

C S R
CORPORATE
SOCIAL RESPONSABILITY
P O L I C Y
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TRATO-TLV GROUP CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR)

As part of its development and to provide the best possible opportunities for future generations, the TRATO-TLV Group is committed to a Corporate Social Responsibility policy (CSR) and has introduced a targeted, fair approach based on 3 components:

■ Economic - ■ Social - ■ Environmental

1 ECONOMIC

The TRATO-TLV Group is involved in a number of professional organisations and syndicates in order to gain a clearer understanding of the environmental aspects at every level of the company. In this context, it acts within its economic environment as:

■ An active member of the lighting syndicate

www.syndicat-eclairage.com which is a professional organisation for manufacturers of bulbs and lighting appliances. It is involved in promoting lighting as a whole.



■ A member and founder of Recylum www.recylum.com,

a non-profit-making eco-organisation responsible for collecting and recycling used bulbs. It has also been approved since 15 August 2012 for professional electrical and electronic equipment (DEEE Pro) in the building, industrial and medical sectors: lighting, regulation and inspection equipment, measuring instruments, medical equipment, etc. TRATO is in category 5 (bulbs and lighting equipment) and TLV is in categories 5 and 8 (lighting equipment and medical systems).



■ A member of AFNOR and a member of the S92D «Medical Gas Piping Systems» Standardisation Committee.

The AFNOR association and its subsidiaries form an international group that serves the general interest and economic development. It designs and deploys solutions based on standards, which are sources of progress and trust. It is organised into 4 major areas of expertise: la standardisation, certification, publishing solutions and technical and professional information services and training.



■ A member of the CCI Grand Lille Chamber of Commerce.

Its role is to represent the interests of industry, commerce and services before the local authorities.



2 Social

Through its CSR policy, the TRATO-TLV Group is committed to developing its employees' ecological awareness through the following initiatives:

- Employee support for the entire company project by, for example, encouraging employees' "progress actions", which are rewarded by trophies
- The integration of disabled workers
- Regional collaboration with integration workshops (APRA)
- A partnership with CARSAT (Regional Retirement Insurance and Occupational Health Fund) within the TRATO-TLV Group CHSCT (Health, Safety and Working Conditions Committee)
- Working with the unions to convert workstations in order to make work easier and preserve employee health
- Employee training in "workstations and postures" workshops
- Medical monitoring of Group employees by outside health organisations
- The introduction of indicators to monitor occupational accidents
- The low turnover rate of Group employees
- The provision of IPE (Individual Protective Equipment)

3 Environmental

The TRATO-TLV Group is committed to limiting its impact on the environment by controlling the environmental aspects of its products upstream and downstream from the value chain.

A Limiting its environmental impact by complying with the regulations

For several years, the Group has been committed to complying with the various regulations in force:

■ Directive 2011/65/EU, formerly ROHS :

this provides for the elimination at source, from the design stage, of certain dangerous materials in electrical and electronic equipment (EEE).

■ Directive 2012/19/EU, formerly

EEEW directives : this provides for the selective collection, treatment and other forms of recovery of electrical and electronic equipment. Directives 2011/65/EU (Limitation of Dangerous Substances in Electrical and Electronic Equipment) and 2012/19/EU (Electrical and Electronic Equipment Waste) introduce supplementary measures and aim to achieve the same goal: the protection of the environment and human health.

■ The European REACH regulation

(Recording, Evaluation and Authorisation of Chemical Hazards) : its aim is to improve the protection of human health and the environment while maintaining competitiveness and reinforcing the innovative spirit of the European chemical industry. It is based on the principle that it is up to manufacturers, importers and downstream users to ensure that they manufacture, market, import or use substances that are not likely to be harmful to human health or the environment.

■ The APAVE inspection :

the Group has introduced an inspection of its installations with the APAVE organisation, which focuses on the electrical safety of its buildings and the safety of its machines.

B Using Eco-design to control the environmental aspects of our products

TRATO-TLV makes every effort to design its products in an environmentally friendly way. This is illustrated as follows:

- Using integrated optical design management to design more energy-efficient light fittings
- An R&D department that has worked since 2009 to integrate LED technology into our product ranges.
- Promoting the use of LED technology by offering our clientele ROI (Return On Investment). e.g. Trato LED sales : 2012 = 8 %, 2013 = 25 %, 2014 = 70% and 2015 = 85%.
- Working on thickness and shape optimisation to optimise the weight of raw materials.
- Limiting the surface treatments applied to our products.
- We focus particularly on using 100 % recyclable materials (e.g. steel, aluminium, copper, cardboard, etc.) and developing a workstation waste management policy in order to recycle as much scrap material as possible.
- Selecting freight forwarders (suppliers) who have adopted a sustainable development policy (e.g. <http://calberson.fr/fr/view-688-category.html>).



Through innovations that are closely linked to its environmental and sustainable approach, the TRATO-TLV Group is committed to a CSR policy that has its effects day after day. This initiative is one of its priorities and it develops it every day by introducing practical initiatives within the Group.