

Corporate Social Responsibility

Our commitments
for a sustainable world



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OUR HISTORY



Since 1964, when BIM Eurostyle was founded, the company has never ceased to move with the times. It was only in 1966 that BIM Eurostyle opened its first production unit in Châteauroux, with a staff of 200 employees. It was created to manufacture packaging and plastic parts for the radio, television, household appliances, and cosmetics industries. In 1968, MSL Eurostyle entered the automotive sector when it started producing the logo for the Renault 4L. Ever since, the group has kept moving forward and its story has continued to unfold in the automotive sector and all around the world.

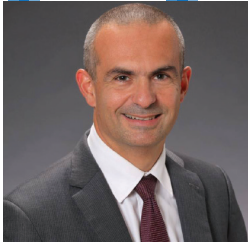
Today, GMD Plastic & Leather Systems is a GMD Group Branch providing design, development and production of innovative interior and exterior solutions for the automotive industry.

With 14 production plants and 5 technical centres, we are 3,000 employees in 9 countries, generating 380 million euros in turnover.

Since 1964, we have built a long, trustful relationship with our customers.



"SUSTAINABLE GROWTH OR BUST"



As an automotive supplier, we play a prominent role in environmental considerations. Especially now that many people have woken up to the fact that our resources are not inexhaustible.

Every individual now bears some responsibility for the world we leave to our children. All the more so for those who contribute to the production of goods that use fossil fuels.

This is why it seemed useful to us to define and write down our principles, our actions, and the values that make us a "CSR" company.

In short...

This means, first of all, that we must comply with the regulations applicable in each country where we do business. Secondly, environmental considerations are a priority. We have already taken these into account by undertaking ISO 14001 certifications.

Improving our working conditions by means of better communication tools is another key factor in reducing our carbon footprint. Finally, our culture of compromise—founded on listening and dialogue—exemplifies the case of a CSR company for our sector.

FRANÇOIS-XAVIER LEMASSON
CEO, PLASTIC & LEATHER SYSTEMS



PEOPLE AT THE HEART OF OUR CONCERNS

GMD Plastic & Leather Systems is centred on five values that form our shared foundation. Those values shape the way we meet the needs of our internal and external customers, while respecting the regulatory requirements of each country where we do business. They also underpin our ethical behaviour in interactions with our partners.



OUR VALUES



Expertise

We provide solutions by leveraging a high level of expertise that is well known. We strive to retain this expertise by hiring highly qualified people, and by training our employees and passing on their knowledge. We are experts in our field, which contributes to the recognition we receive from our customers.



ADAPTABILITY

We know that we are operating in a constantly changing international environment, and we ensure that we are in a strong position to take up the opportunities it offers. We listen closely to all signals and provide appropriate, proportionate, and pragmatic responses.



Exemplary behaviour

Our rules of conduct are clear, understood and respected by all. Each one of us, regardless of our position in the company, is an ambassador of this exemplary behaviour. It is embodied both in our attitude and in our understanding of others.



TEAM SPIRIT

We know that unity is strength. Team spirit comes from solidarity, working for the common good, supporting one other and welcoming all ideas. We believe that there is always more than one way to achieve our objectives.



COURAGE

Our enthusiasm and confidence in our abilities motivate us daily and help us take the necessary decisions. By being bold and courageous, we can meet the challenges set by our customers. Courage is the momentum that propels us into action.

Welcome!
Our values are
now shared with
you.

WE COMPLY WITH FUNDAMENTAL LABOUR STANDARDS



LABOUR RELATIONS

GMD PLS places particular importance on our compliance with the principles set out in the ILO Declaration of 18 June 1998 on Fundamental Principles and Rights at Work.



DISCRIMINATION

We furthermore pledge not to engage in discrimination against our employees, whether in the hiring process, during employment, or afterwards. This prohibition includes considerations of gender, age, religious affiliation, or ethnicity.



HUMAN RIGHTS

All GMD PLS practices are based on respect for human rights and integrity. As such, in our own activities and in our choice of partners, we at GMD PLS pledge that we will not engage in the practice or promotion of forced labour, human trafficking, or child labour.



HARASSMENT AND VIOLENCE AT WORK

GMD PLS fight against harassment to build a safe and respectful workplace.

Sexual or psychological harassment, intimidation or any other behaviour that creates a hostile or intimidating work environment is prohibited.

No employee should be the victim of recurrent acts of psychological harassment intended to or in effect to deteriorate working conditions that could damage his or her rights and dignity, deteriorate his or her physical or mental health, or compromise his or her professional future.

All employees have to work in a healthy environment, free from any form of harassment qualified as illegal according to the regulations and practices in use in countries where the GMD PLS Branch operates.

Also, no employee shall be subjected to aggression or violence in work-related conditions, both internal and external:

- Internal workplace violence means violence that occurs between employees;
- External workplace violence means that which occurs between employees and any person outside the company and in the workplace.



WAGES, BENEFITS AND WORKING HOURS

GMD Plastic & Leather Systems compensates employees in line with industry and local labour market, and in accordance, when they exist, with terms of applicable collective bargaining agreements. GMD Plastic & Leather Systems works daily to ensure full compliance with applicable wage, working hours, overtime hours and benefits laws.

THE SAFETY OF OUR PEOPLE: A PRIORITY AT ALL TIMES



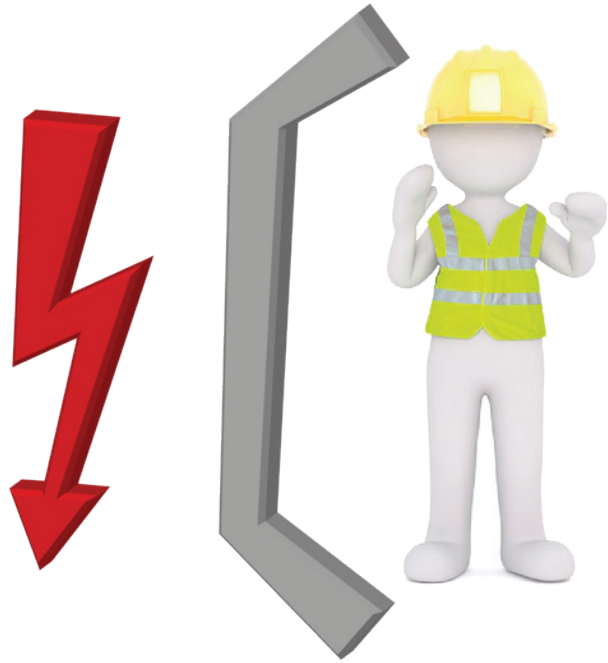
PROTECTION

The protection of our employees is an integral part of our sustainable growth strategy, which is one of the pillars of our strategic plan. As such, PLS holds its health and safety policy among its priority concerns, as part of its overall drive for continuous improvement.



WORKING CONDITIONS

As part of that policy, PLS and its various entities undertake to comply with the H&S regulations applicable in each country. We also make a commitment to pay particular attention to the working conditions of all our employees and any external personnel working on behalf of our company.



HEALTH & SAFETY

Each production site has at least one specialist in health & safety issues. That person's role is to implement the PLS Health & Safety policy, monitor compliance with local regulations, and raise the teams' awareness of the importance of our health & safety policy.

Our management teams also carry out weekly safety inspections.



KPIS

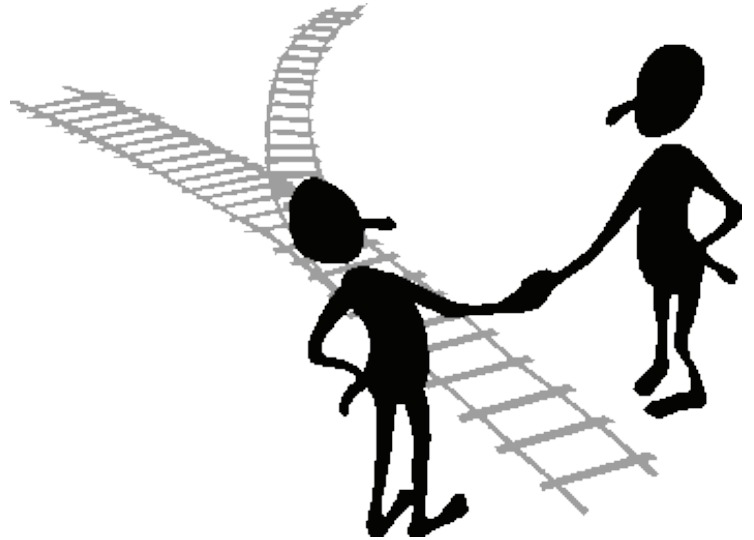
We pursue our H&S policy and put it into practice every day, in particular through our KPIs. This includes ongoing tracking of the frequency of workplace accidents.

A CULTURE OF COMPROMISE: DIALOGUE AND ENGAGEMENT



DIALOGUE

We have always placed dialogue, transparency, and compromise at the heart of our decision-making process. Because we hold to the conviction that understanding the meaning of what we are doing is what gives purpose to our professional lives.



DISCUSSION

We encourage discussion at all our sites so that every employee can make their contribution. Several of the sites also solicit employees' suggestions, so that those with fewer opportunities to express themselves can contribute to overall performance.



INFORMATION

We have also greatly improved the information provided to our employees through corporate and local communication tools. These include twice-yearly information meetings and local newsletters. Little by little, these give us all a sense of purpose in our daily work.



REPRESENTATIVE BODIES

Lastly, employee representative bodies in countries with a strong trade union culture are an important partner for us. They facilitate the reporting of everyday issues and the discussion of substantive projects that contribute to improving our day-to-day lives.

OUR CONTRIBUTION TO TOMORROW'S WORLD

As an automotive supplier, we are aware of the significance of the role we play for the future of our children.

Our primary commitment is to comply with the regulatory aspects of environmental matters, regardless of the country in which we operate.

Many actions aimed at protecting the environment and biodiversity form part of our daily work.



ISO 14001 CERTIFICATION

Several of our sites are ISO 14001 certified. The Châteauroux site has had the certification since September 2014, while the latest to obtain it is our site in Molinges (France).

To obtain this certification, the applicant must implement a comprehensive environmental management system prescribing day-to-day actions. That system has the objective of measuring the environmental impact of our activities in order to set out plans for improvements.

Everyone is involved: the company's employees, external personnel who are passing through, and local stakeholders.

A roll-out plan is currently underway: by 2021, each of our production sites will have implemented its own environmental management system.

And there's more...



AT ALL OUR PRODUCTION SITES—including those yet to obtain the 14001 certification—an organisation has been put in place to oversee the treatment of waste and rejected parts. Recycling is the preferred option, often with reuse in consultation with our customers of the material resulting from the rejected parts.

OUR INNOVATIONS

Our development centres and the associated innovation team incorporate environmental considerations into projects developed for our customers. As a material, plastic is 50% lighter than other equivalent materials that can be used in a vehicle. This means we play an important role in helping to achieve the carbon footprint reduction objectives to which we are firmly committed. Technologies used in PLS—such as coreback—contribute to this way of improving the environmental impact of vehicles, as well as products and materials that comply with the European REACH regulation.

OUR INDICATORS

GMD Plastic & Leather Systems undertakes the non-financial performance diagnostic provided for by European regulations, as well as the ensuing actions. As part of that effort, PLS closely monitors certain environmental, social, and societal risks. For example, we measure the greenhouse gas emissions resulting from our activities, our energy consumption, and the frequency and severity of workplace accidents.

OUR WELL-BEING

We are taking measures to improve our employees' well-being. Part of that effort involves reducing the frequency of their business travel, along with the ensuing environmental impact. For instance, we have set up videoconferencing systems at all our sites, as well as equivalent communication systems on our employees' computers. Other steps that we have taken are aimed at improving the ergonomics of our employees' workstations, or replacing certain chemicals with much less hazardous substitutes.



COMPLIANCE AND ETHICAL CONDUCT IN RELATIONS WITH OUR PARTNERS

GMD Plastic & Leather Systems makes a commitment to comply with ethical standards in our business relations by applying the anti-corruption policy of the GMD Group.

That policy sets out clear rules in relation to four topics:

1 MONEY LAUNDERING



2 CONFLICTS OF INTEREST



3 BRIBES, GIFTS, AND INVITATIONS



4 POLITICAL ACTIVITIES, DONATIONS, AND SPONSORSHIPS



And there's more...



THAT CODE OF CONDUCT SETS OUT RULES ON FINANCIAL MATTERS (INTERNAL OR EXTERNAL ACCOUNTS AUDITING), OR THE EVALUATION OF OUR SUPPLIERS, WHICH WE SCRUPULOUSLY APPLY.

The code of conduct also establishes an internal whistle-blowing mechanism. It allows any person who becomes aware of acts that contravene the rules to report them directly to the Group at the following email address:

anti-corruption@groupe-gmd.fr

Naturally, each employee is informed of all these rules at the time of their recruitment. Compliance with the rules not only serves to protect PLS's interests, it also lets us adhere to the values that are inscribed in our DNA, and which have brought us so much success.



