

CRS REPORT



JULIEN SAS
Toolmaker



THE CSR APPROACH AT JULIEN SAS

Aware of its responsibilities, JULIEN SAS has decided since 2016, to deploy a CSR approach, respectful of the environment, giving a central place to the men and women of the company, through managerial renewal, while paying particular attention to its customers and economic performance, guarantees of sustainability. We are adapting our organization to decide and act in line with the challenges of sustainable development while respecting the interests of our stakeholders.

As a small company, we have not set up a CSR committee. The President of the company is in charge of implementing continuous improvements in collaboration with the President.

In order to reinforce its values, JULIEN SAS has drafted a CSR charter accompanied by various policies and an ethics charter. In order to implement a coherent CSR approach, we take into account the expectations of our stakeholders. This wealth of points of view contributes to orient our strategy.

CSR ORGANIZATION

As far as CSR management is concerned at JULIEN SAS, we have defined a manager in charge of steering the company's CSR approach. This person is in charge of making regular assessments between the different functions involved in CSR actions.

CSR will also be integrated in the company's quality processes. In order to make employees as aware as possible of CSR, we aim (by the end of 2020) to set up an intranet so that everyone can have access to the various documents. In addition, the CSR report is sent by email to employees and is also accessible on the common server. Finally, an annual review meeting presents the issues and the main actions that will take place the following year. In the future, in order to raise employee awareness as much as possible, we plan to organize event days.

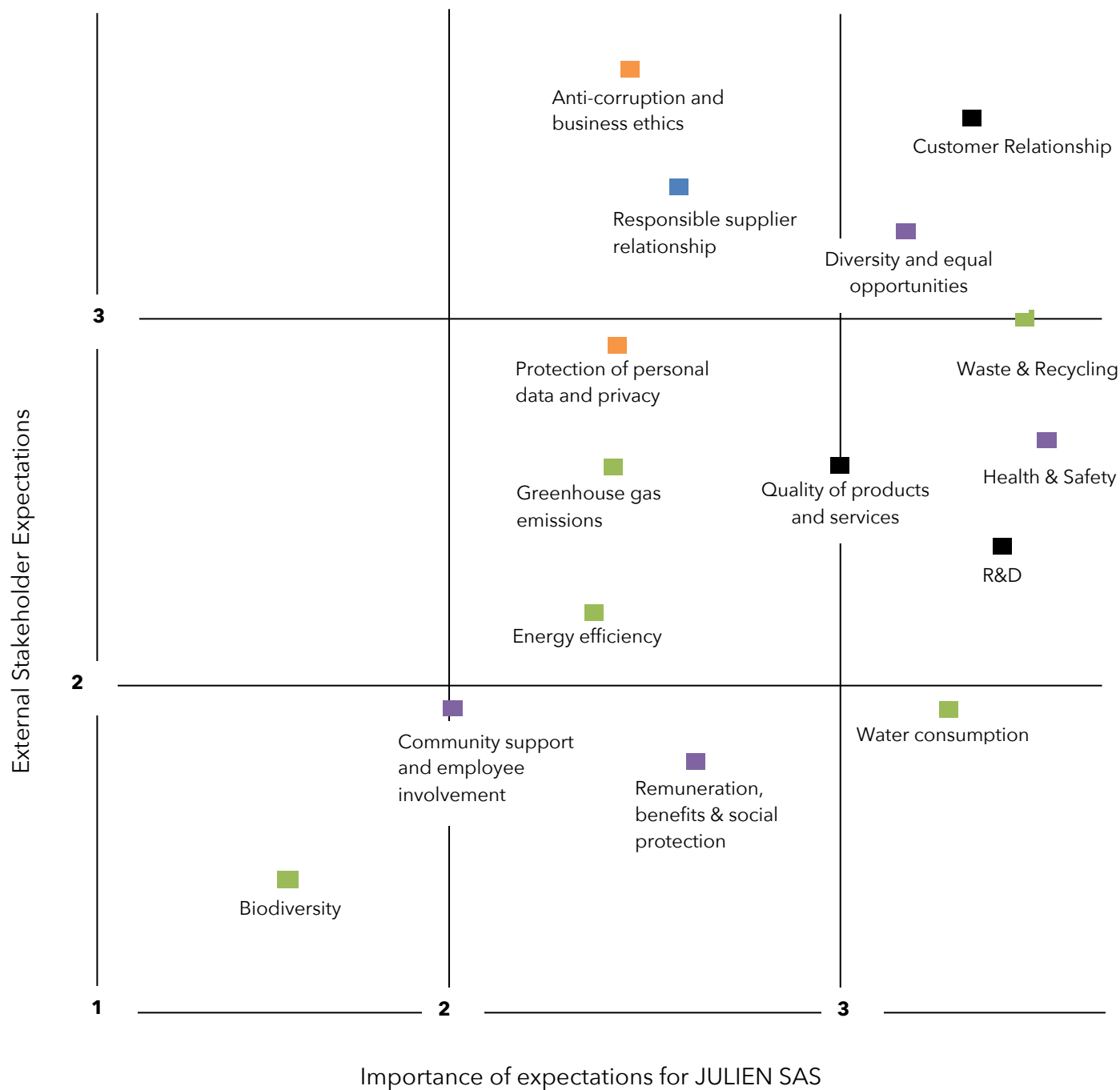
We also undertake to publish our CSR report on our website.

After analyzing the company, we have decided to prioritize environmental issues because as an industrial company this is the most important for our company and it is also what is most expected from our stakeholders. Of course, we do not neglect social and ethical issues, which are just as important. We regularly update our action plans in order to constantly improve.

In order to have a benchmark, we have mapped the CSR issues of the company.

For each CSR issue, we have defined the actions to be taken to control and improve its performance and associated management indicators. In the future, we will carry out a stakeholder mapping exercise and set up a CSR performance dashboard.

MAPPING OF CSR ISSUES



OUR DIFFERENT ISSUES



ENVIRONMENTAL ISSUES

Reduction of water consumption
Reduction of energy consumption
Pollution & GHG reduction
Waste reduction, sorting and recycling
Reduction of chemicals
Ensuring responsible purchasing



SOCIAL ISSUES

Promote fulfillment & well-being at work
Ensuring health and safety
Fostering diversity & equal opportunities
Fight against discrimination & harassment
Advance internal skills (training & careers)



ETHICAL ISSUES

Respecting laws & regulations
Fight against corruption
Gifts & invitations
Competition Law

Fight against fraud
Fight against money laundering
Prevention of conflicts of interest
Integrity control of business relationships
Protection of personal data
Security of confidential information



ENVIRONMENTAL ISSUES



ENVIRONMENTAL ISSUES

Principle of responsibility: act for the environment by participating in the mitigation of climate change.

Climate change: fighting climate change by mitigating GHG emissions.

To protect public health and the planet in the face of climate change and deteriorating air quality, stricter regulations are now necessary. Every year, JULIEN SAS carries out a carbon balance sheet in order to assess its CO2 emissions. In order to improve, the company has set up an action plan. *(Cf. Pollution management manual, environmental action plan, environmental report 2020 - under request)*

Optimization of the use of resources/energy (electricity and fuels)

In order to reduce our energy consumption, we have installed low power LEDs instead of neon lights. The company is also equipped with automatic lighting with presence detection in some places. (Cf. Energy management manual, environmental action plan, 2020 environmental report - under request)

Optimizing water use: Reducing our consumption

In order to reduce our water consumption, our milling machines have closed circuits. We have installed meters on each machine in order to check our consumption and to prevent in case of leakage. We are also working on a waterless machining project which would also allow us to reduce our waste accordingly. *(Cf. Water management manual, environmental action plan, 2020 environmental report - under request)*

Optimizing the use of chemical products: Reducing our consumption

In order to reduce the use of chemicals, we buy according to demand, so we have very little stock. We have eliminated more than half of the chemicals used (release agents, paints, etc.) by introducing water-based paints and polyvinyl alcohol (see *Chemicals Management Manual, Environmental Action Plan, Environmental Report 2020 - under demand*).

Waste Management

In order to sort our waste, we have specific skips for the different categories of our industrial waste. Our offices will also be equipped with selective sorting garbage cans (September 2020). All our waste is collected and treated by approved centers. *(Cf. Waste management manual, environmental action plan, 2020 environmental report - under request)*

Responsible Purchasing

The responsible purchasing approach is an integral part of our approach to sustainable development and is expressed through a set of tools such as the buyers' code of conduct, in which rules are set out in order to practice sustainable and socially responsible purchasing, the suppliers' code of conduct, training in responsible purchasing, supplier evaluation, etc. *(Cf. Responsible purchasing management manual, responsible purchasing action plan, 2020 responsible purchasing report - upon request)*.

SOME FIGURES



-31% of electricity consumption compared to 2016

-3% of gas consumption compared to 2016

-2 T of waste compared to 2018



STATUS OF THE ENVIRONMENTAL ACTION PLAN

WASTE REDUCTION

- Installation of water fountain.....en cours (70%)
- Sorting waste in the offices.....en cours (80%)
- Logo visuel invitant à ne pas imprimer en bas de chaque email.....Fait (100%)
- Timber dump bodyen cours (60%)
- Rag dumpsteren cours (60%)
- Exterior Redevelopment.....en cours (40%)
- Extraction system for sawdust.....en cours (40%)
- Visual signage for waste storage areasen cours (30%)
- Aluminum Chip Recovery.....à venir
- Control projectà venir
- 3D printing: resin removalen cours d'étude (30%)
- Waste exchangeen cours (15%)

REDUCTION OF WATER CONSUMPTION

- Recover rainwater or raw water.....à venir
- Machining method without the use of water.....en cours d'étude (35%)

REDUCTION OF ENERGY CONSUMPTION

- Installation of presence detectors and timers.....en cours (40%)
- Remove all neon lights and install LEDs.....en cours (60%)
- Turning off printers and photocopiers at night and on weekends.....en cours (70%)
- Devices for regulating energy consumptionen cours (35%)
- Electricity generation from renewable energy sources.....en cours (40%)
- Turn off filter dustersen cours d'étude (20%)
- Regulated heatingen cours (80%)
- Ceiling fan.....en cours (60%)

POLLUTION REDUCTION

- Training in eco-drivingen cours (30%)
- Selecting transparent and committed carriers.....à venir
- Reforestation Program.....à venir
- Sampling and analysisà venir
- Filtration system.....à venir
- Indoor air quality measurement.....à venir
- Choice of cleaning products.....en cours (40%)

REDUCTION OF CHEMICALS

- Water-based paint.....en cours (85%)
- Polyvinyl alcohol.....en cours (70%)
- Container for products in stock.....en cours (40%)

RESPONSIBLE PURCHASING

- Stock management.....en cours (30%)
- Supplier analysis.....en cours (40%)
- Eco-responsible purchasing.....en cours (25%)

SOCIAL ISSUES



SOCIAL ISSUES

Promote fulfillment & well-being in the workplace :

In order to promote fulfillment and well-being in the workplace, JULIEN SAS is committed to helping employees achieve a balance between their personal and professional lives and gives its employees access to various benefits and compensation (see *Working conditions manual, social action plan, 2020 social report* - upon request).

Ensuring health & safety :

The health and safety of people is a priority, which is illustrated in particular by the implementation of protective and preventive measures.

This commitment is reflected, for example, in the provision and promotion of PPE, ergonomic adaptation of workstations, and training in chemical risks. (See *Health & Safety Manual, social action plan, social report 2020* - on request).

Advance internal skills (training & careers)

The management of skills within JULIEN SAS is done in connection with current and future needs, respect for equal treatment and professional fulfillment.

The collection in training takes place in particular during the annual professional interviews. (Cf. *Career management & training manual, social action plan, social report 2020* - under request)

Promote diversity and equal opportunities :

We are committed to full gender equality and non-discrimination in hiring practices by promoting the integration of women into technical professions. In addition, we are very attentive to the professional integration of people with disabilities. (See *Diversity management and anti-discrimination manual, social action plan, 2020 social report* - on request).

Fight against discrimination & harassment

JULIEN SAS emphasizes the creation and maintenance of a climate of respect for human rights and the promotion of equal opportunity and inclusion. This means that we must treat our employees and candidates fairly and never get involved in any form of discrimination (see *Diversity Management & Anti-Discrimination Manual, Social Action Plan, 2020 Social Report* - on request).

SOME FIGURES

JULIEN SAS undertakes to disseminate to all its employees its social policy which is attached to the CSR charter.

INDICATEURS RSE	JULIEN SAS (2019)
WELL-BEING	
Total hours of absence (year 2019)	3566 h (occupational illnesses and accidents)
No. of retirements	1
Total resignations	0
Redundancies	0
Conventional rupture	1
DIVERSITY	
Average seniority	16 years
Average age	43 years
Professional equality (ratio of women to total workforce)	8 %
Inclusion of disabled persons (number of RQTH employees)	3
HEALTH & SAFETY	
Total number of lost-time accidents	5
INTERNAL SKILLS (CAREERS & TRAINING)	
Internal mobility (over the last 3 years)	40 % (i.e. 13 vertical & 7 horizontal mobilities)
No. of individual interviews	85 % (Target 2020: 100%)
Nb of training days	37 days
People sent on training courses	15 %
No. of external training courses	4
No. of internal training courses	3
Annual cost	7 050 €

PROGRESS OF THE SOCIAL ACTION PLAN

FIGHT AGAINST DISCRIMINATION

- Internal Barometer.....à venir
- Employee survey.....en cours (20%)
- Complaint handling procedure.....à venir
- Training - fight against discriminationà venir

WELL-BEING

- Restaurant tickets.....en cours (30%)
- Public transit pass participation.....à venir
- User-friendly events.....en cours (70%)
- Measuring employee well-being.....en cours (40%)
- Shop steward.....à venir
- CSE.....en cours (30%)

CAREER MANAGEMENT

- Career plan.....en cours (20%)
- Corporate Intranet.....en cours (15%)

TRAINING MANAGEMENT

- Strengthen the training proposal.....en cours (10%)

RECRUITMENT MANAGEMENT

- Knowledge testà venir
- Recruitment area - website.....en cours (30%)
- Ensuring the proper implementation of integration questionnaires.....en cours (50%)

HEALTH AND SAFETY MANAGEMENT

- Develop risk training.....à venir
- Identify and communicate about risky work situationsen cours (60%)
- Promote security protocolsen cours (10%)
- Analyze all work accidents with cause tree method + RETEX.....à venir
- Produce monitoring tables with incident indicators.....en cours (30%)
- ¼ de security.....à venir

ETHICAL ISSUES



ETHICAL ISSUES

JULIEN SAS has written an ethical charter attached to its CSR charter and has set up a Code of Ethics in order to enable each of us to act with integrity by questioning the situations encountered in our activity.

Compliance with laws & regulations

The company's reputation for integrity is built on compliance with the laws and regulations and other regulatory constraints in force in all countries where our company operates. This is why JULIEN SAS and its employees are committed to respecting these laws and regulations in all circumstances.

It is the personal responsibility of each employee to be aware of the laws, regulations and regulatory obligations that concern or have an impact on his missions or employment. Any violation of laws or regulations may be subject to civil or criminal sanctions against the employees or JULIEN SAS.

Alert procedure

The Alert Procedure is available to employees, subcontractors, suppliers or third parties with whom we have a business relationship, and must be used in accordance with the laws and regulations applicable in France.

The alert may be brought to the attention of either the line manager or management. Processing is carried out by the recipient of the alert, either on his or her own or with the support of experts depending on the field of the alert. The person issuing the alert can indicate the purpose of the alert and briefly describe its key elements. He receives an acknowledgement of receipt within 72 hours. After analysis of its admissibility, the alert is processed within two months. This period may be extended if necessary to finalize the instruction, in agreement with the alert. The issuer of the alert will be kept regularly informed of the progress of the processing. In all cases, the processing of the alert shall be carried out in compliance with the rules applicable to the processing of personal data.



ETHICAL ISSUES

Fight against corruption

We base our relationships on trust and mutual understanding that any form of corruption is unacceptable in our business. We will not accept or pay bribes. That is why we have an anti-corruption policy in place. (See *Anti-Bribery Manual, Ethics Action Plan, Ethics Charter, Code of Ethics, Ethics Report*).

Gifts & invitations

JULIEN SAS ensures that all business decisions are based on the competitiveness, performance and quality of the products and services we offer. No gift or invitation can be made in order to obtain an advantage or to influence a business decision in violation of the law, the rules of the recipient, the Code of Ethics of JULIEN SAS. All gifts and invitations must have a legal and legitimate business purpose. (Cf. *Anti-bribery manual, Ethics action plan, Ethics Charter, Code of Ethics, Ethics Report*).

Fight against fraud

In order to best fight against tax evasion, we have a secure system at the bank level and the authorizations are held only by the manager and the person in charge of the finance department of the company. In addition, every year the accounts are certified by the auditor. As far as purchases on the internet are concerned, as soon as an action is made, the bearer receives an sms notification for all amounts. (See *Anti-Fraud Manual, Ethics Action Plan, Ethics Charter, Code of Ethics*).

Competition law

We do not share information with our competitors on matters such as pricing, costs or strategy, as this could lead to suspicions of manipulation or distortion of competition. Never enter into agreements with competitors with the aim of distorting free competition in a market. JULIEN SAS complies with all competition laws and operates solely on the basis of fair and open competition. We have set up a charter and a guide of compliance with competition law. (Cf. *Ethics Manual, Ethics Action Plan, Ethics Charter, Code of Ethics, Competition Law Compliance Guide*).

Fight against money laundering

JULIEN SAS fights economic and financial crime, notably by combating money laundering and the financing of terrorism. Money laundering represents a risk for JULIEN SAS, which must in no way be accused of favoring the financing of prohibited activities, such as terrorism, drug trafficking or the financing of certain political parties. (Cf. *Ethics Manual, Ethics Action Plan, Ethics Charter, Code of Ethics, Ethics Report*).

ETHICAL ISSUES

Prevention of conflicts of interest

We have never faced any conflicts of interest. In order to raise awareness and prevent them as much as possible, we have set up a conflict of interest management procedure that is available and accessible to all employees. *(See Conflict of Interest Management Manual, Ethics Action Plan, Ethics Charter, Code of Ethics).*

Integrity control of business relationships

We have set up a code of integrity so that our partners, suppliers, service providers and customers can become aware of our values and commit to respecting them. This also allows us to control their integrity. *(See Integrity management manual, Ethics action plan, Ethics Charter, Code of Ethics).*

Protection of personal data

JULIEN SAS takes all necessary measures to ensure that personal data is managed in an appropriate manner and in compliance with all company instructions as well as with applicable data protection laws and regulations (RGPD). This is why JULIEN SAS has followed the instructions of the RGPD and implemented them in the company through different procedures and documentations. *(See Appendices Information Security Manual, Ethics Action Plan, Ethics Charter, Code of Ethics).*

Security of confidential information

Protected information includes, in particular, business strategies, product improvements, technical information, systems, trade secrets and other know-how developed or acquired by JULIEN SAS.

Access to all such information is limited to employees whose duties specifically require the use and processing of such data. All confidential and protected information must be preserved and used only for authorized purposes. These obligations continue after termination of employment. *(See Appendices Information Security Manual, Ethics Action Plan, Ethics Charter, Code of Ethics)*

SOME FIGURES

	2018	2019
% of employees trained on ethical issues	37 %	56 %
Number of Code of Conduct Violations	0	0
Number of corruption cases	0	0
Number of fraud cases	0	0
Number of conflict of interest cases	0	0
Number of incidents recorded following the alert procedure	0	0
Evaluation of our partners	60 %	80%

	2017	2018	2019
Nb of people with access to payroll software	1	1	1
Nb of persons having access to invoices, administrative documents	3	3	3
Number of people aware of information security issues	10 %	70 %	75 %
Orange Firewall, installation time	21 trimestres : 5 (jusqu'en 2020)	Contrat de location jusqu'en 2020	Contrat de location jusqu'en 2020

STATUS OF THE ETHIC ACTION PLAN

- Implementation of an intranet.....en cours (5%)

FIGHT AGAINST CORRUPTION

- Staff training.....à venir
- Implementation of an internal procedure on the company's commercial conditions.....à venir
- Assessing our strategic suppliers on their CSR approaches.....en cours (40%)
- Corruption prevention" awareness video.....à venir
- E-learning anti-corruption.....à venir
- Make a gifts & invitations guide.....à venir
- Selecting a secure platform to create and host all alerts.....à venir
- Due diligence procedure.....à venir
- Approval procedure for sensitive transactions (e.g., gifts, travel, etc).....à venir
- Awareness training to prevent corruption.....à venir

COMPETITION LAW

- On-line training.....à venir
- Internal compliance procedure.....à venir

INTEGRITY CHECK

- Sending the questionnaire to suppliers and customers.....à venir
- Sending & signing of the integrity code.....à venir

INFORMATION SECURITY

- Procedure for securing supplier + customer information.....en cours (20%)
- Network segmentation.....en cours (45%)
- DNS filtering.....en cours (30%)
- Network diagram.....en cours (10%)
- Security architecture.....en cours (15%)
- Incident response procedure to manage confidential information breaches.....à venir
- Control procedure to prevent information security breaches.....à venir

For the next objectives, we will define them with our law firm.



Do not hesitate to contact us via the e-mail address julien@julien.com for any questions and to share your thoughts on CSR.