

# MANAGEMENT COMMITMENT

towards a virtuous and voluntary Responsibility Policy



GrisGroup consists of the companies Gris Découpage SAS (France) and Gris Umformtechnik GmbH (Germany).

Our Group's **Responsibility Policy** aims to promote a virtuous and voluntary approach by considering the impact of our activities in all their aspects: economic, social, environmental and societal.

This policy, which aims to satisfy the expectations of all our stakeholders (employees, shareholders, customers, suppliers, financial bodies, local authorities, etc.), is set out in a series of documents specifying the company's governance and strategy:

- **Company Project**
- **Values**
- **Code of Conduct and Professional Ethics**
- **Sustainability Report (forthcoming)**

While taking into account the regulatory and legal obligations that it has imposed on itself or that are imposed on it, such as :

- **regulatory and legal requirements in terms of CSR (CSRD directive), Quality (IATF 16949), Health and Safety (ISO 45001) and the Environment (ISO 14001)**
- **securing the information system and preventing cyber attacks (ISO 27001, TISAX)**

I therefore invite managers and all employees to contribute to the effectiveness and performance of all the Management Systems in place - Quality, Health, Security of people

and data (SMSI) - and to become involved in a genuine ecological and societal transition.

I undertake to comply with regulatory and legal requirements relating to Quality, Health, Safety and the Environment, to provide safe and healthy working conditions, to eliminate hazards and reduce risks to health and safety in the workplace, and to consult and involve employees. More broadly, I am committed to upholding a set of fundamental values in the extra-financial field, including human rights and the fight against corruption.

Furthermore, in order to protect our stakeholders against the threat of information leaks, the loss or reduction of our activities and to preserve the integrity of our data, I undertake to provide the necessary means and resources to ensure this protection.

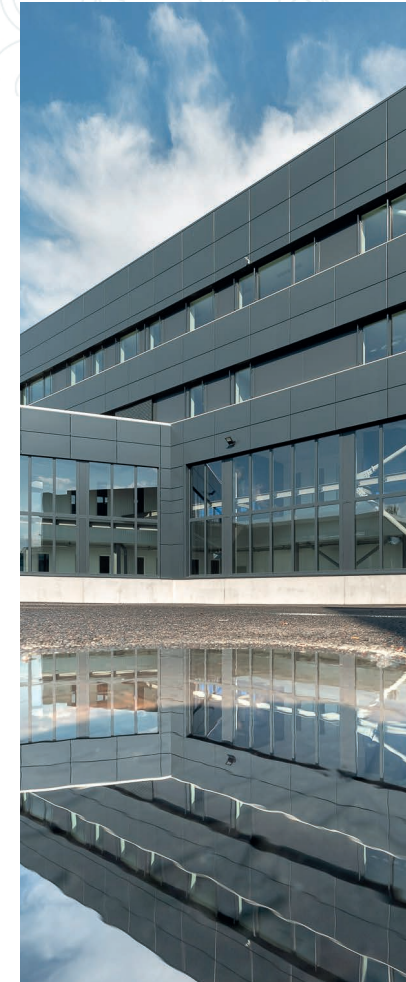
To achieve this, our processes are divided into 3 main cross-functional areas, for which I am committed to implementing the necessary human, organisational and technical resources.

■ **AXIS A : to ensure the company's long-term viability** in the face of changing markets by working to continuously improve our organisation, our Quality-Health-Safety-Environment performance and our internal and external communications, in the interest of all our stakeholders. (cf. *the Company Management, Continuous Improvement and IS Security Management processes*).

■ **AXIS B : fully meet our customers' requirements** by responding to their immediate needs and anticipating their future needs. In short, we aim for total satisfaction in terms of cost, quality and delivery times, while taking into account their CSR expectations at the same level. (cf. *the Marketing, New Product Development and Production and Delivery processes*)

■ **AXIS C : develop and manage cross-functional support services** that directly support production. (see *the Managing Purchasing, Maintaining Resources and Managing Information Systems processes*). Enable the company to grow in compliance with the regulatory requirements applicable to its businesses in terms of health and safety, while anticipating any risk of pollution and limiting its impact on the environment. (see *HSE Manager process*). Manage human resources by getting staff to adhere to the company's values, by developing skills and flexibility, while taking care to provide a good working environment and quality of life. (see *the Managing Staff process*).

Achieving our objectives is not a matter of chance, but the result of human involvement that is often *invisible* but which, in the end, makes up the very *essence* of our organisation.



**Céline GRIS**  
CEO of  
GrisGroup