



# COMMUNICATION ON PROGRESS 2022



*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.global-compact.org](http://www.global-compact.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 2022.

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 2022. 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

A handwritten signature in black ink, consisting of a series of loops and a vertical line, representing the signature of Céline GRIS.





# Progress update from Global Compact participant

## ILLUSTRATED PRINCIPLES

### 1. OBJECTIVES SET FOR 2022

For 2022, 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 2022

#### • HUMAN RIGHTS / WORKING CONDITIONS



The various works on Corporate Social Responsibility have led GRIS GROUP to intensify its efforts on its working conditions and the quality of life at work of its employees.

First of all, in order to focus on the rate of burnout among employees, the “Equilibre” programme by Harmonie Mutuelle was conducted in the spring of 2022.

As Health and Safety at work is one of GRIS GROUP’s priorities, new actions were carried out: two awareness-raising sessions were held on ergonomics at work. Finally, the implementation of the ISO 45001 standard will begin in 2023: it specifies the requirements of an occupational health and safety management system. New agreements on the reduction of working hours and teleworking were signed.

Specific internal events took place with the aim of creating links between employees of the same subsidiary, but also between the two subsidiaries.

#### • ENVIRONMENT



Our Corporate Social Responsibility policy has led us to draw up a carbon footprint for the year 2021.

GRIS UMFORMETECHNIK GmbH employees can rent bicycles to get to their workplace and for personal use, which is a good alternative to using a car.

A new compressor is installed at the German site which will reduce CO2 emissions and electricity consumption.

GRIS GROUP has been awarded the COQ VERT label, which attests to the company’s commitment to ecological transition.

#### • 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 its own code of conduct and ethics since 2017.

# MEASUREMENT OF RESULTS OBTAINED



- ■ Refers to the activities of the French subsidiary **GRIS DÉCOUPAGE**
- ■ Refers to the activities of the German subsidiary **GRIS UMFORMTECHNIK GmbH**
- ■ Refers to the activities of the 2 subsidiaries: **GRIS GROUP**

## 1. HUMAN RIGHTS AND LABOUR

### ■ ■ COLLECTIVE COMPANY AGREEMENT ON GENDER EQUALITY AND QUALITY OF LIFE AT WORK

#### Raising awareness of professional equality between women and men

Each year, GRIS DÉCOUPAGE undertakes to train managers on the subject of gender equality in the company. The aim is to address various points such as the principle of non-discrimination, equal opportunities.



#### Focus on parenthood

Pregnancy is a special time in the lives of future parents. GRIS DÉCOUPAGE pays pregnant women and their accompanying spouses for up to three days' absence from work due to compulsory medical examinations.

#### Disability

*Focus on parent/employee whose child is disabled:* Because reconciling professional and personal life can be complex... GRIS DÉCOUPAGE supports parents whose children are disabled.

Every employee/parent concerned has a personal account for paid leave of absence up to a maximum of 24 hours per year. This system allows them to take time off work to deal with issues such as the child's medical condition, childcare options, schooling, etc.

The employee must simply inform his or her superior 15 days in advance, justify the absence with a document and divide the absence into half days.

*Desire to develop the recruitment of disabled workers:* GRIS DÉCOUPAGE promotes diversity and inclusion within its teams. However, the jobs can be an obstacle for disabled people, particularly in terms of difficulty (3x8, handling, repetition, prolonged standing, etc.).

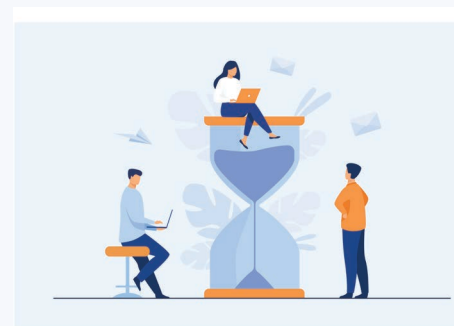
However, the company remains mobilised through various actions: Operation Brioche, the funds of which are donated to disability-related causes, Duoday, attendance at debates on the recruitment of workers with disabilities.

### ■ ■ IMPLEMENTATION OF AN AGREEMENT TO REDUCE WORKING HOURS

GRIS DÉCOUPAGE wishes to give its employees new organisational flexibility by adapting working hours collectively or individually.

Since the signing of an agreement on the organisation of working hours and its application in September 2022, administrative staff can benefit, on a voluntary basis, from the recovery of additional working time, by granting one day of recovery every four weeks.

Any employee wishing to benefit from this agreement will have a maximum recovery capital of 11 days per year and over a calendar year.



In other words, employees are free to organise their working hours as they wish. This means that they may at any time during the year ask to change their working hours or schedule (subject to a reasonable period of notice).



## 1. HUMAN RIGHTS AND LABOUR

### IMPLEMENTATION OF A TELEWORK AGREEMENT



As part of the CSR project initiated at the beginning of the year, GRIS DÉCOUPAGE wishes to continue its commitment to developing and improving the Quality of Life at Work (QWL) of its employees by introducing a teleworking agreement in September 2022 for a total of 50 days per year, i.e. 21% of effective working time. This results in a better balance between professional and personal life (reduction of home/work journeys) and also contributes to the GRIS DÉCOUPAGE corporate project to reduce carbon emissions.

This agreement is based on the principle of voluntary participation and concerns administrative employees.

In addition, this scheme can also be triggered therapeutically, occasionally, specifically or imposed depending on the case.

### GENDER EQUALITY INDEX

As it does every year, GRIS DÉCOUPAGE must publish its gender equality index. The Index, based on 100 points, is composed of 4 indicators:

- The gender pay gap
- The gap in the distribution of individual increases
- The number of female employees who receive a raise after returning from maternity leave
- Parity among the 10 highest earners

The gender equality index at GRIS DÉCOUPAGE as at 1 March 2022 is : 92/100

### BALANCE PROGRAM by HARMONIE MUTUELLE

A programme to prevent employee burnout by acting on an individual and collective level has been set up at GRIS DÉCOUPAGE and GRIS UMFORMTECHNIK GmbH.

The pace of life (at work, in society, at home) is changing and accelerating, and employees, managers and directors are under great pressure.

To enable everyone to stay on course and maintain a sufficient level of energy, GRIS GROUP wanted to be proactive about the risk of exhaustion.

All employees were invited to take part in an individual and anonymous test consisting of 100 questions. Depending on the results, and if the employee's energy level was low, several contact options were proposed, including anonymous and confidential recourse to a Harmonie Mutuelle listening and psychological assistance line.

Actions will be implemented at the beginning of 2023 to improve the points that are factors in employee burnout.



programme  
ÉQUILIBRE



## 1. HUMAN RIGHTS AND LABOUR

### ISO 45001

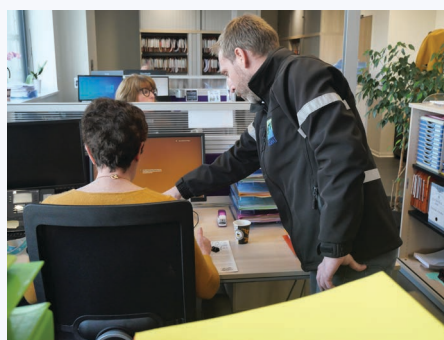
ISO 45001 is an international standard that was released in March 2018. It specifies the requirements for an occupational health and safety (OHS) management system. It was developed with input from experts from over 70 countries. It provides guidelines for its use to enable companies to provide safe and healthy workplaces by preventing work-related injuries and illnesses and improving their occupational health and safety performance.

GRIS DÉCOUPAGE will be accompanied by a consultant to implement this standard. Deployment will take place in 2023, with certification planned for late 2023/early 2024. All staff will be involved in this process.

### ERGONOMICS

*Awareness-raising on screen work by the ALSMT: The Occupational Medicine (ALSMT) visited the premises of the French subsidiary on 17 and 25 March 2022.*

Their mission: to prevent the risks of screen work, i.e. to show employees the right postures and gestures to have when they are in front of their computer. Poor installation and posture can lead to: musculoskeletal disorders (pain, tingling, discomfort, loss of agility, muscle weakness), venous insufficiency (tingling, night cramps, heavy and painful legs, varicose veins, etc.) and visual fatigue (headaches, tingling eyes, dry eyes, watery eyes, blurred vision, etc., which disappear with rest).



*Awareness-raising for back pain in the sorting - storage - packaging sectors: awareness-raising on manual handling began in the meeting room with a nurse from the ALSMT. It was an opportunity to remind people of the correct postures to adopt, the importance of using the handling equipment available, the regulatory points and the statistics. Afterwards, an observation of the workstations was made with the participants. Several areas for improvement were discussed: changing the layout of certain machines, raising certain elements to avoid having to bend down, lowering others that are too high, adding a second anti-fatigue mat and installing wheels on bins to make it easier to move them.*







## 1. HUMAN RIGHTS AND LABOUR

### STAFF MEETING AND KAIZEN AWARD CEREMONY

After 3 years without a staff meeting, all GRIS DÉCOUPAGE employees were finally able to meet on Monday 2 May 2022 in the large and beautiful room on the 3rd floor of the new administrative building. On this occasion, the CEO of GRIS GROUP gave an update on the results and figures for the year 2021 and the latest news from the company. After the presentation, the employees were invited to have a drink and to taste some sweets.

Two employees who recently retired were honoured at the meeting. One had 28 years of service and the other 38 years.

Four KAIZEN award winners were also honoured at the meeting. They contributed to the company's progress by proposing creative, relevant or safety and environmental ideas. Each received a €200 voucher.



### EASTER CHOCOLATES / HALLOWEEN CANDIES

Easter chocolates and Halloween candies were distributed to all GRIS DÉCOUPAGE employees. These are small gestures that reward them for their work and efforts throughout the year.

For the Halloween sweets, the choice of the confectionery went to a local company as it is located less than 10km from our production site in Lesménils.



### PHOTO CONTEST

GRIS DÉCOUPAGE employees were invited to send in a nice picture of their workplace to participate in a competition. The idea was to enrich the image bank with photos of the premises that the employees know best.

The photos were exhibited at the staff meeting and voting took place.

The winner won a €50 gift card!



*The winning photo*





## 1. HUMAN RIGHTS AND LABOUR

### **DONATION TO THE RED CROSS AND COLLECTION OF CLOTHES AND FOOD FOR UKRAINE**

In France and Germany, GRIS GROUP employees have been very active in helping Ukrainians affected by the conflict with Russia. Many boxes filled with food, clothing, blankets and baby products were collected. GRIS GROUP also donated €6,000 to the Red Cross for the Ukrainians.



### **DUODAY**

As part of the European Week for the Employment of People with Disabilities, which took place from 14 to 20 November 2022, the “DUODAY” was set up at GRIS DÉCOUPAGE on 17 November 2022. The principle of this day is to create a duo between a disabled person and a GRIS DÉCOUPAGE employee. On the programme: discovery of the profession, active participation, immersion in the company. Offers were placed online on the DUODAY website, specifying the profile of the volunteer employee (position, department, working hours, etc.). Pairs were then formed according to the profile.



The two objectives of this day were to remove preconceived ideas about disability and to open the doors of employers by generating professional opportunities.

### **GIVING TUESDAY**

In November 2022, GRIS DÉCOUPAGE took part, as it does every year, in the “Boîtes à douceurs” operation organised by the Metz Mécènes Solidaires association, which supports projects with a strong social impact in the Moselle region. In the company, 4 boxes were filled for disadvantaged adults and children. This year’s objective is to fill 800 boxes throughout Moselle.

The operation will help to make Christmas sweeter for people in need.

### **OPÉRATION BRIOCHE**

GRIS DÉCOUPAGE employees took part in “Operation Brioche” last October. They had the opportunity to buy a brioche for a good cause.

The profits from Opération Brioches 2022 will help to prevent the exhaustion of families and people with disabilities by financing respite care services. Thousands of hours of holiday, leisure and home support services will be offered to families.



### **BLOOD DONATION**

The employees of the German subsidiary had the opportunity to donate blood during their working hours. This event was done in collaboration with a neighbouring company that hosted the German Red Cross which collects donations. Thanks to this operation, 50 donors contributed to help people in need of blood.







## 1. HUMAN RIGHTS AND LABOUR

### APPRENTICE DAY AT GRIS UFORMTECHNIK GMBH

On 30 September 2022, the first ever Apprentice Day was held in Herscheid. The aim of the day was to get to know the trainees and the tutors from the various departments of the company better and to strengthen their ties. The day's programme included a visit to one of the company's suppliers, a friendly meal and an afternoon archery competition. It was a very popular and unifying moment between the apprentices and their tutors.



### INTER-COMPANY CUP IN HERSCHIED

On 30 April 2022, French and German colleagues participated in an inter-company competition in Herscheid (Germany). They were about 15 employees to defend the title of the best team against 2 competitors.

The programme included a 45-minute run, a relay race with 12kg in each hand, 20 minutes of indoor cycling, bodybuilding and tug-of-war.

Although the level was high, GRIS GROUP finished first!



### AOK RACE

On 12 August 2022, the 18th AOK company run took place in Lüdenscheid after a two-year break due to the health crisis. Runners and walkers of all levels were invited to participate and a team of 12 GRIS colleagues was formed.

The aim is not performance, but fun, health and a feeling of being part of a team.

The race started at 7.30 pm and it took some time for 4,500 athletes to finish the course of about 6 kilometres.

All reached the finish line. The evening ended with music and a cold drink. It was a memorable event.





# MEASUREMENT OF RESULTS OBTAINED



## 1. HUMAN RIGHTS AND LABOUR

### P-WEG MARATHON

The P-Weg Marathon took place in Plettenberg (Germany) on the weekend of September 9-11, 2022. Saturday was reserved for “pedestrians”, i.e. hikers, walkers and runners, who could take part in the half marathon, marathon and ultramarathon competitions. Sunday was reserved for mountain bikers, for whom a superbike and ultrabike course was planned.

The marathon and ultramarathon distances largely follow the P-Weg, a circuit that goes around the town of Plettenberg once and includes both valleys and mountains. At the finish line, each participant is cheered by the Plettenberg public, which makes this moment unique.

The fun and joy of the sport was in the foreground. It was a great event and all the runners and bikers achieved their goals.



# MEASUREMENT OF RESULTS OBTAINED



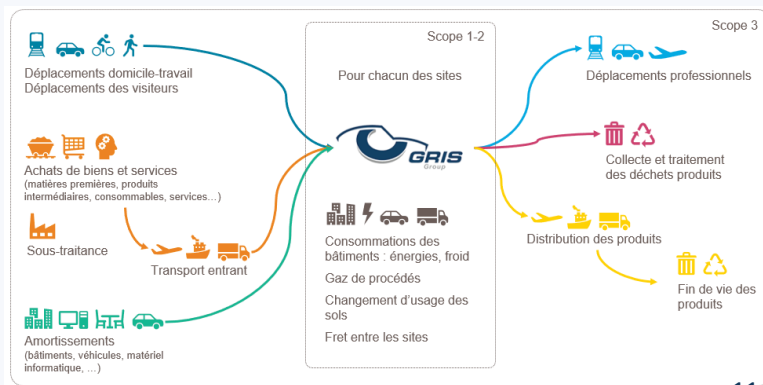
## 2. ENVIRONMENT

### CARBON ASSESSMENT

One of GRIS GROUP's challenges is to reduce its carbon emissions. In order to undertake a process and implement transformations, it was necessary to take stock of CO2 emissions. A carbon assessment was therefore first carried out on the French site. It will be done at GRIS UMFORMTECHNIK GmbH in a second phase. GRIS DÉCOUPAGE was supported and subsidised by Bpifrance.

Interviews were conducted with several employees to determine and analyse the greenhouse gases emitted by each position in the company. The study covers the implementation of all direct and induced activities by each of the company's sites, over a full year of activity. The overall results made it possible to determine the amount of CO2 emitted over the year 2021, as well as the kg of CO2 per k€ of turnover, the amount of CO2 per piece sold and the tonne of CO2 emitted per employee.

Finally, a workshop was organised in October 2022 to reflect on strategies and tools that can be implemented in our company to produce in an even more responsible way.



Scope of analysis







## 2. ENVIRONMENT

### CATENA-X

Through its three-year participation in the CATENA-X project, the group is strongly involved in the development of new bases for the evaluation of CO<sub>2</sub> emission values at product level, internal CO<sub>2</sub> values and supplier values in the interest of a clean environment. Supply chain components, circular economy and sustainability are other important areas in which the group is engaged through CATENA-X.



### BICYCLE RENTAL

In order to keep employees fit and motivated and to combine health and environmental protection, a leasing agreement was concluded with the leasing partner BIKELEASING.

Each employee can choose a bike at two partner companies, “2-Rad Meyer Bikes & More” (Plettenberg) and “Radsport Sauerland” (Lüdenscheid). The leasing principle gives employees the opportunity to use the latest bicycles at favourable conditions.

The environment plays an important role, especially nowadays. With the aim of reducing CO<sub>2</sub> emissions, employees have the opportunity to cycle to work with this contract and the bike can of course be used privately. In this way, the employees contribute to active environmental protection.

In addition to environmental protection, there are of course other advantages. Firstly, the cost. Through leasing, it is possible to save 30-40% compared to direct purchase, and at the end of the contract, the bike can be bought back with an additional 5% discount thanks to the negotiations made. This makes it possible, for example, to save on additional equipment (helmets, clothing, etc.).

On 19 October 2022, the partner company “Radsport Sauerland” visited the site and presented a number of bikes on site and advised interested employees. In addition, a “Fish Paule” food truck was set up on that day to make the day more enjoyable and to thank the employees for their willingness to reduce their CO<sub>2</sub> emissions and to take care of their health.





## 2. ENVIRONMENT

### LE COQ VERT

GRIS GROUP has received an additional label: the Coq Vert, which is aimed at companies that are committed to the ecological and energy transition.

The company is now part of the Coq Vert Community, launched in partnership with ADEME (Agence De l'Environnement et de la Maîtrise de l'Énergie) and the Ministry of Ecological Transition, which aims to create a collective emulation in favour of the ecological transition.



### NEW COMPRESSOR

A new compressor ordered from Atlas Copco will be delivered between December 2022 and January 2023 to the German site GRIS UMFORMTECHNIK GmbH.

It is a high-efficiency, variable-speed compressor with integrated refrigeration dryer and heat recovery.

The two existing compressors are poorly operated and, due to the control system, have a high proportion of uneconomic idling. In addition, the old compressors are inefficient compared to the new installations. This investment will save energy on the production side and on the energy costs of heat recovery.

In addition, outside the heating period, the hot water supply can be provided by the compressor. During this period the boiler will not be switched on due to its low utilisation rate and poor efficiency.

The total energy saving is estimated at €50,000. In addition, 76 tons of CO2 are saved.



## 3. FIGHT AGAINST CORRUPTION

### 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, GRIS GROUP intends to officially 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 the responsibility to behave in accordance with this Responsibility Policy.