



# COMMUNICATION ON PROGRESS FOR 2021



**United Nations**  
Global Compact

# REAFFIRMATION OF VISION SYSTEMS COMMITMENTS TOWARDS GLOBAL COMPACT

*VISIONS SYTEMS is a signatory of the United Nations Global Compact since April 16th 2019. This membership marked the starting point of formalization of values and ethical principles already present within our group, particularly in terms of respect, loyalty, commitment and transparency. Our Ethical Charter adopted in September 2019, allows us to communicate within our company, but also with our stakeholders (shareholders, customers, suppliers, business partners, etc.) on our ethical principles which include, among others, the 10 principles of the Global Compact.*

*Our employees are also provided with practical information to enable the effective application of our ethical principles. They can refer to our Code of Ethical Conduct, also adopted in September 2019.*

*Our COP is aimed to show you our key progresses during 2021 in supporting the most disadvantaged people with education and healthcare access, in improving employee benefits, reducing our environmental impact and fighting corruption.*

*We are making progress every day in these areas. This is the reason why we confirm the renewal of our commitments towards the United Nations Global Compact for the year 2021.*

Catherine Robin

Executive Vice President

A handwritten signature in blue ink, appearing to read 'C Robin'.

Carl Putman

CEO

A handwritten signature in blue ink, appearing to read 'Carl Putman'.

# HUMAN RIGHTS PRINCIPLES

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

# OUR ACTIONS IN FAVOR OF THE HUMAN RIGHTS PRINCIPLES

In favor of	Solutions / Actions	Outcome
<b>ACCESS TO EDUCATION AND TRAINING</b>  <b>SDG* 8.6</b>	<ul style="list-style-type: none"> <li>▶ Maintenance of <u>apprenticeship</u></li> <li>▶ Member of an employers' group for integration and qualification.</li> <li>▶ Proposition to employees to participate in the Voltaire program to improve and master the French language in their work</li> <li>▶ Inform employees about the CEP (professional development consulting) and the CPF (training plan) to improve their capabilities</li> </ul>	<ul style="list-style-type: none"> <li>▶ 15 new apprentice students in 2021 (6 in 2020), and a total of 19 in the company (14 in 2020)</li> <li>▶ Information campaign on the work council's website about the Voltaire program, the CEP and the CPF</li> </ul>

\*SDG = Sustainable Development Goals (ODD in French)

# OUR ACTIONS IN FAVOR OF THE HUMAN RIGHTS PRINCIPLES

In favor of	Solutions / Actions	Outcome
<b>PARTICIPATION IN SOLIDARITY PROJECTS</b>  <b>SDG 17.16</b>	<ul style="list-style-type: none"> <li>▶ Annual attendance to an associative event</li> <li>▶ Awareness day for the employment of disabled people</li> </ul>	<ul style="list-style-type: none"> <li>▶ 88 food and Christmas festive products collected for students and young people donated to the French charity <i>Secours Populaire</i> along with a €1,000 donation.</li> <li>▶ Participation in the <i>Duo Day</i> : 4 disabled people were welcomed onsite for the day and formed a duo with an employee to discover their job. Activities were also organized during that day to raise awareness among the teams about disabilities (26 participants).</li> </ul>
<b>SDG 8.8</b>	<ul style="list-style-type: none"> <li>▶ Reduce arduousness of work and musculoskeletal injury risks</li> </ul>	<ul style="list-style-type: none"> <li>▶ In March 2021 : implementation of the first exoskeleton to allow and reduce the difficulty of certain tasks on thermoformers</li> <li>▶ Sensibilization of all managers on prevention of professional risks, including psychosocial issues (40 managers trained)</li> </ul>

# LABOUR PRINCIPLES

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

# OUR ACTIONS IN FAVOR OF THE LABOUR PRINCIPLES

In favor of	Solutions / Actions	Outcome
<b>ACCESS TO PROMOTION</b>	<ul style="list-style-type: none"> <li>▶ Operator pathway intended to enable company workers to develop their skills and obtain internal promotion.</li> <li>▶ Mobility Passport to facilitate the mobility of employees wishing to evolve and develop their skills</li> <li>▶ Internal call for applications for each recruitment in the group</li> <li>▶ Table of versatility by workshop</li> </ul>	<ul style="list-style-type: none"> <li>▶ 18 operators were trained, among them, 2 obtained official recognition in the form of a CQPM (certificate of joint qualification of the Metallurgy)</li> <li>▶ Approximately 40 operators assisted and supported with the creation of their CPF (Training Account) and training projects.</li> <li>▶ 10 offers open for internal application, 2 positions filled through this process</li> <li>▶ VS Shopfloor: 13 positions held with more than 3 operators at the expert/trainers level</li> <li>▶ Safety Tech Shopfloor: 22 positions held with more than 3 operators at the expert/trainers level</li> </ul>
<b>SDG 5.1</b>	<ul style="list-style-type: none"> <li>▶ Integrate gender, age and socio-professional category into the training plan to monitor more closely the share of women according to age and category, to reach equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>▶ Integration of a training plan dashboard with many KPIs to ensure equal opportunities between all employees, regardless of their age, gender, hierarchy level, socio-professional category</li> </ul>

# ENVIRONMENT PRINCIPLES

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



# OUR ACTIONS IN FAVOR OF THE ENVIRONMENT PRINCIPLES

In favor of	Solutions / Actions	Outcome
<b>REDUCING OUR ENVIRONMENTAL IMPACT</b> <b>(SDG 11.6 / 12.4)</b>	<ul style="list-style-type: none"> <li>▶ Environmental policy formalized in 2019, continued in 2020 and 2021, with adoption of the theme «Planet Respect» as one of the two themes of the year.</li> <li>▶ Waste recovery</li> <li>▶ Reduction in the tonnage of our waste and improvement in sorting</li> <li>▶ Reduction in the number of truck rotations at Vision Systems</li> <li>▶ Ecological projects</li> </ul>	<ul style="list-style-type: none"> <li>▶ ISO 14001 certification, version 2015, renewed</li> <li>▶ Raising the awareness of the teams on this topic through regular communications (Flash Eco, Steering Committee)</li> <li>▶ In 2021, we succeeded in recovering (recycling) more than 70% of our hard plastic waste=&gt; More than 18 tons of recycled plastics.</li> <li>▶ Phasing out of plastic cups has avoided the use of 7481 cups in 2021 (149,6 kg of waste avoided)</li> <li>▶ Hazardous waste: Replacement of 1m3 ADR boxes with an 18m3 dumpster to reduce the number of transports to limit the carbon footprint =&gt; 2 removals per year instead of 6 trucks.</li> <li>▶ Launch of the project Q4 2021 to replace thermal vehicles with electric and hybrid vehicles &amp; photovoltaic project.</li> </ul>
<b>REDUCTION OF OUR ENVIRONMENTAL IMPACT</b> <b>(SDG 12.2)</b>	<ul style="list-style-type: none"> <li>▶ Adapt our IT to be more environmentally friendly and adapted to new standards</li> </ul>	<ul style="list-style-type: none"> <li>▶ Installation of citrix servers to support teleworking</li> <li>▶ Purchase of Wyse hardware with a longer life cycle</li> </ul>

# OUR ACTIONS IN FAVOR OF THE ENVIRONMENT PRINCIPLES

In favor of	Solutions / Actions	Outcome
<b>REDUCING OUR ENVIRONMENTAL IMPACT</b>	<ul style="list-style-type: none"> <li>▶ Maintenance of the project "Zero Flood"</li> </ul>	<ul style="list-style-type: none"> <li>▶ Long term action plan with the community of municipalities to reduce the risk of flood due to flooding of the river passing through our site</li> </ul>
<b>SDG 3.9</b>	<ul style="list-style-type: none"> <li>▶ Raise awareness on chemical products with the implementation and training of HSE facilitators, the implementation and monitoring of SDS (safety data sheets), and the monthly review of the DUERP (professional risk evaluation)</li> </ul>	<ul style="list-style-type: none"> <li>▶ Bi-monthly meeting with our 7 HSE facilitators</li> </ul>
<b>SDG 6.3</b>	<ul style="list-style-type: none"> <li>▶ Raise awareness about the streams that cross the company's site</li> <li>▶ Clean the streams that cross the company's site</li> </ul>	<ul style="list-style-type: none"> <li>▶ A day dedicated to the cleaning of the site in April 2021 with flash awareness</li> </ul>

# OUR ACTIONS IN FAVOR OF THE ENVIRONMENT PRINCIPLES

In favor of	Solutions / Actions	Outcome
<b>REDUCTION OF OUR ENVIRONMENTAL IMPACT</b>  <b>SDG 11.6</b>  <b>SDG 12.8</b>  <b>SDG 8.9</b>	<ul style="list-style-type: none"> <li>▶ To promote alternative means of transport instead of individual car by participating to the <i>Mobility Challenge day</i> organized by the Region</li> <li>▶ Raise awareness about waste reduction and food waste</li> <li>▶ Raise awareness of local wildlife habitat preservation</li> </ul>	<ul style="list-style-type: none"> <li>▶ Many employees have chosen to use a low impact mode of transportation or carpooling to commute to work during the <i>Mobility Challenge</i>. This was Vision Systems' 2<sup>nd</sup> participation in a row to the <i>Mobility Challenge</i>.</li> <li>▶ Participation of 59 people to the "Climate Fresk" to raise awareness about climate change</li> <li>▶ Awareness campaign of slow travel towards employees to encourage them to use the train or other low emission modes of transportation when travelling, presentation of offers and pass available for the train</li> <li>▶ €880 were donated to the association <i>Récup &amp; Gamelles</i> that acts in favor of waste reduction and how to reduce food waste.</li> <li>▶ A sign was put up next to the stream onsite to raise awareness of local wildlife habitat preservation.</li> </ul>
<b>SDG 2.3</b>	<ul style="list-style-type: none"> <li>▶ Sale of local and organic products organized by the work council with the joint exploitations <i>Dans le vent</i> and <i>À vos gamelles</i></li> </ul>	<ul style="list-style-type: none"> <li>▶ 1,200 kg of organic potatoes sold to the employees</li> <li>▶ Local vegetables sold to employees every two weeks</li> <li>▶ Local food trucks onsite for lunch break every Tuesdays and Thursdays to promote local consumption</li> </ul>

## OUR ACTIONS IN FAVOR OF THE ENVIRONMENT PRINCIPLES

In favor of	Solutions / Actions	Outcome
<b>SDG 9.4</b>	<ul style="list-style-type: none"> <li>▶ Encourage employees initiatives for the implementation of environmentally friendly technologies</li> </ul>	<ul style="list-style-type: none"> <li>▶ Creation and realization of a <i>karakuri</i> (a mechanical device operating without power) by one of our employees of the ADAS sector.</li> </ul>
<b>SDG 7.3</b>	<ul style="list-style-type: none"> <li>▶ Implementation of a suggestion system in the company to allow employees to make suggestions about continuous improvement related to energy waste and the reduction of our power consumption</li> </ul>	<ul style="list-style-type: none"> <li>▶ In 2021, 345 suggestions were made (more than 1,5 a day) in all the business units.</li> </ul>
<b>SDG 12.2</b>	<ul style="list-style-type: none"> <li>▶ Encourage upcycling and second hand supplies</li> </ul>	<ul style="list-style-type: none"> <li>▶ Implementation of a section “le bon coin je donne” on the work council’s website for employees to donate items rather than throwing them away</li> </ul>
<b>PRODUCT DEVELOPMENT TAKING IN ACCOUNT THE REDUCTION OF URBAN ACCIDENT SDG 3.6 (&amp; 11.2)</b>	<ul style="list-style-type: none"> <li>▶ Development of a camera monitoring system for buses to replace rear view mirrors.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Number of accidents divided by 2 (source TPG client), significant reduction of bus driver fatigue.</li> <li>▶ Reduction of fuel consumption of industrial vehicles thanks to the aerodynamic shape of the camera monitoring system</li> </ul>

# ANTI-CORRUPTION PRINCIPLE

- ▶ **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

# OUR ACTIONS IN FAVOR OF THE ANTI-CORRUPTION PRINCIPLE

In favor of	Solutions / Actions	Outcome
<b>FIGHT AGAINST CORRUPTION</b>	<ul style="list-style-type: none"> <li>▶ Use of our 2019 Ethics Charter, integrating the fight against all forms of corruption and influence peddling.</li> <li>▶ Formalization of our Code of Conduct and our whistleblowing procedure</li> <li>▶ Ethical requirements integrated in our contracts.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Integration of the Ethical Code of Conduct in the current Company Rules</li> <li>▶ Signature of an ethical commitment by all our go-betweens</li> <li>▶ Integration of the 10 principles of UN GLOBAL COMPACT in our purchasing terms and in all integrator's and distributor's contracts</li> </ul>