

ISO 26000



SUMMARY



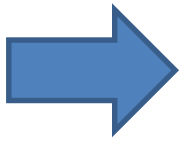
1. The origin
2. The method
3. Some strong values and commitments
4. Our actions
5. Our success



The origin

2008 Beginning of the Sustainable Development (SD 21000)

2014 Transition to the CSR



To harmonize our approach with Agrico group's way of working.

We were able to build linkages between these two referentials making the transition easier.

We had a solid foundation to begin CSR in good conditions and very quickly.

The method : A business Approach

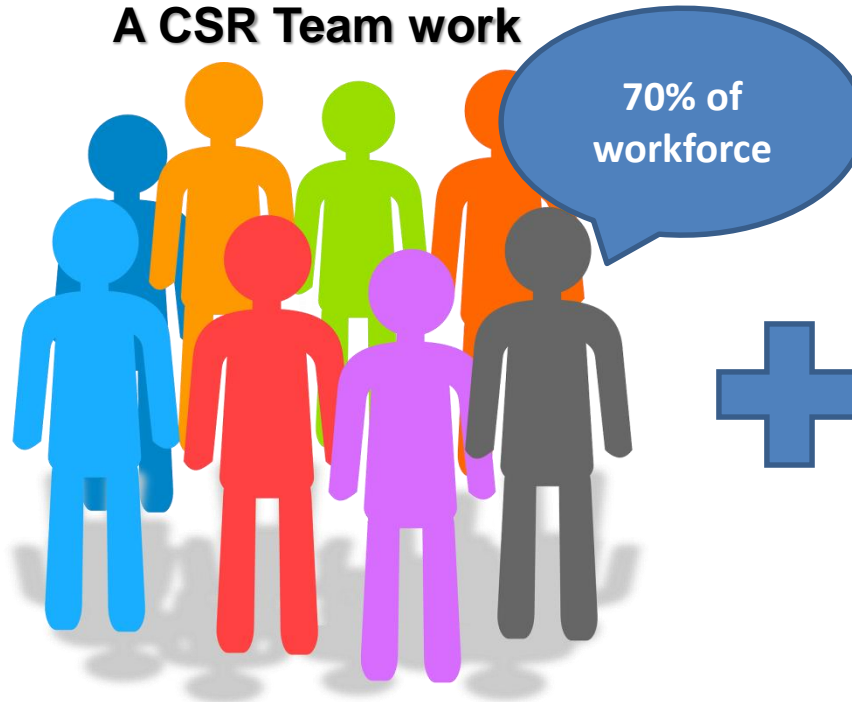
Our aspiration

Doing things by ourselves.

A CSR Team work

To mobilise
employees

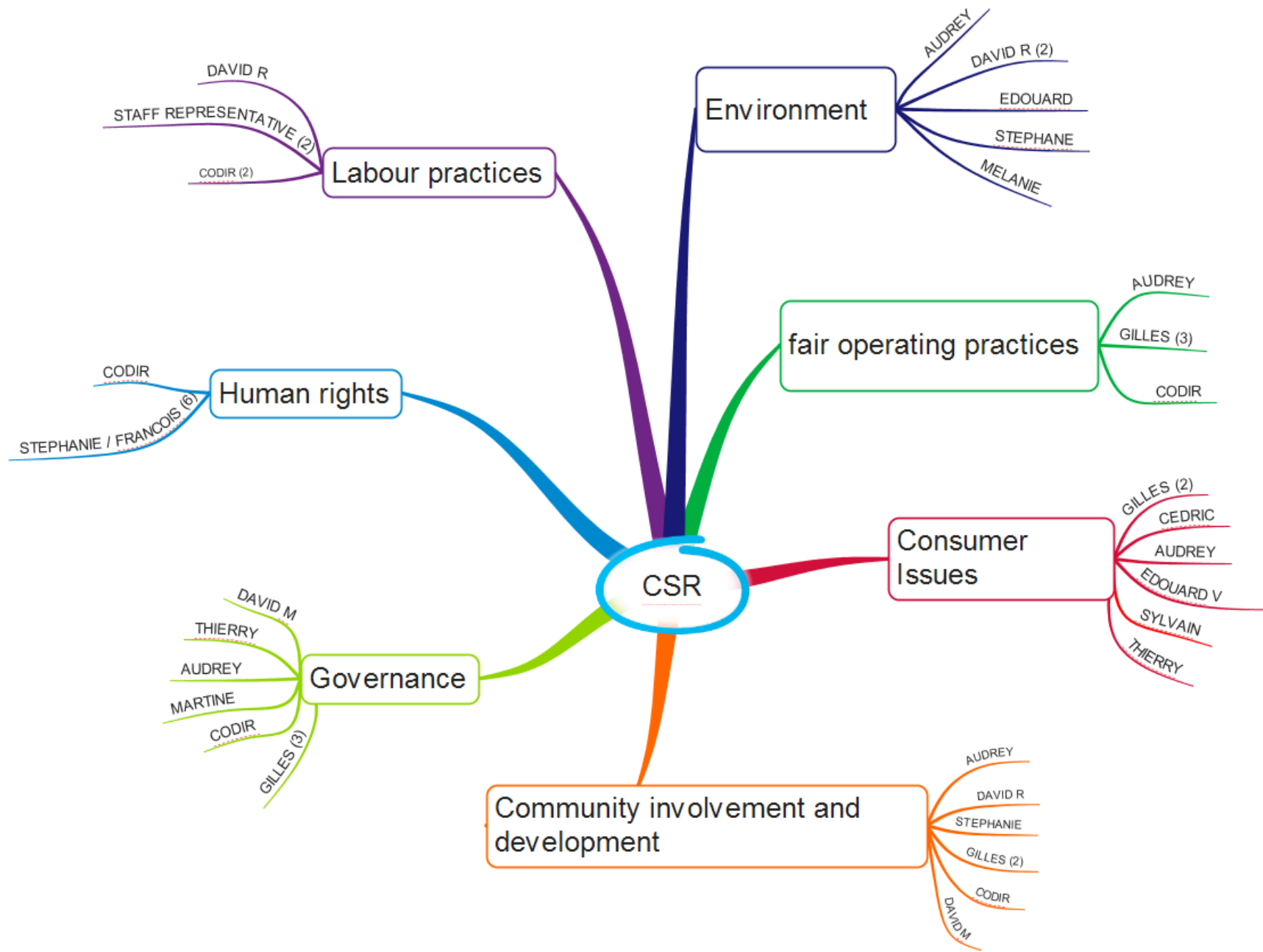
To benefit to the
knowledges of all
of them



One consultant
for one day



One action = one person



The method : A global Approach

Integrated in everyday life

Living files

Way of functioning



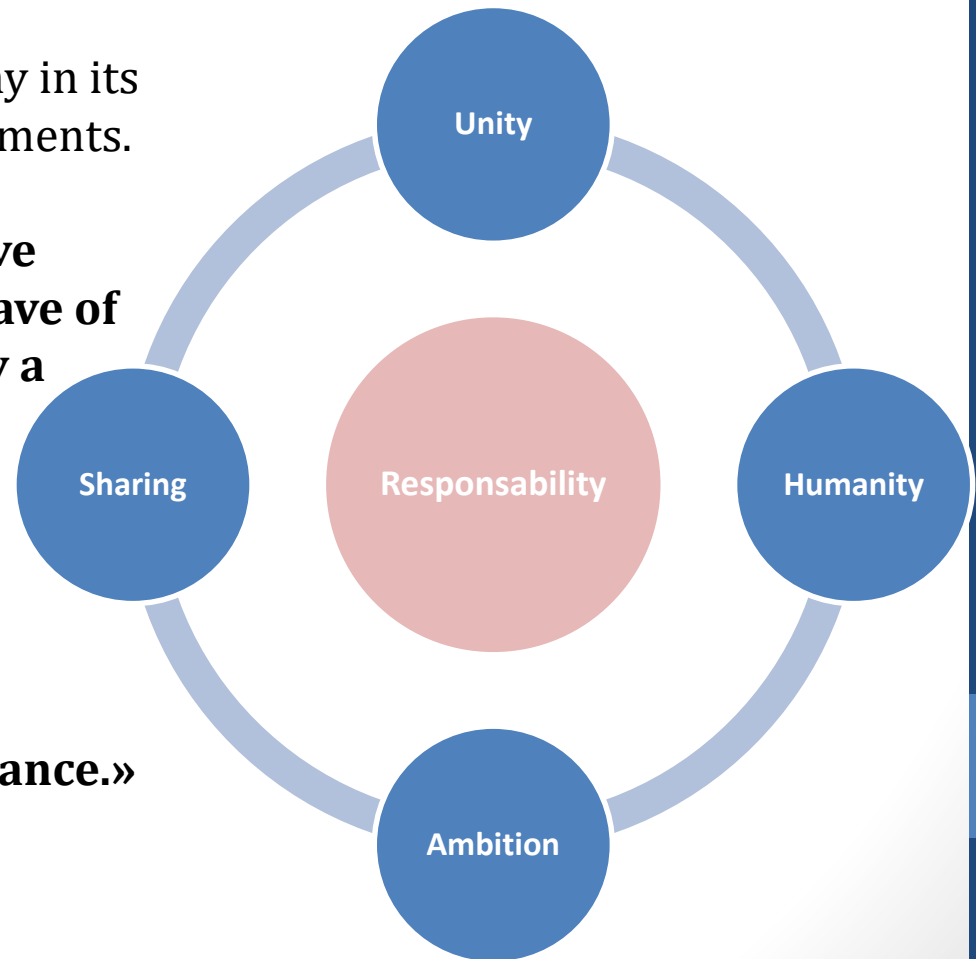
Some strong values and Commitments

DESMAZIERES federates its collaborators around 5 company values.

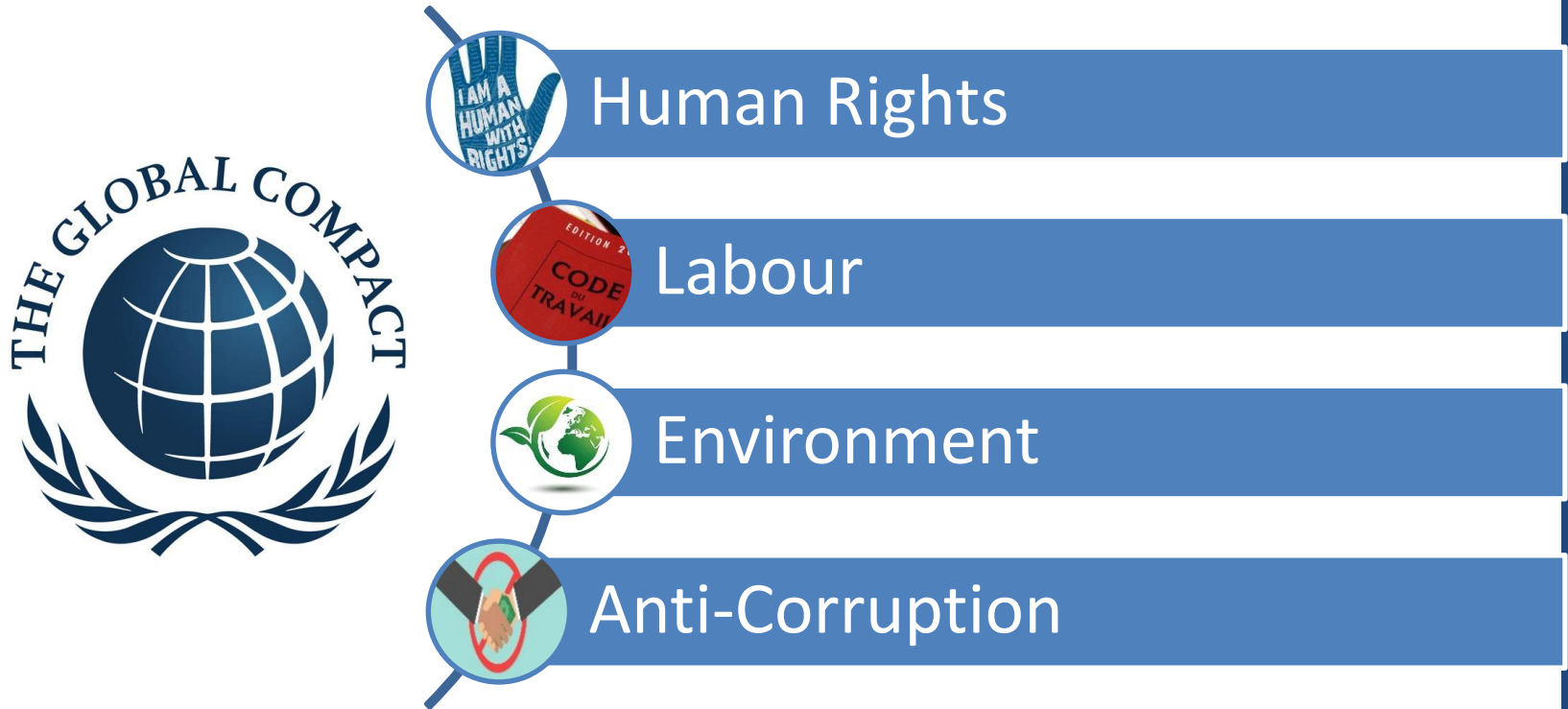
These values accompany the company in its every days life and its major developments.

« They give a sense to our collective commitment and to the view we have of our daily work, offering everybody a common reference.

To share our common values is an essential factor for cohesion, motivation and performance.»



Some strong values and Commitments



Official commitment to the United Nations

Some strong values and Commitments

Award of the « best first COP »



Some strong values and Commitments



To ensure the respect of diversity



To fight discrimination

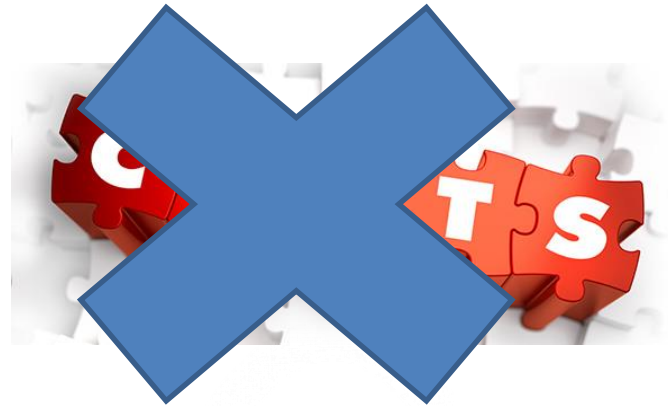


To promote equal opportunities


French companies' commitment

Our actions

Employees



Our actions

« Because employees are the  of the company, because their wellbeing determine our performance, we decided to commit and make effort to contribute through our actions »



Our actions



Health

- Fitness area
- Weekly sport session managed internally
- Awareness-raising measures about the dangers of smoking
- Season and organic vegetables basket



Our actions



Happy moments



- Events « Desmazieres »
- Nomination of a Happiness Manager
- Team seminars
- Breakfast , picnic, advent calendar
- Family day



Event « I love my company »



Thursday 19th October 2017

Our actions



Training and personal development



Refresher courses, technical training,
English

First Aid, personal development

Our actions



Initiative and responsibility

All levels of our company are encouraged to take individual responsibility. They can participate to different working groups.

Initiative

RESPONSIBILITY

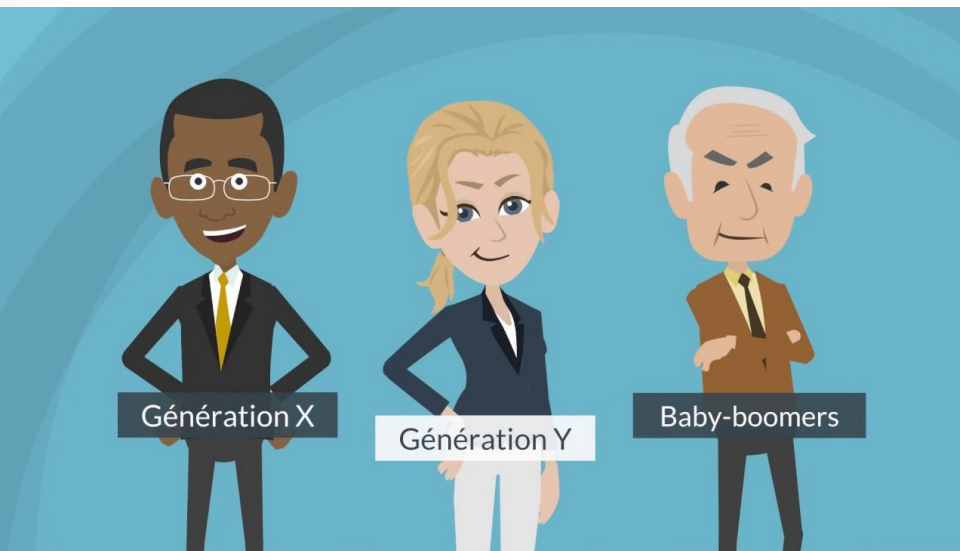
Our actions

- Working group example : **INTERGENERATIONAL APPROACH**

Observation : People remain longer in the world of potato



One good reason to have a good management



Our actions

- Working group example : **« ECOLONOMIE »**



Définition : French concept which means « it's more economic to produce sustainably »

We are going to apply these concept to the building of our new offices (passive building, photovoltaic panel, wooden cladding...)



Our success

A happy employee is ...

2x

Less unhealthy

6x

Less absent

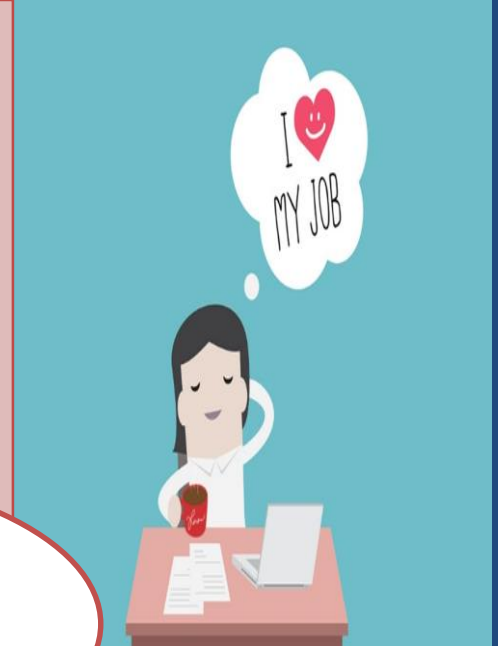
9x

More loyal

31% More productive

55% More creative

Happy employees =
Productive company



A satisfaction rate of 80%



Our success

A double-digit growth for 10 years



*A recognized
business*



An increasing interest by our customers

Our success



A public recognition for the work done

[illegible]