committed ourselves to ensuring that there is professional diversity by promoting gender diversity in each of the production and administrative categories, by promoting the employment of disabled workers and by cooperating with the national education system and the professional chambers and trade unions.

The agreement also includes a section on **training** with an anticipation of training needs, the introduction of e-learning and training on gender stereotypes.

In the area of **health and safety at work**, there is provision for monitoring pregnant women and for setting up referents for sexual and moral harassment. There will also be support for employees who are victims of domestic violence.

The last area is **the right to disconnect and the quality of life at work**, with awareness-raising actions on well-being, the reception and adaptation of social premises, the right to disconnect and an agreement on teleworking.

◆ Distribution of sweets for Halloween

On the occasion of Halloween, **packages of sweets were distributed** to all the company's staff. The choice of the confectionery went to **a local company** as it is located less than 10km from our production site in Lesménils. A friendly gesture that contributes to our CSR approach.





GRIS UMFORMTECHNIK GmbH

♦ Donation to the children's hospital in Olpe (North Rhine-Westphalia)



Once again this year, the employees and management of Gris Umformtechnik GmbH wish to support the **most vulnerable members of our society**, especially those whose end of life is predetermined at a young age.

This year, **donations will once again be collected** for the Balthasar Children's and Young People's Hospital in Olpe and will be handed over personally by two members of staff.

Everyone is free to donate whatever amount they wish, every euro is welcome for this cause.

♦ Company cup with Feelgood

Employees have been invited to participate in the **coporate cup** organised by the Feelgood fitness studio. **A training period** is planned from 21 October 2021 to 22 March 2022, with the aim of participating in a multi-company competition in **spring 2022**.



The workouts are a mixture of bodyworkout, tabata, spinning, pilates, running and walking.

The aim is to keep the **staff fit and healthy and to strengthen the sense of cohesion**. The competition includes the following disciplines: laps, sit-ups, push-ups, indoor cycling, relay races and tug-of-war.

This activity is based on fun and solidarity within the company.

GRIS DÉCOUPAGE & GRIS UMFORMTECHNIK GmbH

♦ Training

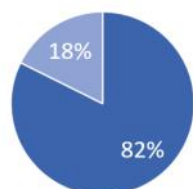
No fewer than **102 GRIS GROUP employees** were trained in 2021.

During this year, **66 training courses were taken**, **34** at GRIS DECOUPAGE and **32** at GRIS UMFORTECHNIK GmbH.

The topics of these training courses are various: safety, quality, environment, management, technology, learning, languages and IT. These courses are part of a strategy to improve competitiveness. They aim to increase the skills of employees, as they are the actors of change.

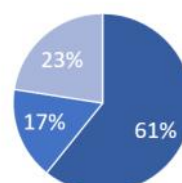
The distribution according to gender and socio-professional categories is as follows :

Distribution of training courses by gender :



■ Men ■ Women

Distribution of training courses by socio-professional category :



■ Workers ■ Employees ■ Managers



2. ENVIRONMENT

GRIS DÉCOUPAGE

◆ New passive energy administration building

The building for the administrative staff to be constructed in 2019/2020 has been designed to limit energy consumption. **Passive House** certification is in progress.

The renewal of the **ISO 14001** certification went well, with no non-conformities. **11 strong points, 18 areas for improvement and 1 weak point** were identified. The areas for improvement and the weak point were the subject of action plans that were integrated into the company's action plan for the purpose of continuous improvement.



Similarly, the **ISO 9001 and IATF 16949** quality certifications were renewed. Two minor non-conformities were detected and resolved following the implementation of corrective actions. **17 strong points and 8 areas for improvement were identified.** They were the subject of action plans that were integrated into the company's action plan.

◆ Visit of the Chief of the Fire and Rescue Centre

In June 2021, we received **the Chief Fire and Rescue Centre of the Pont-à-Mousson**. This visit allowed us to discuss the plans that are of interest to the centre as well as access to our site.

Thus, after a visit to the site, actions were defined such as the removal of some parking spaces in order to **facilitate access to the fire reserves as well as the circulation of lorries in the car park.**

In addition, an **"emergency reception file"** will be set up at the entrance to the site with the necessary plans in the event of an intervention. Other actions, such as fire drills with a smoke generator, could be set up in collaboration with the fire brigade of Pont-à-Mousson .

◆ Waste sorting



Waste sorting has been introduced at GRIS DECOUPAGE. Since November 2021, recycling bins have been made available in the company's refectories.

Thanks to a collaboration with the Communauté de Communes de Pont-à-Mousson, sorting has been extended, i.e. plastic packaging can be thrown into the recycling bins.

Two dedicated recycling wheelie bins were provided to us thanks to this collaboration.

GRIS DÉCOUPAGE & GRIS UMFORMTECHNIK GmbH

◆ Implementation of a CSR approach

GRIS GROUP will be confronted with more and more economic, environmental and societal challenges in the future. In order to be prepared for this, the group decided to call on Bpifrance (Public Investment Bank) to start and structure an **approach to Corporate Social Responsibility.**

This involves an audit that highlights the group's strengths and weaknesses and sets out the means of action already in place within the company.

Several seminars will be organized **to train and make employees aware of the changes** that could occur in the industry, particularly in the automotive market.

In addition to reducing its costs, this could allow the group to develop further **while respecting the values to which it adheres.**



GRIS UMFORMTECHNIK GmbH

♦ Production of GRIS honey

Bees are an integral part of our nature. In addition to tasty honey, it is above all the pollination services of our bees that make them an indispensable beneficial insect for our ecosystem. About 80% of domestic and wild plants depend on the honeybee as a pollinator. The economic benefit of pollination is about 2 billion euros per year in Germany. Without bees, yields in agriculture and fruit production would be significantly lower.

This is why we decided to establish **our own hives at our production site in Herscheid**. In this way, we help to protect our ecosystem with our GRIS bee colonies and give around **75,000 to 100,000 bees a home in the summer**.

The production amounts to **30 jars of honey per colony per year**. This number can sometimes rise to **60 jars** in the best years. The honey produced is offered to certain customers and employees can also enjoy it.



In addition, these hives are managed by one of **our employees who is an amateur beekeeper**.

♦ Extractor hoods for grinding and punching machines

Air is one of the most important elements for us humans. There are many different foreign substances in the air, caused by natural processes, such as wind erosion, evaporation from the seas, vibrations from the ground, but also other processes such as combustion products from industrial processes, car exhaust and various material processing operations.



In order to make the air in our workshops cleaner, we will install **our grinding and punching machines with a new exhaust filter** at our German production site at the end of 2021. The fumes generated by the grinding and punching process will be captured by the filter. In the grinding shop, the **water vapour is filtered by the 3-stage microfilter** and returned to the machine in liquid form. This **protects our employees** by preventing this vapour from being inhaled.



3. FIGHT AGAINST CORRUPTION

GRIS DÉCOUPAGE & GRIS UMFORMTECHNIK GmbH

♦ Code of conduct and ethics - anti-corruption policy

As part of GRIS DÉCOUPAGE's IATF 16949 certification, a code of conduct and ethics and an anti-corruption policy has been in place since 2019. This document, **distributed to all employees, is also available to them in a document area on our network**.

Since 2017, GRIS UMFORMTECHNIK GmbH has been committed to **an anti-corruption policy** which includes the principles of corporate responsibility, anti-corruption policy and code of conduct. The subsidiary also has **its own code of conduct and ethics**.

Through this communication, our group intends to formally declare its values and business practices, which it wishes to extend to its suppliers and subcontractors. **Each manager and employee must be exemplary** in all situations and has a responsibility to behave in accordance with this Responsibility Policy.