



COMMUNICATION
ON PROGRESS



This is our Communication on Progress in implementing the Ten principles of the United Nations Global Compact and Supporting the goals of the United Nations.

We would appreciate your feedback on its content.

STATEMENT OF SUPPORT FOR THE UNITED NATIONS GLOBAL COMPACT

Amiens, on 12/05/2022

Aware of the impact of our company's activities on the environment, we are convinced that the sustainability of our activities and the development of new markets are inseparable from the improvement of our social and environmental performance. Accordingly, BMA wishes to continue its development in a Continuous Improvement process and balance between social, economic and environmental issues.

We committed to the United Nations Global Compact in October 2019 and have adopted the 10 fundamental principles of this pact concerning respect for human rights, international labour standards, environmental protection and the fight against corruption through the deployment of our CSR approach.

Our first challenge was the structuring of our CSR approach, the definition of our objectives and the assessment of our future and progress through indicators or results.

Thus, over the past two years, the broad guidelines and objectives of our actions have focused on

- The development of green energy
- Reducing our environmental impact through our waste
- The purchase of responsible chain consumables
- The involvement of our employees in the improvement of the company's performance and the CSR approach
- Obtaining FSC certification and our commitment to the values held by this organisation
- Improving the employer brand and external communication around CSR, in particular through this report.

As such, we thank our teams for their involvement and collaboration in the deployment of our approach and the achievement of our objectives.

We involve and wish to increase the involvement of our stakeholders in our CSR approach, in particular by continuing to develop, in partnership with our customers and suppliers, innovative products adapted to current challenges.

With this letter, I renew and reaffirm our commitment to the 10 core principles of the United Nations Global Compact and our determination to be a driving force and an example in our field of activity.

NICOLAS COQUET

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Principles of International Labour Standards



NORMES
 INTERNATIONALES
 DU TRAVAIL

BMA adheres to the 4 core principles of international labour standards:

- BMA is committed to ensuring **respect for the freedom of association** of its employees and their representation and recognises the **right to collective bargaining**.
- The company BMA **prohibits forced labour and the use of child labour** within the company as well as its suppliers and subcontractors.
- BMA **prohibits all forms of discrimination** based on gender, age, origin, religion, sexual orientation, physical appearance, health status, trade union membership, disability or any other form of discrimination **and ensures that everyone is treated equally**. BMA intends to implement a human resources policy that is fair and in accordance with the laws and regulations in force, with **a focus on promoting diversity**.

To that effect, BMA

- **Respects and adheres to the principles of the Universal Declaration of Human Rights**, the International Labour Organization, the Organization for Economic Cooperation and Development (OECD).
- **Complies with French labour law legislation**
- **Reaffirms these commitments and its policy through its ethical charter** shared with all employees
- BMA is a signatory to the "**Policy for Associating Organizations with the CSF**" which asserts its willingness to explicitly accept, now and in the future, as long as its relationship with the CSF exists, not to be directly or indirectly involved in the following unacceptable activities:
 - a) Illegal logging or trade in illegal timber or forest products;
 - b) Violation of traditional and human rights in logging operations;
 - c) Destruction of high conservation values in forestry operations;
 - d) Significant conversion of forests to plantations or for non-forest use;
 - e) The introduction of genetically modified organisms into forestry operations;
 - f) violation of one of the core ILO conventions, as defined in the 1998 ILO Declaration on Fundamental Principles and Rights at Work.

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Labour-management dialogue, relations and work conditions

BMA maintains **local management** with its employees with a manager present on site and accessible to all. In addition, operational proximity managers are also in place to promote this proximity and communication within the company.

Every 2 months, a meeting is organised with all employees to present the projects, the news of the company but above all to promote exchanges, feedback awareness and the needs of each individual.

Working groups on CSR and working conditions improvement are carried out regularly as well as **awareness-raising and information** on these themes.

Once every two years at least, dialogue and collective communication training is offered to employees.

Every month the staff representatives meet with Management. Each year, Management conducts **an annual and professional interview** with each employee to discuss their mutual needs and expectations.

The company **invests in new equipment** as the technologies in its field of activity evolve. This allows the improvement of working conditions and ensures the performance of the company and its sustainability; and to this end, it pays particular attention to **supporting employees in their need to develop**, particularly through training. It follows a **programme of actions related to the improvement of working conditions** that it develops and shares with staff.

BMA pays particular attention **to the proper balance between the professional and personal lives** of its employees, in particular by applying and respecting the right to disconnect during employees' holidays and rest days.

It ensures **a safe and healthy working environment**, in which everyone can express themselves and exchange ideas, and **respects the free expression** of our employees and their freedom to exchange ideas.

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Some figures ...

— **35** employees in 2021

— **more than 74%** have more than 5 years of seniority in the company

Figure 1: Workforce parity

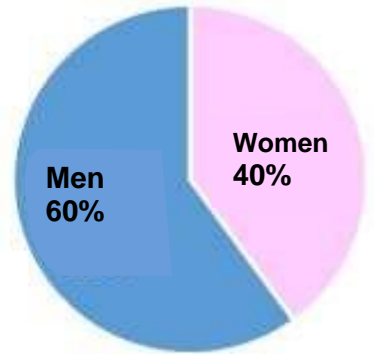
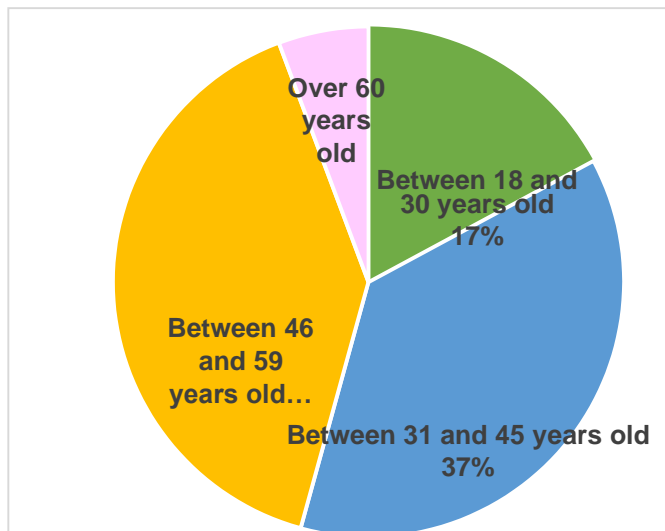


Figure 2: Distribution of employees by age groups



— **100%** of individual interviews conducted on time

— **147 hours** of training, **25%** of staff trained

— **36 hours of awareness-raising and working groups** related to a CSR theme, including the environment and working conditions

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Principles relating to the environment



The company BMA develops its activities taking into account the principles outlined by the United Nations Global Compact which are:

ENVIRONMENT

- Support a precautionary approach to environmental challenges;
- Undertake initiatives to promote greater environmental responsibility;
- Encourage the development and diffusion of environmentally friendly technologies.

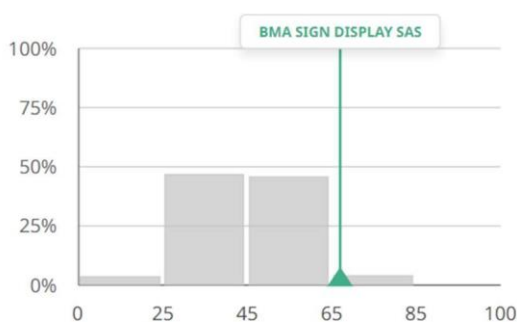
To do so, it has implemented a **detailed environmental analysis** of its activities in order to identify good practices, control measures and highlight areas for improvement. This tool is one of decision-making sources on actions to be taken in terms of environmental protection within the company. These actions are then **integrated and monitored in a CSR management program**, resulting in a structured approach to the annual objectives.

This CSR approach is evaluated annually by the ECOVADIS platform. In 2021, the company BMA won the **gold medal** for its approach and is in the 94th percentile, that is to say that the score of BMA is equal to or greater than 94% of all the companies evaluated by ECOVADIS at the time of the score publication.



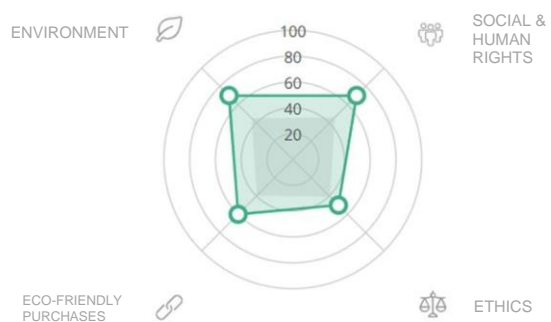
67/100
 94th percentile

Distribution of overall scores



● All of the same field of activity companies evaluated by Ecovadis

Comparison of theme scores



● BMA SIGN DISPLAY SAS Score

● All of the same field of activity companies evaluated by Ecovadis

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Since the involvement of employees is critical in this process and the subsequent actions carried out are essential to BMA, the company carries out working groups with employees and communicates the guidelines to them each year through the formalisation and diffusion **of an environmental and societal policy.**

In addition, the company BMA affirms this desire to integrate the environmental aspect into its practices through:

- Maintaining its "**Imprim 'vert**" certification,
- The integration of the "**communauté du coq vert**" which shows that the company has begun its ecological transition,
- Obtaining **FSC certification** guaranteeing compliance with and implementation of an FSC Chain of Control management system.



La marque de la
gestion forestière
responsable



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Objectives	Actions /	Results						
<p>Water Reduction in consumption "new" water</p>	<p>Implementation and monitoring of a water consumption vs production indicator</p> <p><i>Lack of visibility on water consumption before, in 2020, followed by an indicator but not proactive. Since 2021, active monitoring of water consumption with a quarterly internal survey and monitoring of possible anomalies for immediate actions.</i></p>	<p>Water consumption (m³)</p> <table border="1"> <caption>Water consumption (m³)</caption> <thead> <tr> <th>Year</th> <th>Consumption (m³)</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>173</td> </tr> <tr> <td>2021</td> <td>123</td> </tr> </tbody> </table>	Year	Consumption (m ³)	2020	173	2021	123
	Year		Consumption (m ³)					
2020	173							
2021	123							
<p>Identification of consumer activities via environmental analysis:</p> <ul style="list-style-type: none"> - Conducting an internal environmental analysis identifying water using activities and good internal practices. - Carrying out an Eco-flow Diagnostic by external agency <p><i>Identification of good practices and possible areas for improvement</i></p>								
<p>Gas Reduction in Fuel consumption</p>	<p>Establishment of a leak check and repair audit on the compressed air circuit</p> <p><i>1st annual audit carried out in 2020. Establishment of a contract with the service provider for yearly audit</i></p>	<p>Gas consumption monitoring (in</p> <table border="1"> <caption>Gas consumption monitoring (in</caption> <thead> <tr> <th>Year</th> <th>Consumption</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>49,411</td> </tr> <tr> <td>2021</td> <td>45,722</td> </tr> </tbody> </table>	Year	Consumption	2020	49,411	2021	45,722
	Year		Consumption					
2020	49,411							
2021	45,722							
<p>Building Insulation - Reception / Shipping Door Change</p> <p><i>Installation of automatic doors: easier closing and opening and door with more insulating material</i></p>								

<p>Waste Reduction in the amount of Common Industrial Waste (CIW)</p>	<p>Establishment of a recovery sector and/or recovery of wood pallets <i>Wooden pallets outwith standard, waiting for the procedure, donation to employees and other private applicants. Since mid-2021, a specific recycled and recycled skip has been implemented</i></p>	<p>Proportion of CIW waste (%)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Proportion of CIW waste (%)</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>62,136</td> </tr> <tr> <td>2020</td> <td>46,77</td> </tr> <tr> <td>2021</td> <td>19,19</td> </tr> </tbody> </table>	Year	Proportion of CIW waste (%)	2019	62,136	2020	46,77	2021	19,19
	Year		Proportion of CIW waste (%)							
	2019		62,136							
2020	46,77									
2021	19,19									
<p>Establishment of a cardboard recovery sector <i>Since mid-2021, improved sorting and separation of cardboard in a specific recycled and recovered bin. Internal recycling initiated and identified in environmental analysis and is in progress</i></p>										
<p>Implementation of selective sorting in offices and break room <i>Recycling and recovery line set up for cans / cups/ bottles and papers. Decrease in "administrative and break room" CIW</i></p>										
<p>Waste Reduction of the amount of waste vs the amount manufactured</p>	<p>Implementation of a cut optimisation software for the design office <i>Training of employees in the software and awareness on the subject</i></p>	<p>Quantity of plastic waste (tonnes)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Quantity of plastic waste (tonnes)</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>27.52</td> </tr> <tr> <td>2021</td> <td>5.07</td> </tr> </tbody> </table>	Year	Quantity of plastic waste (tonnes)	2020	27.52	2021	5.07		
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2020	27.52									
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Regarding energy-related actions, BMA has **set a key objective for 2024** which is to **disengage from fossil energy for heating** in favour of green energy, the use of district heating that generates calories through an energy mix based on several local, renewable and recovery energy sources.

In addition to actions related to energy and waste, BMA is changing its **purchasing practices**:

With 2 objectives initiated in 2021:

- Purchase consumables from responsible and recycled sectors
- Increase the amount of recycled or "clean" material in manufactured products

Thus, from now on, **100% of consumables purchased** such as hand towels, toilet paper, paper sheets and cups are made of **recycled, recyclable materials** and derived from **controlled and controlled PEFC or FSC type sectors**.

100% of raw materials from the forest: cardboard, wood or paper, used for the manufacture and/or packaging of BMA products **are FSC certified**.

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