

Corporate Social Responsibility Charter



Industrial and CSR Department
Contact: Vignal Lighting Group - France

A message from our CEO

Our values

The Group's development strategy is focused on customer satisfaction and value creation. This strategy is based on profitable growth and on respect for people and the planet.

The Group has organised the development of its worldwide divisions to include the deployment of CSR (Corporate Social Responsibility) and of the 5 Axes (*).

Our company policy and CSR

The Group's CSR model is based on three key values:

- respect for people and organisations
- respect for the planet
- and ethical business practices.

Its industrial and commercial policy is directly tailored to ensure compliance with these values.

An international commitment

In December 2015, the Group signed up to the United Nations Global Compact, marking a new stage in its commitment to CSR.

In doing so, the Group has committed itself to ensuring that its operations and its strategy comply with the 10 principles of the Compact affecting human rights, labour standards, the environment and the fight against corruption.

Jean-Louis Coutin
Vignal Lighting Group CEO

(*) Involvement of personnel - Constant innovation - Supplier integration - Production system - Total quality.

I The Environment

A source of performance

The Group's senior management is firmly convinced that all companies can create value sustainability, while minimising their impact upon the environment.

- ▶ The Group is firmly committed to ensuring compliance with all national and international environmental legislation and regulations.
- ▶ The Group encourages environmental management in compliance with the ISO 14001 standard on its industrial sites in France and is committed to deploying an effective measurement system allowing for continuous improvement.
- ▶ The Group's staff are invited to detect, identify and assess potential environmental risks and to take appropriate measures to minimise such risks.
- ▶ The Group's staff work to facilitate the implementation of ever more environmentally friendly technologies, innovation processes and organisational systems.
- ▶ The Group's staff promote practices to limit the company's impact on the environment regarding the use of raw materials, waste production and emissions.
- ▶ In all of its divisions, the Group's senior management implements a health and safety policy for staff, an environmental policy and a health and safety policy for buildings.
- ▶ The Group is keen to ensure that its business partners adopt a responsible approach to the environment and share its goals and values.

II Social Commitments

Respect for human rights and international labour standards

The Group is committed to respecting and promoting the 10 principles of the United Nations Global Compact and is making every effort to support internationally recognised values and fundamental rights.

- ▶ The Group seeks to ensure respect for human rights in its business activities. The labour conditions for our staff are decent and comply with the applicable local and international legislation.
- ▶ The Group respects freedom of association and trade union activities for staff and their representatives, in accordance with the applicable labour laws.
- ▶ The Group does not practice or benefit from any form of servitude, human trafficking or slavery and is committed to ensuring compliance with the provisions of the ILO convention on forced labour.
- ▶ The Group prohibits child labour. Our companies do not employ anyone under the minimum age required by the laws of each country in which they operate.
- ▶ The Group is committed to eradicating any form of discrimination based on sex, age, origin, religion, sexual orientation, physical appearance, state of health, family circumstances, political opinions, pregnancy status, trade union membership or disability, and also any forms of harassment, threats of violence, abuses, coercion or corporal punishment.
- ▶ The Group is attentive to the protection of its employees' health, including through membership of insurance schemes, and encourages the implementation of appropriate processes to guarantee health and safety in the workplace.
- ▶ The Group respects the right of staff to receive fair pay, is committed to ensuring decent working hours, promotes remuneration based on the principle of gender equality and encourages the use of profit sharing schemes.
- ▶ The Group seeks to be a responsible company and constantly strives to achieve excellence. The Group actively involves its staff in its future development and encourages each of them to participate in professional training.
- ▶ The Group seeks to respect personal privacy and data protection. Individual information is subject to the principle of limited use.

III Corporate Governance and Business Ethics

Strong and exemplary governance

Compliance with corporate governance rules

The Group is committed to ensuring effective governance, which includes among other things guaranteeing the presence of independent board members, creating auditing committees and encouraging parity on the various corporate governance bodies.

The transparency of information

The Group seeks to supply honest, accurate and precise financial information in compliance with the various rules applicable to companies.

Business Ethics & our Code

The "Code" is intended to define the Management's values and the key principles applied in the development of our Group.

This Code lays down the fundamental rules governing our behaviour, enabling us to act in a more appropriate way. It calls upon everyone to ensure compliance with our business ethics, expressed in the form of operational principles.

- Confidentiality
- Declaration of conflicts of interest
- Asset use
- Political and association-based activities
- Lobbying /anticorruption measures
- The fight against money laundering
- The fight against anti-competitive practices
- The use of social networks

IV Responsible purchasing

The Code of Conduct for Business Relations

The Group is conscious of the many challenges and opportunities for progress which can present themselves in the supply chain.

With this in mind, the Group has drafted a series of guidelines to encourage responsible behaviour on the part of its business partners.

The principles laid down in the Code of Conduct for Business Relations is based on the 10 Principles of the United Nations Global Compact, the International Labour Organisation's conventions and the declarations of human rights and children's rights.

The Code of Conduct for Business Relations illustrates the commitments we expect from our business partners:

- 1 Compliance with national and international laws and regulations
- 2 Respect for human rights as part of the business relationship
- 3 Reducing economic dependency
- 4 Guaranteeing the confidential nature of information
- 5 The fight against corruption and money laundering
- 6 Avoiding any conflict of interest
- 7 Combating anti-competitive practices
- 8 Respect for the environment
- 9 A commitment to responsible purchasing – Minerals originating from conflict zones.

The Group also invites its business partners to ensure that their own business partners are made aware of and comply with the CSR principles described in this code of conduct.