

Executive Management Commitment

about management of Quality, Health, Safety and Environment

The GRIS Group, combining GRIS DÉCOUPAGE located in France and GRIS UMFORMTECHNIK based in Germany, have implemented a company policy, the general and fixed objectives of which are to fulfil the expectations of all relevant stakeholders: customers, suppliers, employees and staff representatives, shareholders, financial organizations, communities and to comply with the regulatory and statutory requirements in terms of Quality, Health, Safety and Environment.

This policy consists of strategic objectives for a three-year period, revised annually into strategic plans appropriate for the period in question and the subsidiaries involved.

The Group's **continuous improvement** is based on a constantly developing Quality-Safety-Environment policy, tailored to the requirements of the market.

A signatory to the UN Global Pact, GRIS DÉCOUPAGE is committed to promoting and respecting a set of fundamental values in the areas of human rights, work conditions, the environment and anti-corruption.

As CEO of the GRIS Group, I am committed to implementing the necessary human, organisational and technical resources to:

- **PRIORITY A:** sustain the company in the face of market developments by promoting the continuous improvement of our organisation, our Quality-Environment performances and internal and external communications, in the interest of all relevant stakeholders. (see the *Managing the Company and Continuous Improvement* processes).
- **PRIORITY B:** completely fulfil our customers' requirements by responding to their immediate needs and anticipating their future requirements. Aiming at, in a nutshell, total satisfaction in terms of cost, quality and deadline. (see the *Marketing, Developing new products and Producing and delivering products* processes).

- **PRIORITY C:** developing and managing cross-functional support services directly sustaining production. (see the *Purchasing, Production facility maintenance and IS Management* processes). Enabling the company to grow in compliance with the regulatory requirements applicable to its business (health and safety) and the environmental aspects by anticipating every pollution risk and controlling and reducing, insofar as is possible, its impact on the environment. (see the *HSE Manager* process). Managing the human resources by helping staff to adopt the company values, by developing skills and versatility while maintaining focus on the context and quality of life at work. (see the *Managing personnel* process).

To this end, I am committed, as part of the policy of our Quality-Safety-Environment management system, to drawing up objectives for each situation, which will be notified to all Group personnel. In fact, I consider that the success of this policy depends on the daily performance of the tasks related to the objectives, which will be deployed at all levels and across all Group functions.

I am committed to verifying, during the monthly reviews, the results and the relevance of the objectives so that they remain consistent with our commitment to continuous improvement and that they be adapted on an ongoing basis to market developments.

Quality, Health, Safety and respect for the environment do not happen by chance, but result from a commitment by the management, the engagement of the executives and the active participation of all employees.

My involvement in this solemn undertaking guarantees the involvement of all of my employees.

January 23, 2022



Céline GRIS

CEO of the GRIS GROUP

