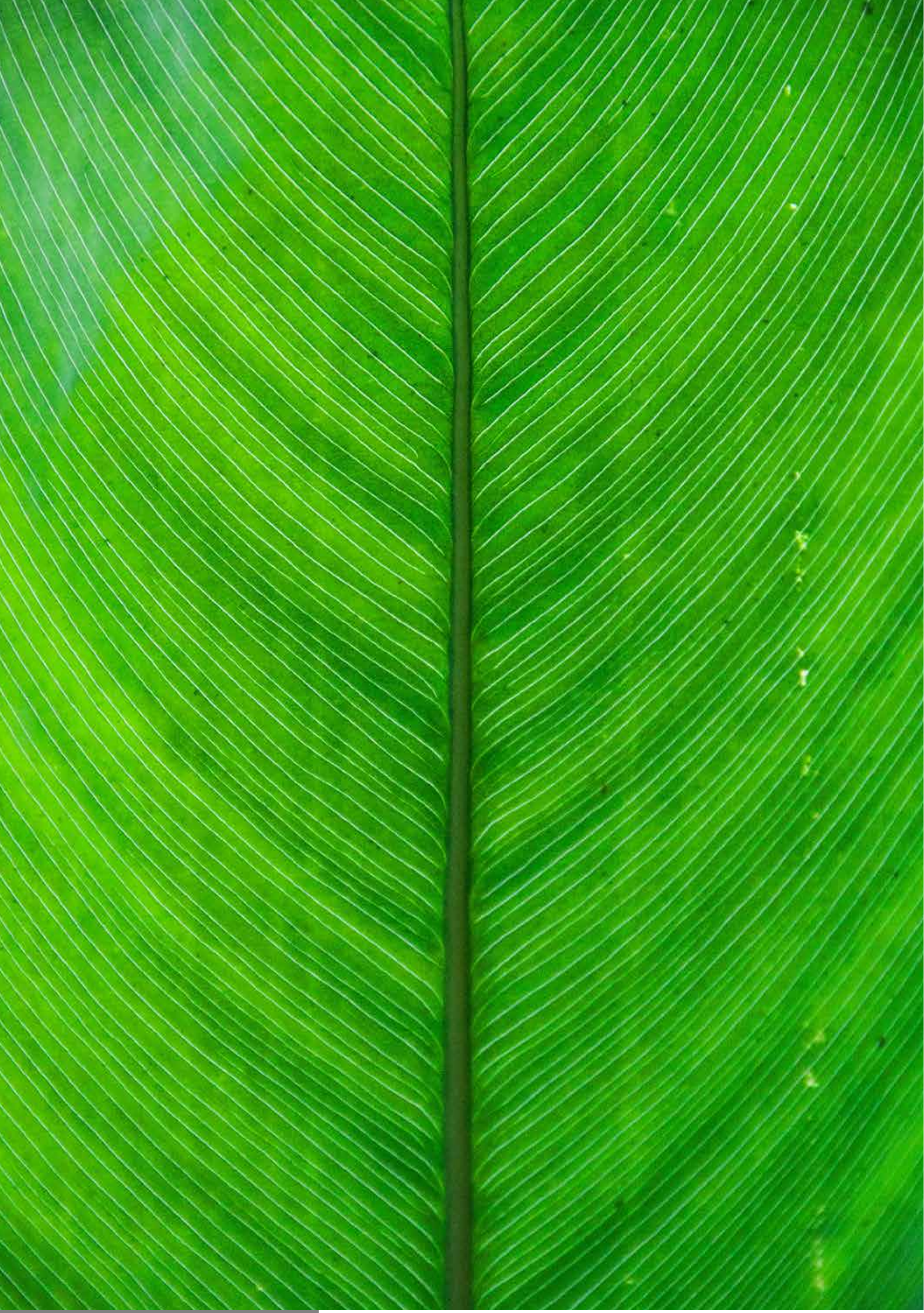


CORPORATE SOCIAL RESPONSABILITY



2019 REPORT



WE ARE MEDIA6

WE ARE CSR

OUR RESULTS

OUR OBJECTIVES

CONTACT



Your customers

Our expertise

For a New Retail experience

www.media6.com

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SUMMARY

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Leadership

WE ARE CSR

About us
Our Customers
Our Labels and Certifications
Needs and expectations of stakeholders

OUR RESULTS/SUCCESESSES - SDG

Quality education
Gender equality
Decent work and economic growth
Industry, innovation and infrastructure
Reduced inequality
Responsible consumption and production
Measures related to the fight against climate change
Peace, justice and effective institutions
Partnerships for achieving goals
Eco-design approach

OUR AMBITIONS FOR THE FUTURE

Maintain/Organize/Develop



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LEADERSHIP

Our **CSR** strategy is a process that we have been following since 2018 by investing in new projects and new actions.

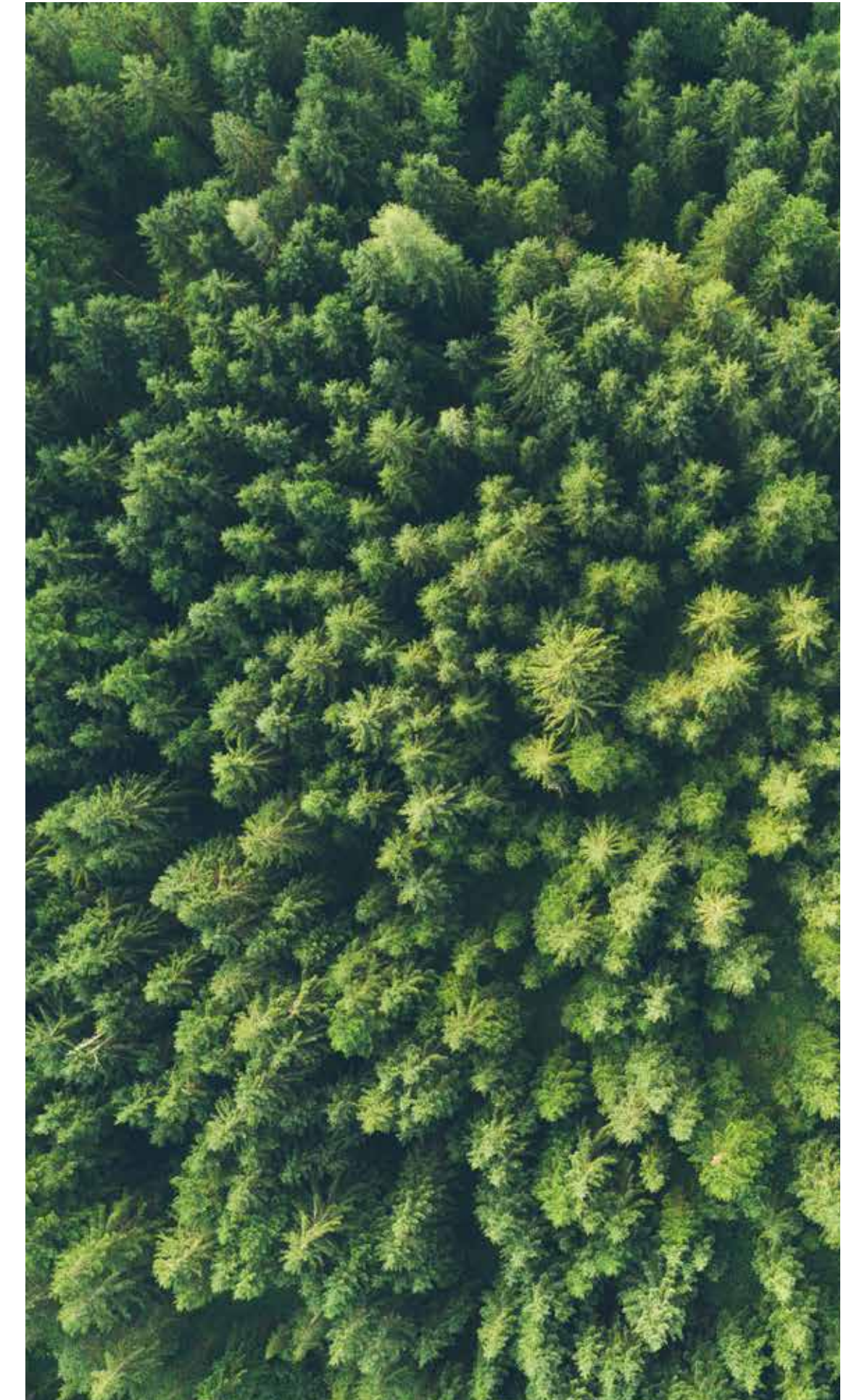
We support the **Mécénat Chirurgie Cardiaque association**, which aims to improve access to treatment for sick children from developing countries.

We wish to go further in making our skills and expertise available to the causes that matter to us.

MEDIA6's social responsibility is shared by all of the Group's employees. This is what lets us act on **9** of the **principles of the Global Pact** that we adhere to.

Whether concerning Human Rights, our governance, improving working conditions, or social dialogue, the environment, good business practices, our relationship with our customers or our social commitment, we always aim to do more and do it better.

We have obtained an **exemplary level** in our Afnor-certified **eco-design** management approach for the whole of the MEDIA6 Group.



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ABOUT US

MEDIA6, **Point of Sale marketing specialist.**

We work on the POS (Point of Sale) advertising market furnishing and the layout of retail spaces.

MEDIA6 is the only company proposing a **comprehensive integrated multi-media offer** using the synergies and complementary features of its two hubs: Production and services.

To serve our clients better, we have developed a vertical integration strategy that ensures we have full control of a turnkey solution from design, conception, and production, to the installation and maintenance of our products.

The MEDIA6 Group has an average workforce of 750 specialists devoted to its clients.



OUR CUSTOMERS

WE ARE MEDIA6



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OUR CSR POLICY

The CSR policy of the MEDIA6 Group is based on
9 strategic approaches :

Contribution to the **UN's Sustainable Development Goals.**

CLIMATE COMMITMENTS:

Reduce the Group's GHG (Greenhouse Gas Emission) balance by 25% for 2025.

Improve business ethics and anti-corruption.

Encourage diversity, equity, and the equality of treatment for men and women.

Be part of a circular economic model.

Promote French savoir-faire.

Contribute to training apprentices and promote POS professions.

Meet client expectations.

Develop responsible purchasing practices with service providers.

Strengthen the territorial anchoring of industrial subsidiaries.



OUR LABELS & CERTIFICATIONS

WE ARE MEDIA6

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OUR RESULTS





















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SITE

2019

2020

	 	AFAQ Eco-Design deployment
	    	FSC
	  	AFAQ Eco-Design deployment FSC
	 	AFAQ Eco-Design deployment
	   	ECOVADIS GOLD

NEEDS AND EXPECTATIONS OF STAKEHOLDERS

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CLIENTS

Group QSE
and CSR policies

✓ Good

SUPPLIERS

Purchasing charter
Business ethics
charter
Assessment of sup-
pliers according to
the CSR Policy

✓ Good
✓ Improving
✓ Improving

STAFF

Code of Conduct
Declaration of
respect for Human
rights
CSR Policy and
QWL
Training and career
development

✓ Good
✓ Good
✓ Improving
✓ Improving

SHAREHOLDERS

Improve awareness
of the Group and its
attractiveness
Get economical
results and perfor-
mance

Exemplarity

✓ Improving
✓ Good
✓ Good

DREAL & LOCAL AUTHORITIES

Compliance with
environmental and
safety facilities
Responsible integra-
tion and local
development

✓ Good
✓ Excellent

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SUSTAINABLE DEVELOPMENT GOALS

1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10 REDUCED
INEQUALITIES



11 SUSTAINABLE CITIES
AND COMMUNITIES



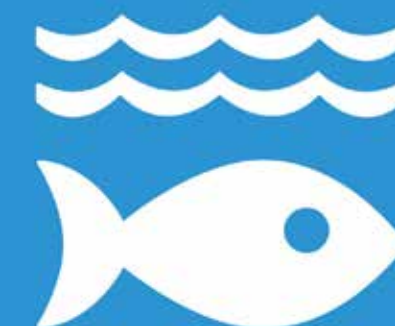
12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



15 LIFE
ON LAND



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



MEDIA6
ECO-LOGIC

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QUALITY EDUCATION

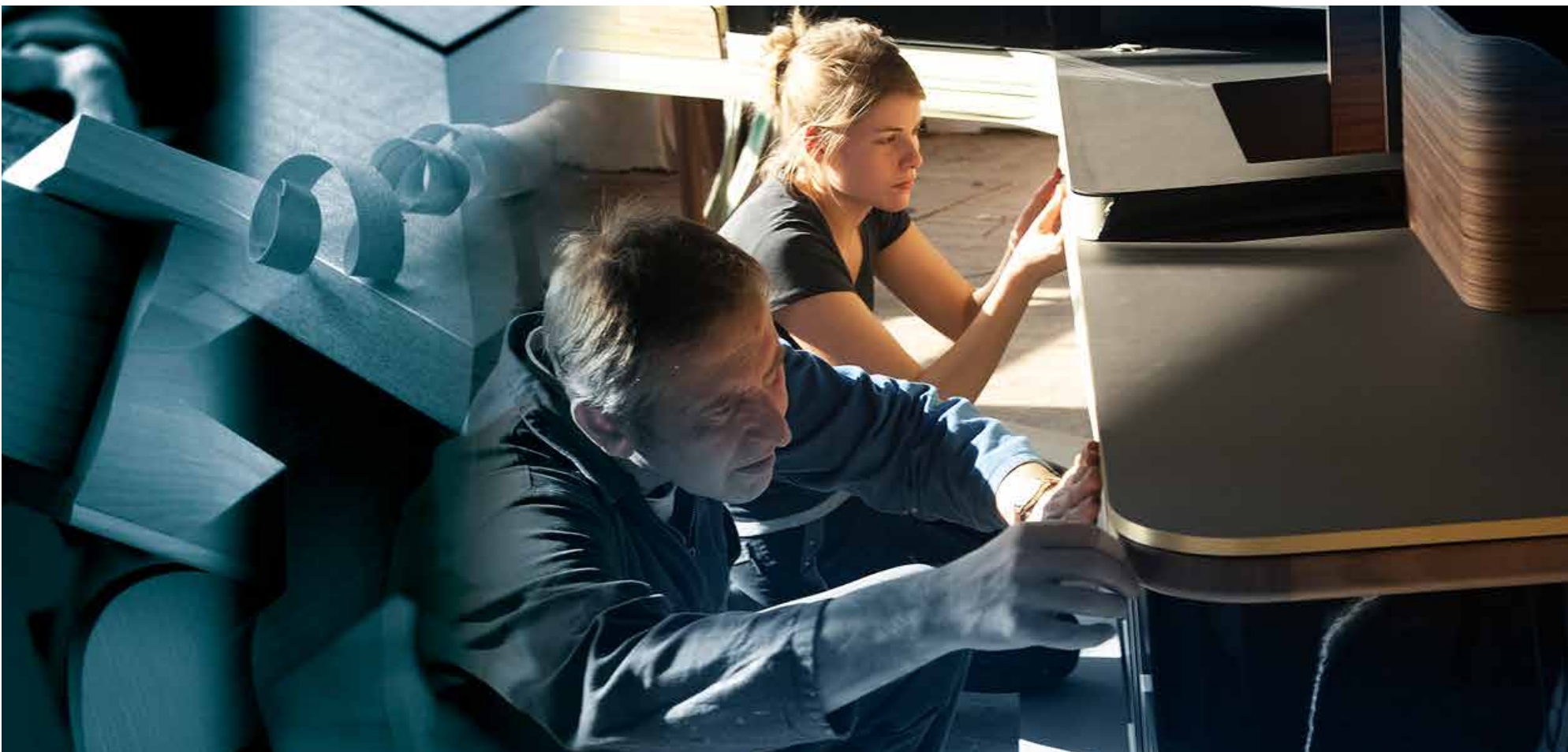
Contribution to the **training of apprentices.**

Every year MEDIA6 welcomes young apprentices in the cabinet-making and metal manufacturing professions.

The involvement of employees in the professional training of young people can be seen in their teaching in specific local structures.

Such actions help us train learners in point of sale marketing.

An internal training plan is drawn up every year to let employees express their skills, needs, and follow training sessions led by professionals.



<div>1</div> <div>NO POVERTY</div> <div></div>	<div>10</div> <div>REDUCED INEQUALITIES</div> <div></div>
<div>2</div> <div>ZERO HUNGER</div> <div></div>	<div>11</div> <div>SUSTAINABLE CITIES AND COMMUNITIES</div> <div></div>
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div></div>	<div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div>
<div>4</div> <div>QUALITY EDUCATION</div> <div></div>	<div>13</div> <div>CLIMATE ACTION</div> <div></div>
<div>5</div> <div>GENDER EQUALITY</div> <div></div>	<div>14</div> <div>LIFE BELOW WATER</div> <div></div>
<div>6</div> <div>CLEAN WATER AND SANITATION</div> <div></div>	<div>15</div> <div>LIFE ON LAND</div> <div></div>
<div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div> <div></div>	<div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div></div>
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>	<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>
<div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div></div>	

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GENDER EQUALITY

Women are well-represented in the MEDIA6 Group's workforce and make up approximately **50%** of all staff.

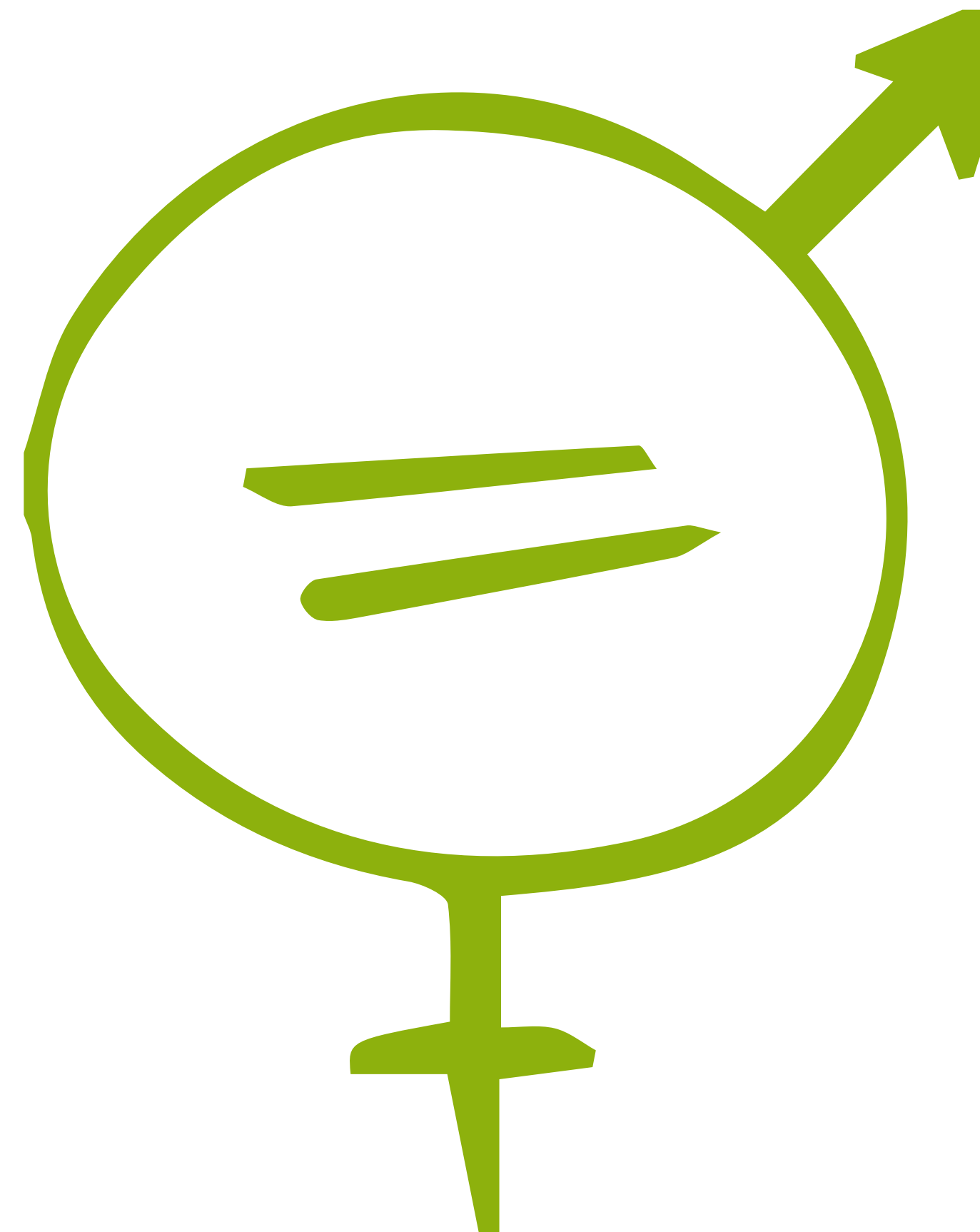
Women are represented at all levels of the organization and have significant responsibilities.

Salary evolution and career advancement are based on objective data that are unrelated to the gender of the employee.

In 2019, the MEDIA6 Group produced a **declaration on working relations** and strengthened social dialogue to establish a framework for attaining objectives in terms of fair and equal treatment.

Actions will be implemented in 2020.

The MEDIA6 Group's professional equality index is **98/100**.



DECENT WORK AND ECONOMIC GROWTH

WE ARE MEDIA6

MEDIA6 complies with French employment law. We undertake to make no exceptions in access to employment.

We oppose all forms of **discrimination** and our selection criteria are based only on professional skills.

Development of human capital:

Contribution to the training of apprentices in POS professions by welcoming young apprentices in cabinet-making and metal manufacture.

The use of appropriate working establishments:

We try to develop the employment of handicapped people through ESAT for certain services.

“Les établissements de Services d’Aide pour le Travail” (ESAT, support services for work establishments), are structures that enable handicapped people to work in conditions adapted to their situation and their independence.

For example, subsidiaries in France and the headquarters use **ESAT** for the maintenance of green spaces, recycling of certain materials and catering for the **distribution of packed lunch**.

The layout Hub of Ateliers Normand, Marc Morisset and recently MEDIA6 Production PLV has been awarded the **Entreprise du Patrimoine Vivant** (living heritage company) **label**.

The employees of MEDIA6 Production PLV have participated **voluntarily** in the European Cultural Heritage Day. They have carried out renovations and painting work under the aegis of the Ferté-Milon local authority.

Partnership for promoting the social solidarity-based economy through a contract with ESAT, “les Ateliers des vallées Ardre et Vesle”.

This association collects plastic and cardboard waste produced by MEDIA6 Production PLV and breaks it down, sorts and recycles it in accordance with the regulations.

The provision of an after-hours **relaxation and meeting room**, to help improving the quality of working life at our headquarters.



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INDUSTRY, INNOVATION AND INFRASTRUCTURE

The MEDIA6 Group has **six industrial sites** that manufacture POS and Shopfittings.

Our sites are certified **ISO 9001 and ISO 14001**. Inside our factories, we process very diverse materials: plastic, wood, metal, cardboard, etc...

Investments are planned and achieved, particularly in improving the energy performance of industrial sites and modernizing the equipment and machines required for **production**.

Product and management innovations are duly carried out on the production sites.

5S management (Sort, Set in order, Shine, Standardize, Systematize) and Lean management are implemented to prepare the way for an **industry 4.0 approach**.

Digital products that improve the customer experience in points of sale are promoted by MEDIA6 LAB. MEDIA6 offers over all solutions and international support.



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REDUCED INEQUALITY

MEDIA6 Group industrial sites in France are located in peripheral (rural) areas, enabling the creation of industrial jobs alongside more traditional agricultural jobs.

The effects observed over the years allows us to see that the **socio-economic impact is positive**.

For MEDIA6 industrial sites in Romania, China, Canada and Spain, managerial and salary practices comply with local regulations and culture.

The **good practice in human resources management** developed in France is encouraged in other countries.

The responsible purchasing charter provides for **equal treatment** of external service providers.

Selection criteria are objective and applied without exception.



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SUSTAINABLE CONSUMPTION AND PRODUCTION

The MEDIA6 Group and all of its sites have a formal commitment to promote sustainable development.

The sites are certified **ISO 14001**, **SMETA 4 Pillars** and **PEFC**.

An **energy assessment** is updated every year and a **greenhouse gas assessment** is declared on the **CDP** database.

Investments to reduce energy consumption and improve existing use.

The quantity of **waste** has been reduced by **10%** between 2018 and 2019.

More than 80% of plastic and cardboard offcuts are collected in production and reused in products or packaging.



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FOCUS ON RESPONSIBLE PURCHASING

We share with our **partners** our commitment to **sustainable development** and involve them alongside us in a continuing progress approach.

We select our **suppliers** and service providers impartially according to **transparent criteria**:

- their creativity
- their attachment to our sectors of activity
- their capacity to innovate and drive us forwards
- their social and environmental performance

We involve our suppliers, specialists in their domain, in the early stages of our projects, we encourage them to suggest **eco-designed** products and services that respect the environment and are socially responsible.

To discover new solutions, MEDIA6 Group Purchasers:

- express their needs on the supplier market
- attend trade fairs
- receive and seek out suppliers to capture the latest **innovations**

The 2019 sustainable purchasing indicators are:

- supplier management
- average payment periods: less than 45 days
- average disputes per year: 162 NC/10,000 orders
- 95% of our suppliers and subcontractors have adhered to **our Responsible Purchasing charter**

Purchasing coordination:

- percentage of consultations that include an overall cost criteria: **100%**
- percentage of purchases made from SMEs: **64%**

Team management:

- percentage of purchasers with responsible purchasing approach objectives: **100%**
- percentage of purchasers trained in or made aware of responsible purchasing: **100%**

Percentage of purchases made outside the purchasing process:

- proportion of the purchasing budget allocated to local purchases (less than 300 km from the place of assembly): **41%**
- proportion of purchases of renewable or certified sustainable products compared with the all annual purchases PEFC/FSC **14%**



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MEASURES RELATED TO CLIMATE CHANGE

REDUCING AND ADDING VALUE TO PRODUCTION WASTE

All our waste (wood, paper, cardboard, plastic, and metal) are handed over to specialized companies and is subject to industrial waste tracking **BSDI**.

We invested in a **plastic shredder** in 2018 to **recycle parts rejected in manufacturing ourselves** and directly re-inject parts that are considered non-conforming into the manufacturing process.

Summary of value adding operation for client waste

- ✓ **Reduction by 90%** of common industrial waste
- ✓ Industrial waste Potential saving of more than 6 Tons Co2 Equiv.

MEDIA6

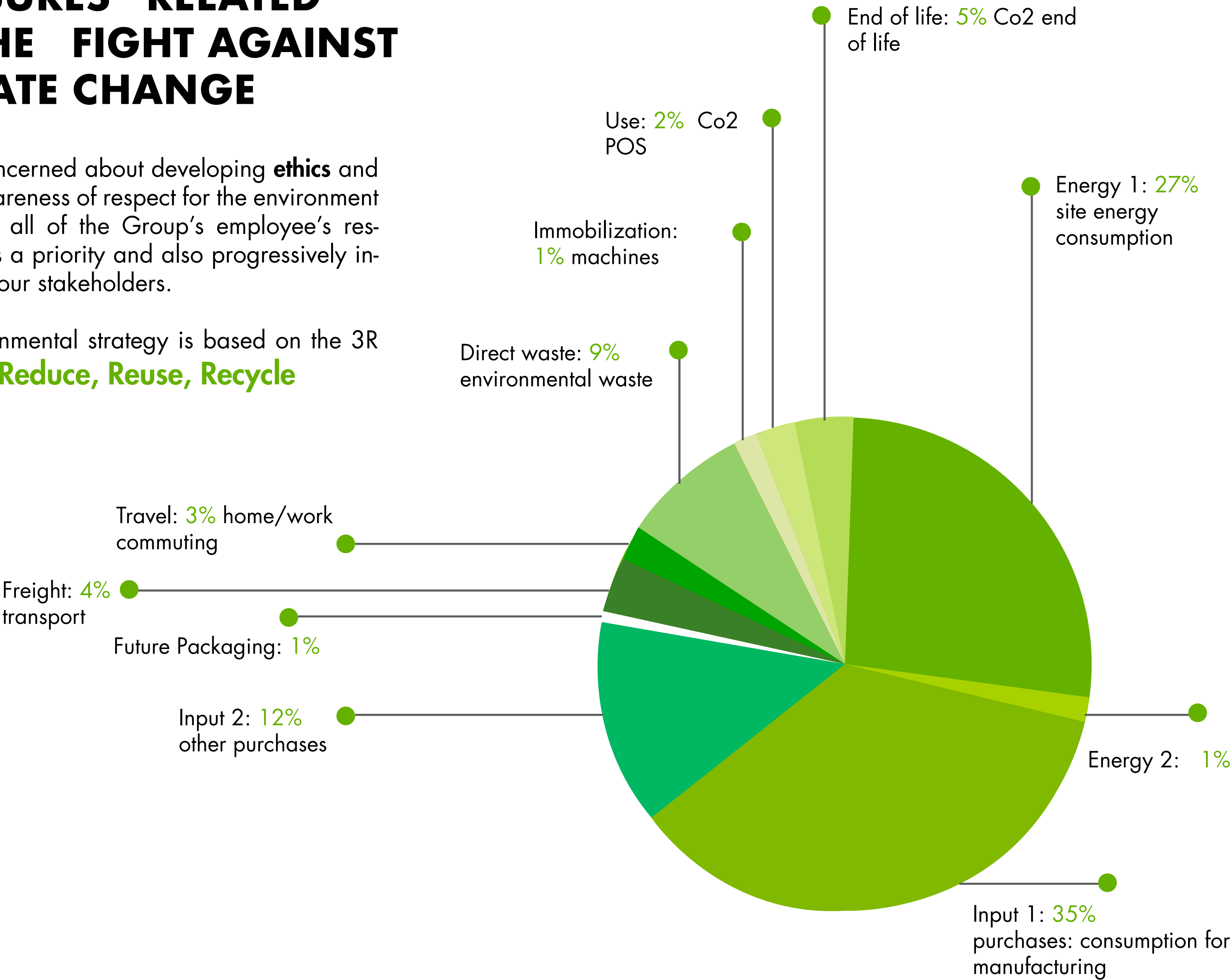
- ✓ **100%** of our injection waste has been recycled internally for five years
- ✓ **100%** of the plastic waste from our cutting workshop has been recycled for two years
- ✓ **80%** of injected plastic material ordered today is made up of regenerated material (PS, PMMA, approval phase for PC)
- ✓ **25%** of our consumption is of internal origins (injection rebus and offcuts)
- ✓ **15%** of material ordered in the form of sheets is Green Cast
- ✓ Two waste recycling actions from our clients' logistics hubs are carried out
- ✓ Recycling circuit and short recovery cycle for cardboard offcuts on site:
 - production of cardboard dunnage
 - ESAT (AVAV) = production of bales for biomass boiler



MEASURES RELATED TO THE FIGHT AGAINST CLIMATE CHANGE

We are concerned about developing **ethics** and raising awareness of respect for the environment by making all of the Group's employee's responsible as a priority and also progressively involving all our stakeholders.

Our environmental strategy is based on the 3R principles: **Reduce, Reuse, Recycle**



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2 ZERO HUNGER	11 SUSTAINABLE CITIES AND COMMUNITIES
3 GOOD HEALTH AND WELL-BEING	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
4 QUALITY EDUCATION	13 CLIMATE ACTION
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THE FIGHT AGAINST CLIMATE CHANGE

The MEDIA6 Group has reduced greenhouse gas emissions by 5% between 2017 and 2018 and undertakes to **reduce its carbon footprint by 25%** by 2025.

Eco-design certified, the integrated carbon calculator measures the carbon footprint of the POS display designed and produced.

Encourage proximity purchasing to reduce environmental impact related to transport.

Encourage **biodiversity** and save bees: several hives have been installed at the headquarters of MEDIA6 SA.

Make employees aware of the steps they can take to prevent global warming with targeted actions.

Exclusively choose **decarbonized vehicles** and promote the use of low-carbon transport (train, bicycle).



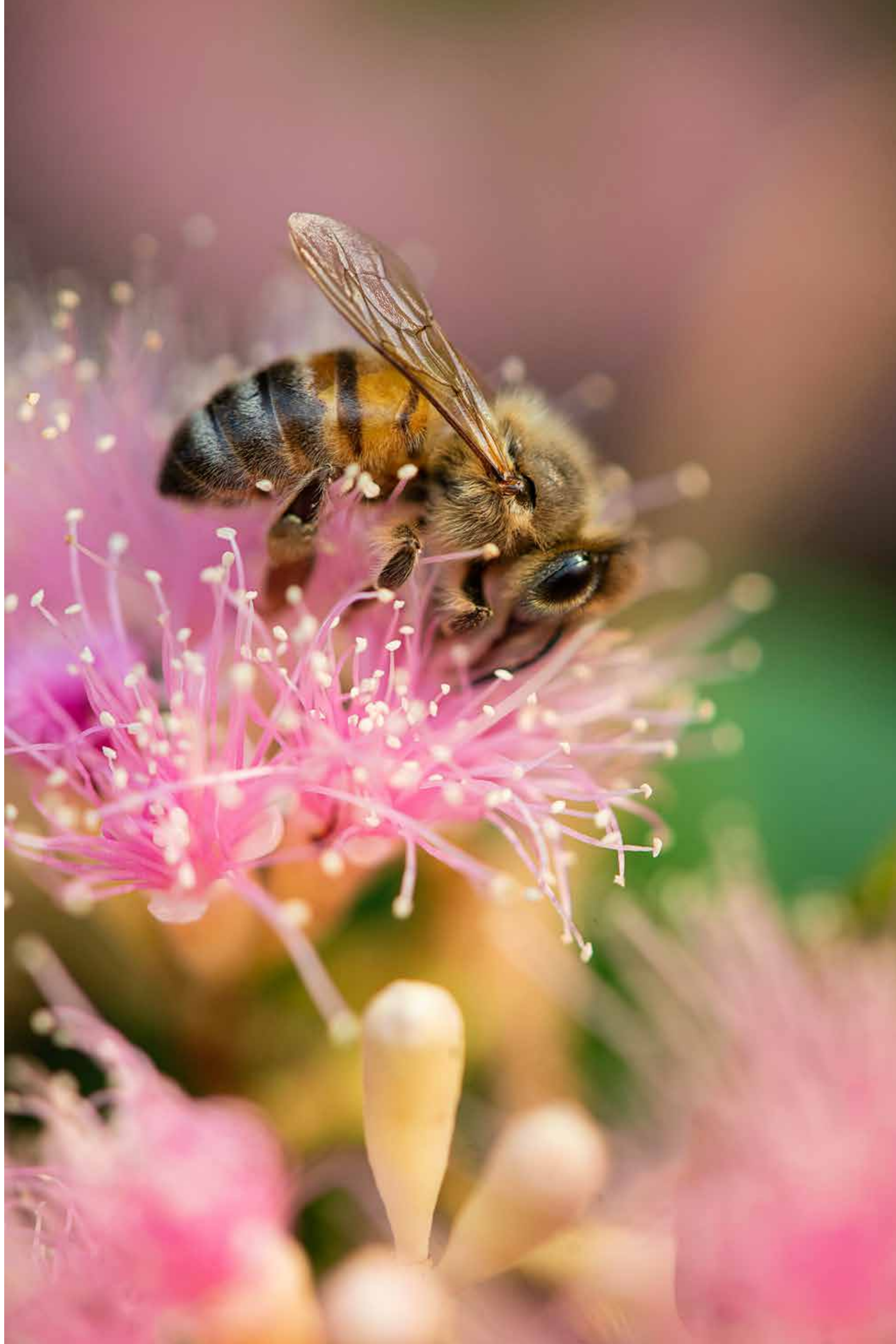
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OTHER INITIATIVES

Biodiversity and sustainable resource management.

Bee protection

We are concerned about developing greater ethics and awareness regarding respect for the environment by empowering all our employees.

Sponsoring hives, therefore, seemed to us an original idea to help protect bees.



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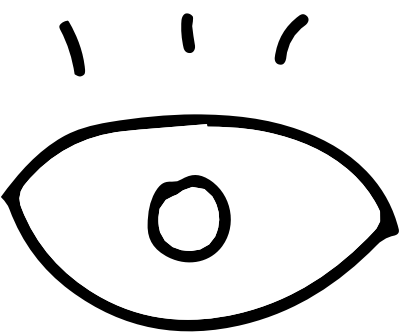
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GOOD BUSINESS PRACTICES

Anti-Corruption Charter



MEDIA6 is committed to complying with legal rules and ethical principles in business.

The Management is convinced that Group’s performance and future depends on the confidence it inspires in its clients, shareholders and public and private partners.

It is, therefore, committed to complying with demanding ethical standards that are not limited to legal rules, including in terms of anti-corruption and conflicts of interest.

3 objectives:

- ensure transparency in our commercial practices
- promote proximity relations with our service providers
- promote the CSR approach with our partners

Results obtained:

Creation of the anti-corruption code of conduct and its conduct internal and external communication.



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CLIENTS: RESPECTING THEIR INTERESTS



Partnership to reach objectives.

The COP statement on global compact allows MEDIA6 to position itself as an **actively progressing organization**.

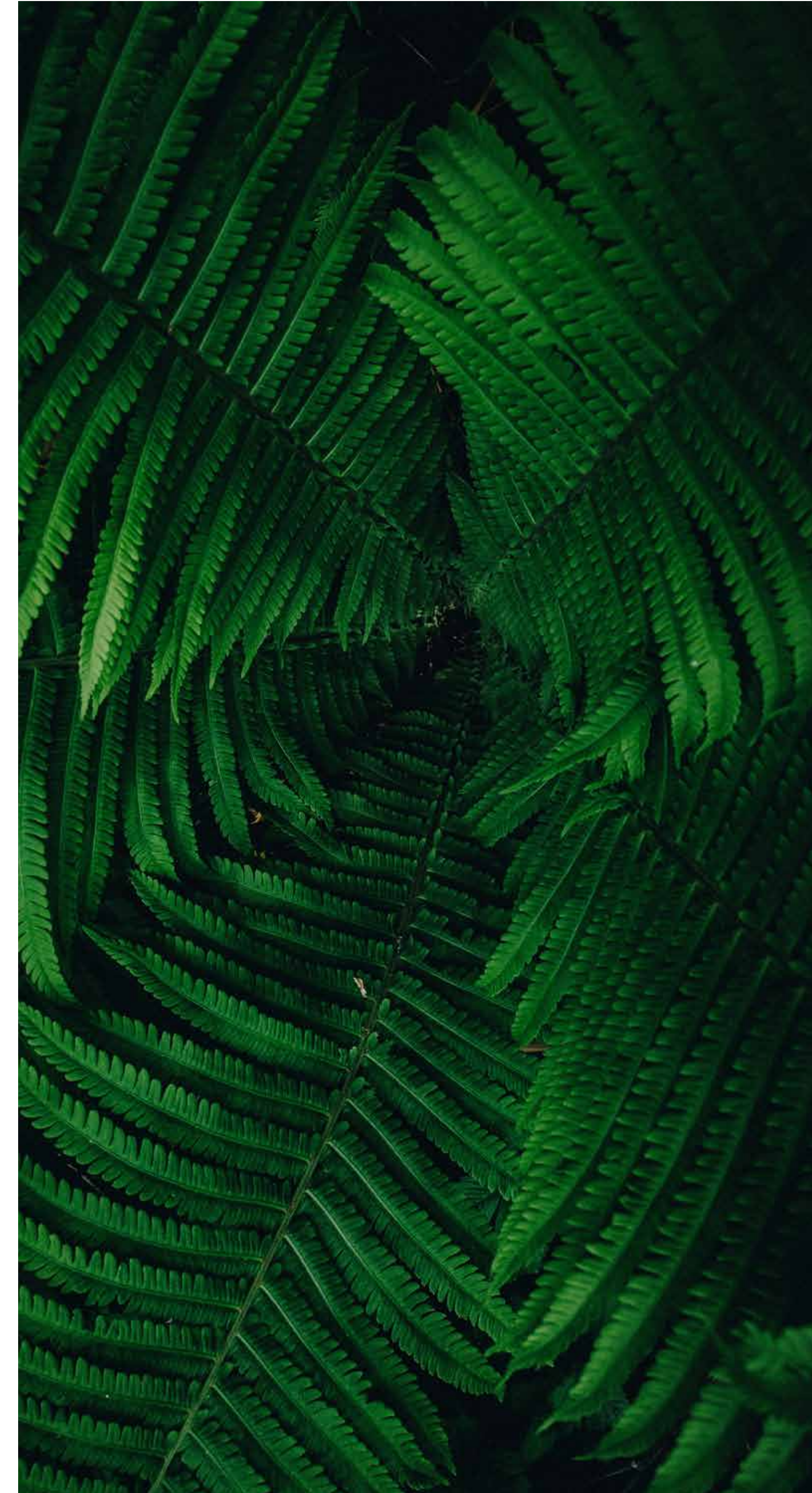
MEDIA6 aims to develop constructive sustainable relations with its clients by providing products adapted to their needs and expectations.

To contribute to this performance, each employee must listen attentively to client needs to meet expectations and offer personalized solutions.

In order to provide a quality product, MEDIA6 undertakes to deal fairly with its clients.

Through the publication of a CSR report, we communicate on all the actions carried out by the Group. We also communicate on our website, **www.media6.com** on which a page is dedicated to our CSR strategy and commitments.

Objective 2020: construct responsible engaging external communication through monthly CSR newsletters and relevant content on social media to raise our clients' awareness of the actions we implement.



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OUR ECO-DESIGN APPROACH

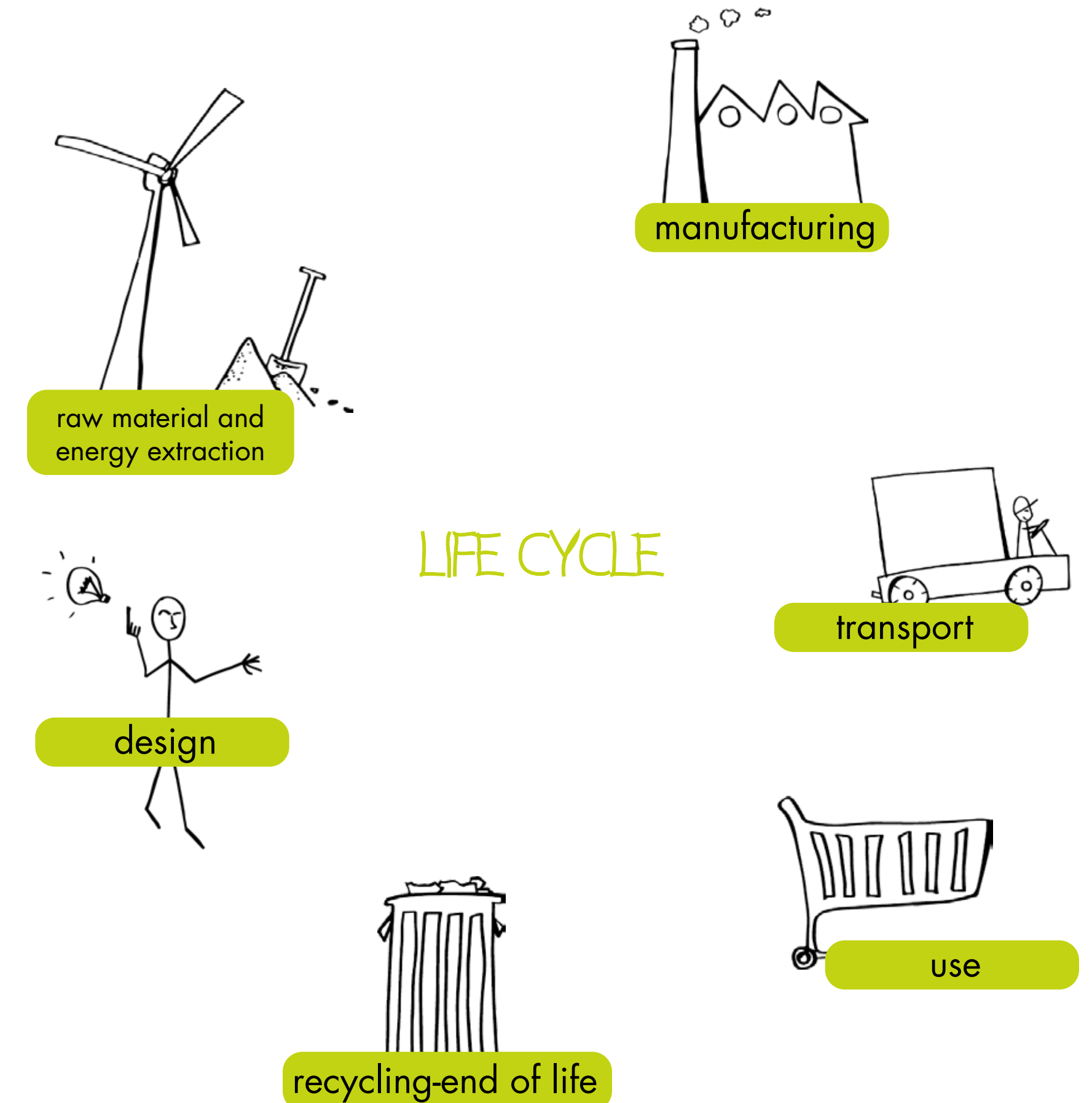
AFAQ ECO-DESIGN

Established for the whole of the MEDIA6 Group, this **certification** highlights the management's stated will to provide a new impetus at the very heart of the POS business thanks to the involvement of all our employees. With MEDIA6 Production PLV as pilot site on which we have tested our methodology to then diffuse it further.

The eco-design approach at MEDIA6 is based on the skills of our employees through a multi-disciplinary approach. The search for performance is an integral part of our business and it is intensified by the search for environmental performance that takes into account the life cycle of our products.

The **ECO LOGIC** calculator is the name given to the tool integrated into the management software used by subsidiaries. This calculator is based on methodology and formulas normalized by the ADEME (French Environment and Energy Management Agency) that aim to evaluate the impact of our products on various indicators such as Co2 equivalent.

Today evaluated at the "**Exemplary**" level by AFNOR CERTIFICATION, the MEDIA6 Group wishes to affirm and develop its approach to the whole of its value chain in the coming years.



MEDIA6
ECO-LOGIC

OUR OBJECTIVES

In 2020, we wish, above all, to continue with the projects we have already launched. This will be the year for developing **quality of working life** and the spirit of **commitment innovation** of our employees.

Flagship projects to come:

- maintaining skills in managing eco-design for all MEDIA6 Group subsidiaries
- organize purchasing according to the requirements of **standard ISO 20400** relating to responsible purchasing and the sustainable management of supply chains
- develop circular economy actions with a view to improving the management of the **end of life of POS** and developing **local anchoring**
- updating the ECOVADIS declaration and confirming our progress by targeting the **GOLD medal**



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IN STORE MARKETING SOLUTIONS



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