

2019

# CSR Chart

MAGUIN SAS

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# CSR POLICY

## MAGUIN SAS

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### INTRODUCTION

MAGUIN SAS, founded nearly 175 years ago, a true flagship enterprise in the Picardy region, was seeking to restructure its operations, in order to adapt its strengths and know-how to the global market. To this end, in order to guarantee social, economic and environmental aspects, governance is proposing to draw up a CSR Policy, with full consultation.

MAGUIN SAS forms part of a group that includes a number of companies in France and abroad. A vital harmonisation of practices and genuine communication would strengthen cohesion and mutual assistance. Improving working conditions and controlling the effects of our industrial activity should enable us to boost our image and our development. In effect, our company already operates in 40 different countries, with partners that are able to convey our know-how, performance and reputation.

Economic performance is primarily focused on growth and the financial health of the business. It is centred on meeting customers' needs and the quality of the product and/or service provided.

Sustainable performance is based on achieving a balance between the financial health of the company and the sound management of activities in terms of the environment and social involvement.

A concerted effort has been made in the following areas:

- Social aspects: skills management, professional integration, training policy, employees' working conditions, workplace atmosphere and the question of equity.
- Economic aspects: investment policy, distribution of added value, production methods, local economic impact and the circular economy.
- Environmental aspects: GHG emissions, reducing soil pollution, reducing energy and water consumption, reducing the volume of toxicity in waste and the local environmental impact.

This document, which is not exhaustive, is structured around the key traditional aspects of a CSR Policy according to the International Labour Organization and various institutions involved in protecting human rights.

Furthermore, we wished to include in our CSR Policy concrete actions taken by MAGUIN SAS in accordance with the ten principles of the “United Nations Global Compact” in relation to CSR. They are referenced in the various articles of our commitment below.

## **I. GOVERNANCE**

Thinking about and taking responsibility for the societal and environmental effects of strategic decisions made by the company. MAGUIN SAS’s CSR Policy forms an integral part of the strategic plan and the various approaches desired by governance.

### **1. The executive’s commitment and the strategic plan**

The Managing Director is fully aware of his responsibility for the decisions he makes in terms of social and environmental issues. ISO 9001 and MASE certifications have been obtained to this effect. However, he remains the guarantor of economic results and the company’s prosperity, which are inextricably linked to protecting jobs. He is incorporating CSR into the business model and has ordered this collaborative audit, which is as wide-ranging as possible. Under his control, and together with the QHSE Manager, the company's organisation and action plan with performance indicators are defined, which are appended to this document.

### **2. Operational implementation of corporate social responsibility**

The Executive is permanently driven by the desire to continuously improve the company’s performance, which includes customer confidence and the need for “well-being” at work. This last parameter represents a natural determining factor of occupational health and safety. It is broadly covered in the “HSE Policy” and “Quality Policy” documents already implemented by MAGUIN SAS.

The company has a management system within its operations, which incorporates CSR and is applied by all its departments. It plays a part in corporate culture and the sense of pride in being part of a “community of people who are happy at work”.

The “Vocational Training Plan” incorporates the employer’s moral obligation to offer employees training that leads to a qualification, enabling them to more easily become involved in other employment frameworks.

These positive effects are combined with the Managing Director's desire to optimise MAGUIN SAS's operations by means of genuine innovation in the organisation of work and in business practices.

### 3. Relations with stakeholders

Stakeholders are clearly identified (employees, customers, suppliers, professional organisations and institutions). Full mapping of interactions, as well as of formal agreements (existing partnership agreements) with the various protagonists, is currently in progress. This document will be coordinated with partnership contracts, which may be offered to them, in order to reduce the adverse risks for the company and to seize the opportunities that are identified. These contracts may incorporate the general principles of good CSR practice. To this end, MAGUIN SAS's CSR strategy will only be reinforced and its image bolstered as regards its customers and partners.

This approach allows the company to rank its various stakeholders on the basis of levels of risk and opportunities to increase the reliability of relationships and consolidate decisions.

These contracts must be dynamic and consistent. They are evolving in favour of continuous dialogue.

As regards sales representatives, business introducers and other agents involved in transactions associated with purchases and sales of the company's products and systems, fully transparent contracts are established and capped at around 5% of the invoiced amount. The same applies to gifts or benefits granted up to a maximum of €50, with these provisions allowing for reasonable gestures to maintain good relations within a moral and legal framework.

### 4. Organising the monitoring of regulations and standards

Compliance with laws and regulations improves the company's effectiveness, which makes its operation and processes more reliable. Far beyond that, it represents a guarantee of best practice and provides Governance with an assurance of consistency between its obligations and their implementation by all stakeholders. This regulatory monitoring is organised within each department and the Managing Director is informed of any new developments that may affect the company's smooth operation.

Regulatory and technical monitoring represents a support tool for strategic decision making. It must be accompanied by a press review including articles relating to MAGUIN SAS and its stakeholders. It will be weekly in "normal operation" and daily in "degraded mode". This document is produced on the request of the Managing Director by the QHSE Department. It is

passed on the IT Systems Director (ISD), in order that he is also able to cross-reference the information with its various pre-programmed warnings.

MAGUIN SAS has concluded a contract for HSE regulatory monitoring.

## 5. Internal and external communication

Internal and external communication is organised in three stages, which determine the different and complementary mechanisms. In effect, Managers (statuses and levels of confidentiality ranked and identified), vectors and content differ in “normal operation”, “degraded mode” and “crisis management”. In this last respect, the Crisis Management (CM) plan and the Business Continuity Plan (BCP), establish the communication arrangements. These documents are appended to this Charter.

MAGUIN SAS’s CSR framework represents the perfect opportunity to go further in terms of communication, in order to strengthen the links between everyone, by means of exchanges and meetings, as well as on the subject of action taken for the benefit of Sustainable Development (SD).

Furthermore, the company communicates with employees and their representatives, to explain the approaches adopted by Governance. This allows everyone to share information and to better understand decisions, in order to be more effectively involved in smooth operation, which generates results and a positive image.

## II. SOCIAL AND HUMAN RIGHTS

### 1. Respect for human rights

MAGUIN SAS is fully aware of its role in terms of “preventing silent collusion” as regards its suppliers, service providers and subcontractors. The company’s international reach may give rise to this kind of misconduct.

The Managing Director has initiated “cross audits” (internally in the form of financial and industrial management inspections supported by an external economic security investigation). These ongoing actions also relate to the traceability of our employees, their working conditions, respect for human rights and the company’s reputation in France and abroad.

Principle no. 1 of the UN Global Compact “Support and respect the protection of internationally proclaimed human rights”

This CSR framework reinforces MAGUIN SAS’s commitment to this principle. Furthermore, concrete actions have already been taken within various departments:

- When drafting and negotiating tenders and quotes, the Sales Department and its sales managers endeavour to check that the travelling, accommodation and living conditions in place for MAGUIN SAS employees when carrying out projects comply with the applicable laws and regulations. It does what it can to ensure that the customers with which it communicates and concludes contracts also comply with the applicable regulations. Where necessary, it initiates investigations and compliance audits (KYC), in order to ensure that customers, particularly those overseas, are authorised to do business with our company. It also provides support for the implementation of projects within the framework of difficulties that may be encountered with the customer and in connection with the company’s CSR Policy.
- The Human Resources Department (HRD) which offers medical-psychological support for the prevention of PSR (psychosocial risks), far beyond the annual training plan.
- The IT Systems Department (ISD) applies the French “data protection act” to the letter, monitors the security of data exchanged on the internet and enables employees’ “right to disconnect” to be applied. A procedure relating to best practice in terms of security and the protection of personal data is appended to this CSR Charter.
- Customer Service (CS) also monitors the conduct of its expatriate teams, as regards customers, as well as in relation to local life. They are accompanied by a QHSE Representative, who is the guarantor of compliance with MAGUIN SAS’s CSR commitments in France and abroad. These personnel operate under the authority of the QHSE Manager, who is the central point of contact for all comments and reports. He sends General Management a summary of all failures to comply with these provisions.
- As regards the various aspects outlined above, the Quality, Health, Safety and Environment Department (QHSE) is deeply involved in these issues. It is the originator of two approaches that are having a very positive effect: HSE Policy (Health, Safety and Environment) and Quality Policy (documents appended). Furthermore, it is in charge of drawing up and monitoring this Charter.



In addition, it works closely with the MORET INDUSTRIES GROUP's Communication Department, which is tasked with developing and implementing all promotion of best practice and education by "the active appropriation of knowledge" relating to CSR within the group. This communication, which is also outward-focused, helps to promote respect for human rights. In this manner, at the instigation of MAGUIN SAS, the efforts of all stakeholders assist in the creation of a fairer and more sustainable economy for the development of CSR.

- The Engineering Department, with its highly responsive Design Office, designs efficient and profitable systems, which incorporate all innovations that may have an effect on human and environmental factors. All MAGUIN SAS's production anticipates the effects and consequences of systems, equipment and processes generated, in accordance with the applicable regulations and standards.
- At the instigation of the Purchasing Coordinator, the Purchasing and Supplier Relations Department pays particular attention to best practice and the reputations of its suppliers. A CSR assessment, in accordance with standard ISO 26000, and the drafting of a Code of Ethics & Conduct for the MORET INDUSTRIES GROUP have been carried out with this in mind.
- The Industrial Department (Production Department) benefits from genuine autonomy, which allows it to be highly responsive and operationally flexible. In the organisation of work, by sharing skills and thanks to the adaptability of employees, there is a constant search for better occupational health and safety. On-site inspections are organised, on the request of the Managing Director, to check the compliance of production, in particular at MAGUIN SAS's foreign subsidiaries.
- In addition to compliance with laws and standards, the Legal and Accounts Departments play a major role in management and compliance control. To this end, figures and procedures act as indicators, which enable General Management to be alerted in the event of an anomaly or unethical conduct. Litigation is instituted for ethical reasons, which helps to maintain the company's reputation.

Principle no. 2 of the UN Global Compact "Make sure that you are not complicit in human rights abuses"

Particular attention is paid to our subsidiaries' operating conditions, particularly during sugar harvesting periods. In effect, the increased pace and requirements of all protagonists result in imperatives that must be controlled. To this end, we ask our suppliers to enter into the partnerships outlined above (§3: Relations with stakeholders) . MAGUIN SAS's Sales

Department takes account of this parameter and its adverse effects in its commitments to customers. This Department is the real ambassador of MAGUIN SAS. To this end, it complies with the Code of Ethics & Conduct for the MORET INDUSTRIES GROUP, which is appended to this document. Continuous endeavours to control costs and profitability cannot override respect for human rights.

## 2. Employment and employer / employee relations

Developing the company's image relates to its attractiveness and sustainability for customers.

Collective expression represents a strong indicator of the company's capacity for integration.

The company takes each individual's own characteristics into account. In addition to aspects associated with regulations, the International Labour Organization (ILO) and labour law, political views and traditional, religious and ethnic festivals are also respected.

The company formalises the key principles governing relations between the Executive, managers and employees. MAGUIN SAS's CSR Policy has been produced for this purpose.

In addition to legal provisions, which stipulate that organisations representing the interests of employees must have a presence, there is genuine freedom of association within the company.

Principle no. 3 of the UN Global Compact "Uphold the freedom of association and effective recognition of the right to collective bargaining"

Negotiations conducted within the framework of the Economic and Social Committee (ECS) demonstrate that MAGUIN SAS is not lacking in interlocutors and that collective representation is effective and well accepted by everyone. Furthermore, where necessary, reclassification and restructuring solutions are proposed in consultation with the various collective organisations. Elected representatives are also frequently consulted during strategic negotiations.

## 3. Developing human capital and combating discrimination

Principle no. 4 of the UN Global Compact "Contribute to the elimination of all discrimination in respect of employment and occupation"

The Human Resources Department produces a training plan, which is refined on the basis of annual employee appraisals, their needs and their requests in terms of professional progress or adaptation. These approaches take the form of establishing training that leads to a

qualification, which is more rewarding for individuals and more enriching for employees, who increase their mobility.

These measures are planned without discrimination and represent an opportunity for employees to increase their level of performance, while also developing their skills.

These aspects are incorporated in terms of the room for development and for sharing skills when rewriting various job descriptions, within the framework of restructuring. All these measures facilitate internal mobility.

When a newcomer joins, induction takes place with the appointment of a mentor, to enable the new employee to adapt to the job and be integrated into a more effective team. At the end of this induction, an assessment of the newcomer is formalised and archived.

In addition, as mentioned above, supplementary health insurance ("mutuelle") for employees is guaranteed by the company.

#### 4. Working conditions and social welfare

These two parameters represent, among others, the working environment for employees. The company's competitiveness and prosperity are inextricably linked to the sense of fulfilment.

Training in the prevention of Musculoskeletal Disorders (MSD) and Psychosocial risks (PSR) is in line with this, offered by the company's QHSE Department with the support of HSWCC (within the framework of the new "ECS" mechanism, to which the structure is not statutorily subject in view of its size). MAGUIN SAS may also facilitate the organisation of sporting or cultural activities for clearly targeted and supported operations.

The levels of social welfare are monitored by the Human Resources Director. He establishes performance indicators for the quality of life within the company. He facilitates innovative solutions, which contribute to well-being at work. In this respect, he may establish an action plan, which is approved by General Management.

MAGUIN SAS guarantees its employees will benefit from high-quality supplementary health insurance ("mutuelle") and also takes account of the various risks associated with overseas operations.

#### Principle no. 5 of the UN Global Compact "Contribute to the effective abolition of child labour"

When choosing its suppliers and service providers, MAGUIN SAS takes account of information originating from official websites and warnings relating to all human rights violations and, more specifically, violations of children's rights. In accordance with the principles of Supplier Panel

Management (SPM), MAGUIN SAS carries out qualification and assessment audits of its suppliers.

Principle no. 6 of the UN Global Compact “Contribute to the elimination of all forms of forced and compulsory labour”

The “cross audits” instigated by General Management form part of this framework, in particular for foreign subsidiaries and subcontractors. Education in and the standardisation of practices are essential for the smooth operation and reputation of MAGUIN SAS.

## 5. Social dialogue

It is necessary to share a minimum amount of common information in order for collective action to make sense. Perceptions of a situation and of solutions differ depending on the position occupied within the company. It is proper, for greater cohesion and effectiveness, to ensure that mutual interests are taken into account. In this case, the organisation of negotiations, with respect to bodies representing personnel and the Executive’s imperatives, is vital for everyone’s success.

MAGUIN SAS monitors the quality of social dialogue on the basis of the following parameters: number of meetings, social climate, level of conflict, adherence to collective agreements, quality of intranet exchanges and on line consultations, etc. In addition, written minutes are produced for each meeting and submitted to all participants for approval.

As part of the restructuring of the company, a consultation is organised to explain the various changes and to discuss negotiable aspects for the improved implementation of measures.

The Human Resources Department (HRD), as set out above, proposes a timetable for additional meetings for legal provisions.

## 6. Occupational health and safety

MAGUIN SAS is fully aware of the importance of occupational health and safety. It keeps its assessment of occupational risks up-to-date, as it represents a genuine benchmark of its HSE management system. General Management routinely monitors the progress of work and corrective measures by means of HSE performance indicators (Workplace Accidents, Occupational Diseases, number of days lost, severity, occurrence, internal/external audits and the resulting corrective actions), which provide information on the effectiveness of their implementation.

This system is recognised as effective since it is based on continuous improvement and the ongoing anticipation of risks, with implementation of the necessary and appropriate preventive measures.

A Health, Safety and Working Conditions Commission (HSWCC) is in place under the control of the QHSE Manager, with its representatives entrusted with analysing hazardous situations as well as workplace accidents (minor, serious, with or without time lost).

All workers, irrespective of their contract, are included in the company's procedures.

HSE communication plays an important role and various events are regularly organised in the form of "chats", in particular for employees exposed to risks.

From this perspective, the company has significantly reduced the number and severity of workplace accidents this year. All efforts are being maintained to improve this result even further.

The annual appraisals for all employees take the quantified and assessed HSE targets into account for continuous improvement. They act as performance indicators, which are routinely monitored during Executive Committee (EXCOM) meetings by the Managing Director.

A Prevention Plan (PP) is systematically produced for all work by External Companies (EC).

The management of waste, scrap and hazardous goods, as well as the movement/storage of sensitive products on the site, is organised and monitored by MAGUIN SAS's QHSE Department.

Particular attention is paid to keeping maintenance records for tools, equipment, plant and machines.

### **III. THE ENVIRONMENT**

The fact that MAGUIN SAS takes environmental issues into account enables added value to be created, in terms of its image and quality, as well as on a financial level with the recycling of waste and scrap and the control of energy consumption.

Work to renovate and upgrade facilities and workshops takes account of these different parameters.

The Engineering Department represents a key point for sustainable development with its research and engineering work. Innovative solutions that combat global warming and promote respect for the environment, biodiversity and the social and solidarity economy, are favoured.

## 1. Preventing pollution

The company wishes to adopt a circular economy approach, within the scope of its investment capacity. Significant efforts have been made to recycle waste and other projects are underway to reduce our environmental impact, more precisely by reducing our energy consumption. These projects relate, among other things, to the recovery of heat originating from the paint booth as well as heating our production workshops.

Energy audits are conducted every 4 years in accordance with Law no. 2013-619 of 16th July 2013. These audits enable an action plan based on continuous improvement to be implemented.

Principle no. 7 of the UN Global Compact “Support a precautionary approach to environmental challenges”

The last point outlined above makes a direct contribution to combating global warming. The factory is located in a particularly well-drained area with an overwhelming presence of water and endemic animal species. The company is currently controlling its consumption of service water and its discharges into the environment.

At the instigation of the Purchasing Coordinator, the Purchasing and Supplier Relations Department has adopted a policy of entering into partnerships with the most virtuous suppliers.

The IT Systems Department (ISD) has implemented a system for print management and recycling electronic equipment, which is 100% “environmentally responsible” as described in the MORET INDUSTRIES IT Charter appended to this Charter.

## 2. Sustainable use of resources and mitigating climate change

MAGUIN SAS’s CSR framework is structured around the constant search for supplies (raw materials, energy, water, transport, packaging, etc.), waste processing and more responsible processes. This increases the company’s competitiveness and safeguards its operation.

Principle no. 8 of the UN Global Compact “Undertake initiatives to promote greater environmental responsibility”

Within the framework of the “HSE Policy” implemented by the QHSE Department, one initiative must be highlighted: as part of actions to promote greater environmental responsibility, a proposal has been put forward to increase car-sharing and improve control of transport. This last aspect requires the coordination of travel and good relations between employees.

The mechanisms for anticipating and preventing the risks of environmental pollution put in place by the company's QHSE Department demonstrate the level of attention paid to these issues.

Principle no. 9 of the UN Global Compact "Encourage the development and diffusion of environmentally friendly technologies"

The Engineering Department, which handles Research and Development, incorporates the use of innovations that benefit people and the environment in all its work. Special attention is paid to the choice of suppliers and the traceability of raw materials. There is effective consultation between this department, Production and that responsible for purchasing. This facilitates cross-checking and acts as a monitoring system, which increases the security of supply.

A specific effort is being made to reduce GHGs within the company's operations. A part of the budget is set aside for this purpose, on the basis of concrete proposals from the QHSE Department.

### 3. Biodiversity

MAGUIN SAS's facilities are old and perfectly integrated into the environment. As outlined above, this is a damp environment that is rich in sensitive plant and animal habitats. It is also divided into large crop areas. Farmers, hunters, environmental associations, fishermen and the relevant government departments are particularly vigilant regarding the quality of this biotope. Under these circumstances, the company listens carefully to their suggestions and is involved in communication to develop environmentally responsible behaviour.

## IV. FAIR PRACTICES

MAGUIN SAS wanted to monitor all its vulnerabilities and, more specifically, those associated with counter-productive practices for all stakeholders. To this end, audits were initiated by General Management to clearly identify all irregularities and their consequences. These accountability measures for practices could lead to restructuring, in particular of the company's subsidiaries, as well as to a rebalancing of relations with all stakeholders. This work enables more justice to be created as part of the actions taken to restore growth and safeguard the company's future. The prosperity of MAGUIN SAS plays a part in the economic, social and environmental balance of the region and beyond. For all these reasons, its behaviour must be exemplary as regards the various stakeholders and its competitors.

## 1. Combating corruption

Compliance with the laws, practices and customs in all areas where the company operates is a priority.

Furthermore, its proven honesty alone renders it eligible for the most fundamental principles of justice and equity. In order to protect its trade secrets, as well as its confidentiality and that of its customers, it must implement a genuine policy of economic security.

Principle no. 10 of the UN Global Compact “Work against corruption in all its forms, including extortion and bribery”

These various aspects are covered in the Code of Ethics & Conduct for the MORET INDUSTRIES GROUP. All MAGUIN SAS’s departments are involved, in all the structures. Nevertheless, particular attention is paid to sales activities, sales agents and business introducers or facilitators. These various aspects are outlined in the Code of Ethics & Conduct for the MORET INDUSTRIES GROUP, MAGUIN SAS’s sole shareholder.

In France and abroad, it is essential to maintain links to public authorities, if only to preserve the good relations that contribute to upholding the company’s reputation. In the event of problems, they are called on to be our main points of contact for a return to normal. A company must take account of the realities of its environment, remain vigilant and gather the necessary information for the strategic decisions of General Management.

Furthermore, monitoring builds trust in relationships. In certain circumstances, with the agreement of the Managing Director, it is useful to request an inspection or a joint audit in anticipation of an official inspection.

Good relations with public authorities occasionally require grants for cultural, artistic, charitable or sporting organisations. These grants are given without discrimination in compliance with the law and the principles of morality.

Furthermore, the company is fully aware that its strategic investment or communication choices may have repercussions in terms of local political issues. MAGUIN SAS adopts a position of neutrality in this respect and focuses on its productivity. This is a key aspect for ensuring its operation, cultivating a perception of impartiality and safeguarding its potential.

## 2. Fair competition and respect for property rights

The company’s trade secrets, know-how, reputation, customer portfolio and management are its greatest assets. “What matters is not what you have at the start, but rather what you do with it”. To this end, it is vital to protect against all potential leaks of the inherent DNA of MAGUIN



SAS in the form of patents (intellectual property) and contracts (employees, customers, suppliers). The IT Systems Department (ISD) is making permanent and significant efforts, which must be broadened to all departments.

Permanent monitoring is organised, with warning systems to institute the necessary corrective measures. These measures provide for fixed contractual penalties in the case of a failure to fulfil these obligations.

In the event of leaks, the Managing Director initiates the necessary procedures to restore legality, without restrictions and via all the duly authorised channels.

In return, the company must have impeccable practices in terms of social and/or environmental dumping for the purpose of obtaining unfair competitive advantages.

### **3. Responsible purchasing and promoting corporate social responsibility within the value chain**

MAGUIN SAS's commitment to this CSR framework must act as an incentive to suppliers, subcontractors and their supply chains. It enables the various targets to be harmonised and shared value chains to be consolidated. In effect, within the scope necessary for sustainable economic performance, incorporate all the positive aspects associated with respect for the environment and good social practice.

Purchasing policy, which is currently being drawn up, and relations with suppliers must be defined and framed by the partnership arrangements outlined above.

## **V. CONSUMERS**

### **1. Consumer protection, health, safety, confidentiality and access to essential services**

MAGUIN SAS's products and designs are known for their reliability and longevity. Customers have genuine confidence in the company, which assists them with design (high-performance design office and data security) as far as marketing and ASS, which ensure monitoring. Customer satisfaction surveys are regularly organised for each project.

Particular attention is paid to compliance with laws and standards, both in the construction and the implementation of various MAGUIN SAS products.

The company has a business continuity plan and appropriate procedures, which guarantee its sustainability and credibility as regards customers and public authorities.

The traceability of different products and sampling guarantee an effective response in the event of a problem.

One of the strengths of the company's organisation is its IT security and, specifically, the protection of customer data.

## **2. Support customers in the move towards responsible consumption**

The company's projects and products are always subject to extremely stringent specifications and procedures.

MAGUIN SAS communicates with its customers to explain to them its responsible industry approach in the search for solutions associated with the circular economy.

A large proportion of MAGUIN SAS's products and systems are intended for agricultural and food-processing operations and are, therefore, directly associated with the quality of consumer goods. For these reasons, the selection of raw materials and processes is covered by a framework of strict procedures. These aspects are inextricably linked to those covered above.

The company wants to be close to its customers, in order to listen to them better and assist them in complying with the law. To this end, mapping their needs is essential and their satisfaction remains a priority, while taking account of the interests of stakeholders.

In the event of dissatisfaction or even disputes, the company has a department, as well as a claims / legal assistance procedure, for implementing a resolution solution. Under these circumstances, it is in everyone's best interest for dialogue to take precedence. The company's reputation and image are at stake.

## **VI. COMMUNITIES AND LOCAL DEVELOPMENT**

### **1. The company's solidarity and interaction with its region**

The company is directly linked to its region's development and constrained by environmental determining factors, which it must grasp in a positive light.

Its dynamism or even its difficulties have a direct impact on local life, in which employees are often direct or indirect participants.

This territorial anchoring is present both in France and abroad and incorporation of it requires a strategic vision, for which this charter can form a basis.

This last aspect underlies the implementation of budgets allocated on the basis of needs and opportunities, in accordance with the ethical principles set out above.

In parallel, accompanying measures may be deployed to encourage the company's employees to voluntarily become involved. They take part in the company's communication.

Close relationships are maintained with public and cultural bodies, in order to further anchor the company within its biotope.

## 2. Job creation and skills development

The company has an effect on the dynamism and quality of life, locally and beyond. Its prosperity is a source of jobs, which, in return, contribute to the improvement of its operating conditions and its social and commercial attractiveness.

MAGUIN SAS's various departments form part of this virtuous circle, in particular the Human Resources Department (HRD) and the QHSE Department with their implementation of a plan for training leading to a qualification and the improvement of occupational HSE and Quality policies.

The company ensures that these various policies are consistent with its social, societal, ethical and environmental responsibilities, in compliance with the fundamental rules of sound economic and social management.

## VII. CONCLUSION

A self-assessment, in accordance with standard ISO 26000, has been conducted by MAGUIN SAS's QHSE Department and the findings reveal that the efforts already made in terms of CSR place us in a favourable position as regards the standards required to obtain this certification.

This approach forms part of MAGUIN SAS's desire to develop a circular economy in conjunction with the ADEME: "An economic trading and production system that, at all stages of the product life cycle (goods and services), aims to increase the efficient use of resources and to reduce the environmental impact, while improving the well-being of individuals".

This document is regularly reviewed in line with the progress of work to structure the various departments.

Éric REMISZ  
Managing Director



## VIII. GLOSSARY

ADEME: The French Environment and Energy Management Agency  
EXCOM: Executive Committee  
ECS: Economic and Social Committee  
HSWCC: Health, Safety and Working Conditions Commission  
SD: Sustainable Development  
HRD: Human Resources Department  
ISD: IT Systems Department  
EC: External Company  
CM: Crisis Management  
GHG: Greenhouse Gas  
SPM: Supplier Panel Management  
ISO: International Organization for Standardization  
MASE: Manuel d'Amélioration Sécurité des Entreprises (*Company Safety Assurance Manual*)  
ILO: International Labour Organization  
BCP: Business Continuity Plan  
PP: Prevention Plan  
QHSE: Quality, Health, Safety and Environment  
PSR: Psychosocial risks  
CSR: Corporate Social Responsibility  
ASS: After-sales Service  
CS: Customer Service  
HSE: Health, Safety and Environment  
MSD: Musculoskeletal Disorders

## IX. EXTERNAL REFERENCES

*Universal Declaration of Human Rights*

*UN Global Compact*

*European Commission Green Paper "Promoting a European framework for Corporate Social Responsibility"*

*OECD Guidelines for Multinational Enterprises*

*UN Sustainable Development Goals*

*International Labour Organization (ILO) Conventions*

*Global Reporting Initiative (GRI) reporting standards*

*International Integrated Reporting Framework (IIRC)*

*ISO 14000 Environmental management*

*ISO 26000 Social responsibility*

*ISO 37001 Anti-bribery management systems*

*European Eco-Management and Audit Scheme (EMAS)*

*MASE*

*ISO 9001*