



# SOCIAL RESPONSIBILITY REPORT - 2022



## **Table of Contents**

1. Marquis at a Glance	2
2. Message from the President	5
3. Our 3 Pillars of Social Responsibility	7
4. Our Social Responsibility Policy	
5. Pillar 1: Connected to the Environment	
6. Pillar 2: Connected to Local Communities	25
7. Pillar 3: Connected to our Employees	

# Marquis at a Glance



Marquis Book Printing Inc. was founded in Montmagny in 1937. This worldclass company is Canada's largest book manufacturer.

Thanks to our mastery of technology, our sense of innovation and the strong relationships that our team has built with our customers, we are now a fast-growing Canadian leader in book printing and distribution. We are a one-stop-shop that offers a complete range of solutions.

Our connection to the environment, our local communities and our employees have always been an integral part of our corporate culture.

### Marquis in Numbers



#### The largest book manufacturer in Canada



# **Our Mission**

To be the preferred partner of publishers by offering innovative and integrated printing and logistics solutions.



# **Our Vision**

To develop an integrated North American printing and logistics platform that anticipates the evolving needs of the book industry.



## **Our Values**

Our values are connected both to our history and to our future and they guide all our day-to-day professional interactions and decisions as well as our vision. We're proud of our values.





Innovation



Respect

# **Our Divisions**



We specialize in the production of school agendas and yearbooks. The combination of these two services has allowed us to be the local partner of Canadian schools since 1971.

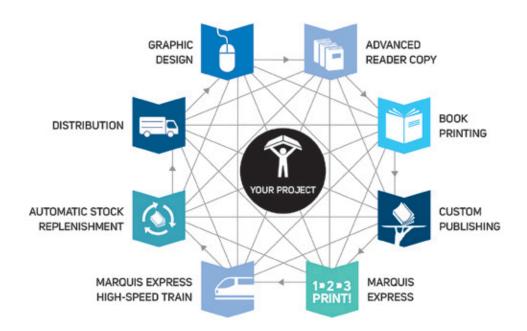
#### M INTERSCRIPT

Marquis Interscript is our one-stop-shop for graphic production. For over 50 years, our dedicated experts have supported our customers and brought their projects to life, from design through to printing. Marquis Interscript facilitates content sharing on all platforms: Epub, Mobi, and interactive PDF.



This division specializes in the development and application of finishes book cover such as lamination, embossing and stamping. Our hightech equipment combined with the team's expertise allows us to deliver impressive results adapted to the individual needs of each customer.

## **Our Service Offer**



# Message from the President

#### We are all connected.

Marquis Book Printing is proud to publish its first Social Responsibility Policy and Report. In doing so, we are committing to a rigorous process and a desire to remain connected to our three pillars of social responsibility: the environment, our local communities and our employees.

As we look back on what we have achieved over the past 85 years, we can proudly state that social responsibility has always been a priority within our organization. The culture of kindness at Marquis is reflected in the way that we consider how our business decisions will affect our stakeholders at every stage of our development. Our past now helps us to confidently look to the future and our business continuity while working in harmony with the world that surrounds us.

Our goal is to further our mission of being the preferred partner of publishers by offering innovative and integrated printing and logistics solutions, while fulfilling our corporate citizen role.

- We are committed to the ongoing implementation of concrete actions that consolidate our positive impact on environmental protection.
- Through our activities, sponsorships and donations, we aim to contribute to the well-being of the local communities where we operate.

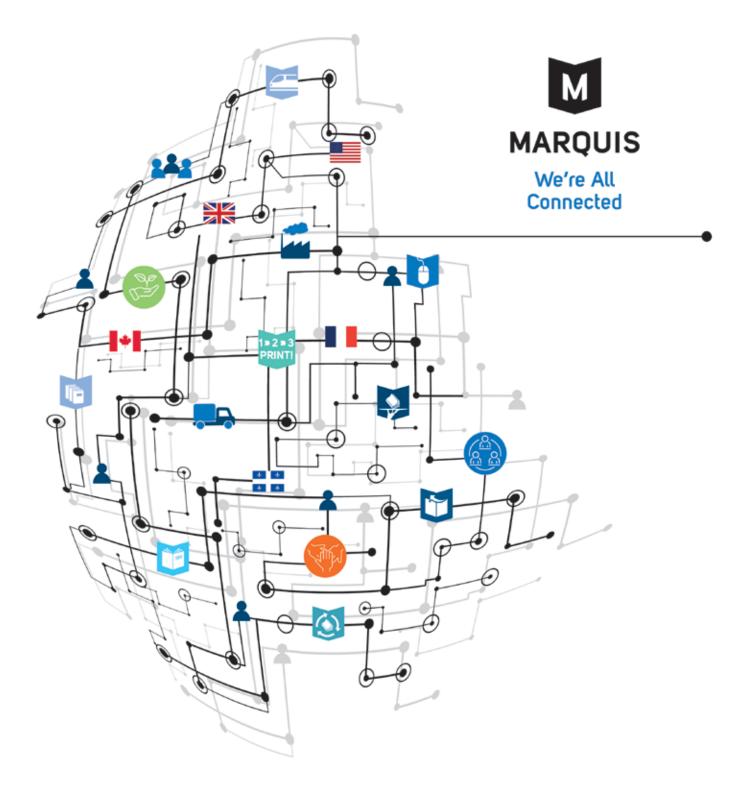


• We recognize the importance of company-wide diversity and inclusion, and of innovative human resources practices.

A turning point in our commitment and contribution on a global level was 2022, thanks to Marquis membership in the Sustainable Development Goals Publishers Compact spearheaded by the UN.

As a result, we are proud and confident in our desire to use innovation as a lever for our social responsibility vision in collaboration with our employees, customers, suppliers and everyone involved in the book chain so that we can stay connected and work together to build a better and more responsible world for future generations. Happy reading!

**Serge Loubier** President Marquis Book Printing inc.



# Our 3 Pillars of Social Responsability

C per the stress of the doops of the post of the stress of the doops of the stress of the stress

#### be fun to see

**The Environ** 

He had avoided the

sources of wild constrong to all have and the and the low elegant Chinese and Japanese cought the events to very eager to seep down and planese forces, re-remain well).

They of course have determined with the particle theory and the formation of the formation

wrkind to hmr. Indeed he sometimes and all do Yogiri wood our even in a he hmr.

ne have such a high region of the second state of the second state

and concert, but it goes not always is and concert, but it goes very well will a crude domesne potent if you will a a pet together. It is for ladies who foreign abings. I warmly, ensource aware to begin taking music lenson, you wars to make it go with other isometiuary seem simple, and indeed distrance of the seem state. There is no court that your faher, the minimum He gheree mused plucks and. "All the imported know."

we, "Do you suppose we might and ask him to join us? It is d pie play, and I had thought that file did seem to be more captor we different in the hands of a

> antier. Hur when there is always the first inst is always the first inst unach about other of a berner teacher dua a berner teacher dua ne, but the trouble pood ones always. one of the duals.

# Our Local Communities

S

417 etty well

ad a poke bat.' dsing. One kind as one at 1 mean to

or gives it? s having been

hat other - eh, n some trouble r sehy be gloudd

7

1 think 1 st

unnecessary alarm and despondency. His sort of trouble hang on for weeks often and just when you think you've pulled them 'Apthorps's got the disadvantage of having lived in this Godforsaken country. You chaps who created in this Godhave no country. You chaps who created in this God-

# **Our Employees**

# Our Social Responsibility Policy

With this policy, Marquis undertakes to act as a leader and put in place resources and initiatives aimed at managing the impacts of its commercial activities. Guided by our company's values (Reliability, Innovation, Commitment, Respect), we are committed to taking concrete actions to remain connected to our environment, our local communities and our employees, and to work together to build a better community for future generations.



# We are all connected to the environment

On an environmental level, Marquis undertakes to:

- Respect all applicable laws and regulations.
- Hire an Environmental Compliance Coordinator in 2022 to evaluate and coordinate Marquis continuous improvement on an environmental level and to introduce even stricter corporate policies.
- Contract an external consulting firm in 2022 to measure our carbon footprint and to draft recommendations for reducing it.
- Periodically monitor and publish the status of projects in relation to their respective targets and objectives.

Marquis also undertakes to introduce concrete projects to reduce the environmental impact of each step in our process: Paper, Printing, Binding and Logistics.



#### PAPER

- Raise awareness of more environmentally friendly practices to our paper supply chain.
- Continue to proactively promote recycled paper among our customers and across the industry.
- Prioritize and increase the volume of our purchases of FSC<sup>®</sup>-certified paper and continue to work with Canopy to better protect ancient and endangered forests.
- Innovate by adding paper made from agricultural waste to our range of papers.
- Roll out a training program focused on the environmental impact of different papers for our sales, customer support and operations teams.

#### PRINTING

- Commit to long-term investments in "just in time" production solutions and job grouping to reduce inventory, waste and disposal of unsold books.
- Harness the power of artificial intelligence in the Enterprise Resource Planning (ERP) system to group jobs, thereby optimizing both the jobs and the use of resources.

- Ensure constant monitoring of technology options to select equipment purchases and upgrades that have a minimal environmental footprint and will be carbon-neutral when purchased new.
- Launch a new environmentally responsible product in the book publishing industry that will surpass the highest industry standards with regard to its environmental footprint.

#### BINDING

- Continue to promote perfect bound products in the school agenda sector to reduce the use of plastic spirals.
- Continue to improve our in-house binding capacity in order to eliminate transport costs linked to subcontracting.

#### LOGISTICS

Marquis undertakes to bridge the gap between printers and readers where possible across North America and to encourage all our publishers to "think global and print local".

- Encourage all publishers to call on Marquis to print publications sold in Canada.
- Raise awareness among Canadian publishers of the environmental impact of printing overseas and encourage them to print locally.



# We are all connected to our local communities

- Continue to develop our youth readership and youth literature promotion program and ensure that the program's scope is countrywide.
- Support and encourage the social involvement of our employees by financing multiple projects that positively impact their communities.

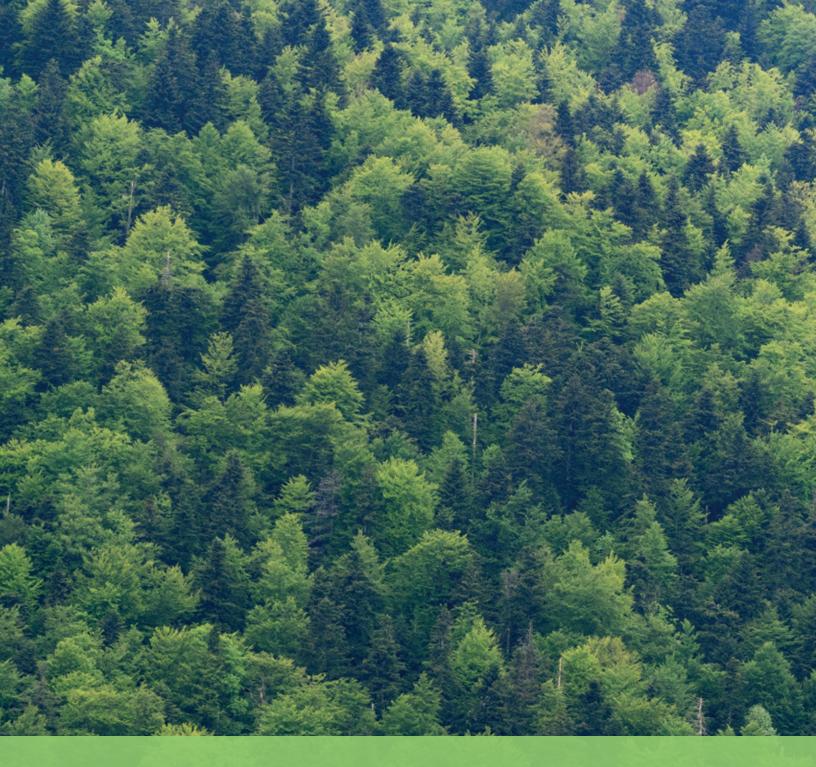


# We are all connected to our employees

- Maintain access to equal employment opportunities and commit to meeting those requirements by developing a formal policy that will ensure the continuity of our approach.
- Continue to apply the key principles of diversity and inclusion, and develop a program to further promote them and develop an inclusive working environment within our organization.
- Stimulate and encourage our employees to share their suggestions regarding environmental protection at Marquis through the SMART program.
- Continue to invest in our infrastructures to maintain a pleasant and safe working environment for our employees.

Marquis undertakes to rigorously monitor the progress of its actions by updating its Social Responsibility Report on an annual basis. This update will be made public and shared with all employees, customers, investors and other in-house and external stakeholders.

- March 2022



"We love books, paper and new technology, but we also care for the environment. This is why Marquis will always remain committed to protecting it. The environment has always been our central concern."

 Ian Larouche, Vice President Marketing and Customer Support

# Pillar 1: Connected to the Environment



#### Our Partnerships and Certifications

Marquis is actively working with partners and certifying agencies that are dedicated to protecting the environment and coming up with eco-friendly solutions. We are committed to this process and will continue to work closely with them. Helping to further their mission allows us to play a leading role in the industry and continue to grow as a company that respects species, resources and populations.



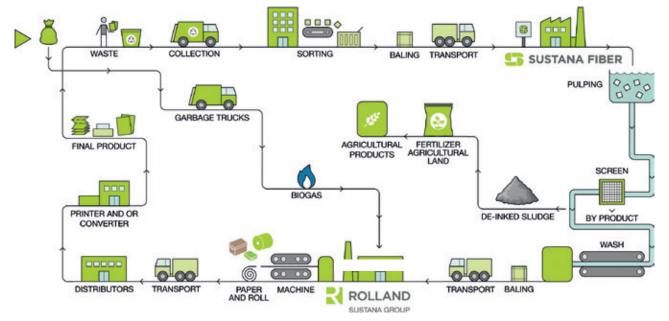
The mark of responsible forestry We care about where our paper comes from and the environmental impact of its production. For this reason, we decided to become certified and meet the standards set by the Forest Stewardship Council<sup>®</sup> (FSC<sup>®</sup>-C103567), an organization that helps take care of forests and the people and wildlife who call them home.

Certification of our papers by this independent organization confirms that they're part of a responsible supply chain.



Rolland Paper, a subsidiary of Sustana, is bringing paper products full circle as North America's leading manufacturer of sustainable recycled commercial paper and security paper. An undisputed environmental steward, their products are made of sustainable recycled fiber and processed chlorine-free. Their manufacturing facility is powered by renewable energy – primarily biogas – captured from landfill waste, reducing greenhouse gas emissions.

With a focus on quality, performance and innovation, Rolland Paper's production meets the highest sustainability standards. Their 100% recycled Rolland Enviro<sup>®</sup> line, available at Marquis, has the smallest environmental footprint in the North American industry.



#### The ecological loop of Rolland paper





As part of the carbon-neutral program of our supplier and partner Ariva, credits are applied to offset greenhouse gas emissions produced during the product manufacturing process, which results in a 100% carbon neutral paper. In partnership with a leader in carbon management, the credits are applied to tree plantations in Quebec and Ontario.

Reduction of greenhouse gas emissions has long been a focus of Domtar. This requires a holistic strategy that considers what products they make, how they manufacture them, their supply chain, their governance and financial systems. It also focuses on new technologies, cooperation with policymakers and governments for sustainable climate mitigation frameworks.

The carbon-neutral program is an additional eco-responsible option for Marquis' customers.

Canopy's mission is to protect the world's forests, species, and climate, and to help advance Indigenous communities' rights.

Blueline Ranking is Canopy's annual guide that ranks North America's largest commercial printers based on 41 criteria related to the conservation of ancient and endangered forests. In 2019, Marquis was placed 8th in Canopy's ranking of North American printers. We are proud that our efforts have been recognized.



cano

The mission of the Sustainable Development Goals Publishers Compact, spearheaded by the UN, is to unite members of the publishing industry across the world in developing sustainable practices and taking action to accelerate progress and achieve the objectives set by the UN by 2030. As the first printer to become a signatory, Marquis is taking on a leadership role in developing responsible solutions for the publishing industry.

#### **Our Environmentally Friendly Initiatives**

We are taking concrete action to reduce the impact of our activities on the environment. We have introduced and integrated eco-friendly solutions across every level of our production flow from **paper** supply chains to the stages of the **printing** process, **binding** and **logistics**.

#### PAPER

#### Our FSC®-certified papers

We offer a wide range of papers that have been certified as meeting Forest Stewardship Council<sup>®</sup> (FSC<sup>®</sup>-C103567) standards regarding responsible use of forest resources that meet the needs of all our customers and various markets.

#### Use of FSC<sup>®</sup>-certified paper in 2021

Number of references of FSC <sup>®</sup> -certified paper available at Marquis	=	29 (83% of references)
Use of FSC <sup>®</sup> -certified paper	=	65%
Increased use of FSC <sup>®</sup> -certified paper since 2018	=	+58%

#### Our recycled papers

We offer papers made from 100% sustainable recycled post-consumer fibre. Furthermore, since February 2007, we have offered our 100% recycled paper, Enviro 100, at the same price as our regular fine paper to encourage our customers in the publishing industry to adopt an eco-friendly product.

#### Report on the use of recycled paper since 2021

Number of references of 100% recycled paper available at Marquis	=	10 (29%)
% use of recycled paper	=	24%
Increase in the use of recycled paper since 2018	=	57%



#### **Eco-calculator**

An eco-calculator is used to raise awareness of the environmental benefits linked to the use of recycled paper. Its purpose is to measure the impact of using recycled paper and to calculate, for example, the number of trees or the amount of water protected as a result. By promoting the use of 100% recycled and FSC<sup>®</sup>-certified papers, we have significantly reduced our own environmental footprint. Marquis has contributed to saving trees and has reduced its water consumption and  $CO_2$  production. As a result, Marquis and its customers contributed in a significant way to protecting the environment.

#### Our 2021 results



27,278 metric short tons of wood equivalent of 162,983 trees



**24,580,755 lb** of CO<sub>2</sub> equivalent of 27,609,378 miles driven by car



121,914 Ib NMVOC equivalent of 55,299,060 km driven by car







**279,560 MMBTU** equivalent of 1,366,695,527 light bulbs (60 W) for one hour





#### **Buying local paper**

Paper is our primary raw material. We are striving to limit air and water pollution and sound nuisance, and to avoid contributing to climate change caused by the transportation of materials to our plants.

Thanks to local supply chains and partnerships with local businesses, most of our paper travels less than 1,000 km to one of our three Canadian printing plants.

We encourage our customers to think global and print local.



#### Locations of our primary paper suppliers and our 3 printing plants



#### Certification options available at Marquis: Get to know them better



#### Forest Stewardship Council<sup>®</sup> (FSC<sup>®</sup>)

Forest Stewardship Council Certification supports responsible use of forest resources.



La marque de la gestion forestière

Fournir version anglaise du logo FSC<sup>®</sup> Recycled: Identifies products which are made with 100% recycled fiber.

FSC<sup>®</sup> Mix: Identifies products which are made with a combination of FSC<sup>®</sup> virgin fibre, and/or recycled materials with Controlled virgin fibre.

The mobius loop represents the total pre and post consumer recycled fibre.



#### **Recycled Paper**



Paper made from post-consumer fibres. The composition may be between 30% and 100%, based on the number indicated below the logo.

#### Permanent Paper



Alkaline or neutral paper that resists aging for more than 100 years under normal warehousing conditions (criteria and certifications established by the American National Standards Institute—ANSI).

#### **Carbon Neutral Paper**



This logo certifies that the paper used is carbon neutral.

#### **Biogas Energy**



Was manufactured using gas produced from decomposing landfill waste. Biogas, a sustainable and local energy, is transported to the plant by an underground pipeline to reduce greenhouse gas emissions.

**Total Chlorine Free** 

Paper that was manufactured with no chlorine and it only applies to recycled fibre.

**Environmental Chlorine Free** 



PCF

Certifies that the paper's virgin fibre has been bleached.



#### PRINTING

#### **Our inks**

All the inks used at Marquis are removable, which means that the ink can be eliminated from the paper fibre so that it can be recycled.

We also promote the use of water-based inks where the printing process allows. Moreover, our digital printing technology enables the use of water-based inks.

#### Our presses

We have invested in converting our equipment to a coldset technology where the ink dries by absorption and oxidation. Thanks to our eight printing presses that use this method, we operate 90% of the time in coldset technology mode, which allows us to reduce to zero the energy required to dry ink compared to a heatset mode.

As a bonus, this technology allows us to significantly reduce the use and evaporation of solvents from 30% to 6%.

Furthermore, modernizing our facilities in Montmagny and Toronto in order to integrate a digital printing technology has met the industry's growing need for print-on-demand books. This "just in time" logic and automated restocking allows publishers to reduce both their inventory and waste linked to unsold book disposal.

#### Our energy consumption

We pay particular attention to our energy consumption in order to fight global warming and pollution.

- 92% of the energy used to power our printing plants and offices is not fossil energy.
- Over the past 5 years, all our printing plants have adopted new energy-efficient lighting technologies.

# Our residual materials and chemical waste management

We are meticulous when it comes to managing residual materials in each of our printing plants. All the raw materials that play a role in our manufacturing process are reused, recycled or destroyed in a safe manner that meets current environmental regulations.

The following measures have been introduced in our printing plants:

- 100% of our printing plates are recycled.
- 100% of our waste is recycled.
- 100% of our wood pallets are reused.
- All chemical waste is managed by specialized companies that take care of recovering, stabilizing and destroying it safely.
- Where procedures require the use of water, the water is decontaminated before it is returned to the municipal water system in order to comply with all the current standards.

#### Innovation

We firmly believe that reducing our environmental footprint also involves better products and services for our customers. Since 2020, our Laurentien division has offered Canadian schools a new eco-friendly school agenda. This new and innovative product is an eco-friendly choice for our customers since it has no plastic spiral binding and no vinyl pouch and is printed on 100% recycled Rolland Enviro paper.

#### **BINDING**

Marquis is working on increasing its in-house binding capacity to eliminate the transport costs required for subcontracting.



#### LOGISTICS

#### Our cardboard packaging

Once our books have been manufactured, they are packaged in cardboard boxes to ensure optimal shipping conditions.

Our supplier's boxes are primarily made from papers whose fibres are OCC (Old Corrugated Cardboard). These papers are made from 99% post-consumer recycled materials and 1% pre-consumer post-industrial materials.

Our cardboard boxes are also 100% recyclable.

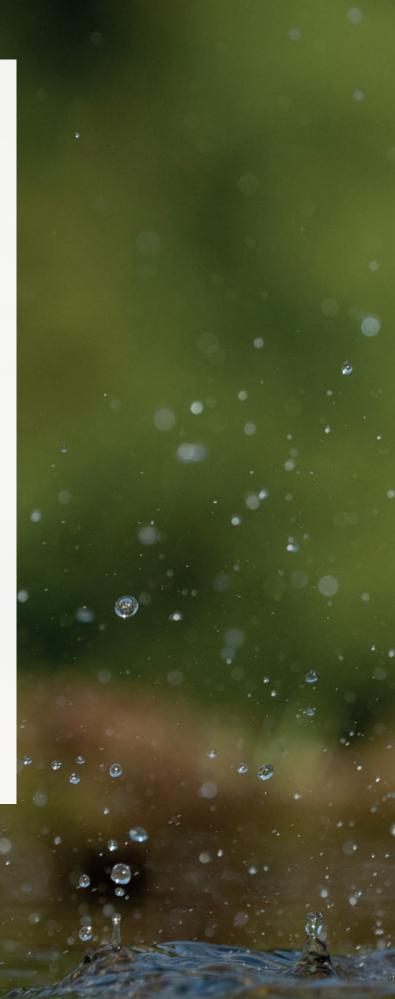
Our supplier has been awarded FSC<sup>®</sup> certification (FSC<sup>®</sup> Recycled and FSC<sup>®</sup> Mix).

#### Automated restocking and on-demand printing

Thanks to our automatic stock replenishment and on-demand printing services, we are contributing to optimizing the inventory management of publishers and significantly reducing disposal of unsold books. In addition to reducing waste, these best practices impact the use of energy and transport resources.

#### **Printing local**

Marquis has invested in solutions aimed at bridging the gap between printers and readers where possible. We encourage publishers to choose local printers for publications sold in Canada and thereby eliminate thousands of unnecessary kilometers in transporting books and reduce their carbon footprint.



# "Our very being, health and happiness depend on Mother Earth."

– David Suzuki



"Through our youth readership and youth literature promotion program and our involvement in many local community projects, we are committed to making a difference in today's world and for the future."

– Lori Rennie, National Accounts Manager

# Pillar 2: Connected to the Community





Promoting reading among young people and youth literature has always been one of our priorities. With the help of a dozen or so local and national partners and in collaboration with our Laurentien division, we have sponsored literary events, activities and prizes for over a decade.

PSYCHOLOGY

We are proud of our program since it sparks an interest in reading among young people. Thanks to a variety of formats, our program benefits thousands of children every year, from young readers to adolescents.



•





# Major partner of AQPF and ANEL, in collaboration with Rolland

These prizes promote Quebec and Franco-Canadian literature among Quebec French teachers, stimulate their interest in these works and help their students to know and appreciate them. Marquis offers a prize to the winner in each of the five categories of youth literature and the printing of promotional material.



#### Youth Category, Assocation des libraires du Québec

#### Official presenter, in collaboration with Rolland

This award promotes youth literature from Quebec and elsewhere and recognizes excellence in creative writing for young people on an annual basis. Marquis contributes by providing financial support and printing promotional material.

Discrete Mathematics

SIGN



#### Canadian Children's Book Week

This event introduces more than 25,000 children and adolescents to the joys of reading through literary sessions and workshops in schools, libraries, community centres and bookshops across the country.



This prize is designed to encourage the discovery of reading among high school students and to introduce them to science fiction, fantastic and fantasy literature.



This exciting competition promotes reading among young people and encourages them to share their interest in books while using the internet and social media.



This platform promotes Canadian literature by facilitating the discovery of Canadian books of all genres and from all regions of the country, including books for children and adolescents.



This local festival exposes the community to some of today's best known and emerging Canadian authors, and aims at being a catalyst for local writers, including those dedicated to children's literature.





This prize was created to recognize and promote literary achievements in the social sciences and humanities, including learning and education.

#### Sheila A. Egoff Children's Literature Prize

This award is given to the author of the best literary work for children and young adults.



#### Children's & Young Adult Book of the Year Award

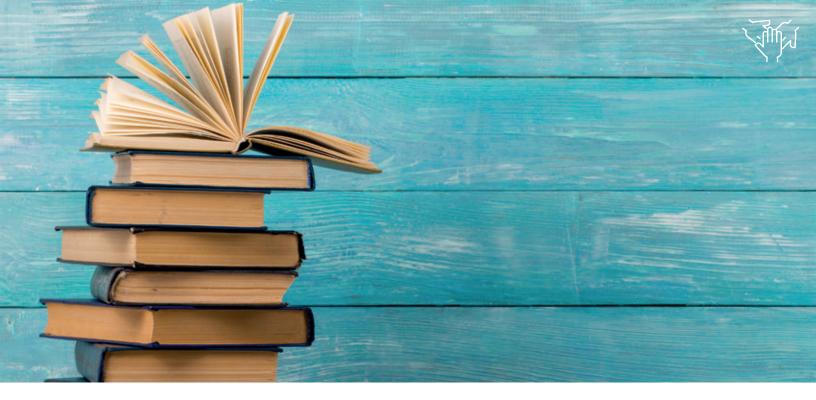
These annual literary awards recognize and celebrate the best of the Alberta book publishing industry.



#### Free advertising in school agendas

Alloprof promotes academic engagement by providing students and their parents with stimulating educational support services free of charge.





#### A FEW OF OUR OTHER COMMITMENTS

#### The Word on the Street Festival (Toronto and Halifax)

Marquis is proud to support this festival for book and literature lovers and to contribute to this national celebration of reading and literacy.



#### Freedom to Read Week

Marquis supports this annual event that encourages Canadians to think about and reaffirm their commitment to intellectual freedom.

#### Louiseville Festival de la Galette

Each year, as a major partner, Marquis contributes to this event that showcases the region's cultural richness and hospitality.

#### **Opération Sac à Dos**

Marquis is proud to support *Opération Sac à Dos* (Backback Operation), an initiative that provides thousands of Montreal children and adolescents with lunchboxes and backpacks filled with school supplies. This program promotes the winning conditions that school children need to learn to read—a lifelong skill!



"My efforts and contributions are recognized not only by those within my team, but also across the organization. It's an amazing feeling of accomplishment!

I share laughs and stories with the people that I get to work with every day and, of course, we strive together to achieve great results for our customers, projects and our team."

– Asra Tunio, Process SME, Customer Experience

# Pillar 3: Connected to our Employees





#### OUR PRIORITY: THE WELLBEING OF OUR EMPLOYEES

We aim at offering a unique and memorable employee experience that focuses on:

- The passion that drives the company's employees and managers.
- The kindness that we show to our employees and the environment and through social involvement.
- The real impact that employees have, since they are the company's driving force and priority.
- **Recognition** and the importance of each individual team member, their development and achievements.

We strive to provide a healthy working environment, a great place to work. Indeed, 26% of our employees have worked at Marquis for over 20 years. This figure speaks for itself.

#### EXCELLENT WORKING CONDITIONS

We offer programs and concrete measures to provide our employees with excellent working conditions that go beyond a salary:

- Group insurance plan;
- Pension plan with employer contributions;
- Employee assistance program;
- Financial assistance policy for physical activity;
- Work/life balance (floating vacation days, flexible working hours, teleworking policy);
- Pay equity policy.



#### A CULTURE OF OPEN DIALOGUE

We foster a culture of communication and dialogue between managers and employees. The following tools help us to reach our goals in this regard.

- Annual satisfaction survey that influences the company's decisions with a view to improving the wellbeing of employees year after year.
- Joint mobilization committees tasked with improving elements that employees prioritize in their workplace.
- Through the SMART Program, employees can contribute to improving processes and become part of the solution. An environmental component will be added to the SMART Program over the next year in order to boost employee involvement.

- Assessment of Professional Contribution for all administrative and supervisory staff which offers an opportunity for dialogue and for sharing constructive feedback with managers.
- Annual performance reviews carried out by managers to proactively identify opportunities for advancement and needs for support and development which will allow each employee to reach their full potential.
- An official change management process that fosters participation and adequately prepares teams to ensure that the conditions for success are in place prior to introducing a change.



#### OUR WORKPLACE

Maintaining a healthy and safe workplace is a priority for Marquis. In addition to nurturing respectful, positive and constructive relationships with our employees, we have created a work environment that allows us to improve through:

- A code of conduct that instills a culture of ethics which employees must respect, without exception and in an egalitarian manner.
- A policy for the prevention of harassment in the workplace, through which Marquis commits to offering a work environment that respects the dignity of each individual and prohibits all forms of harassment.
- A hazard prevention program to protect the health, safety and physical integrity of workers. An indicator was also introduced to measure progress in this regard.
- The 7S Program which provides tools to optimize workplace organization and make it clean, efficient and safe.

In addition, we continue to improve the working environment in our facilities through the following investments:

- · A more efficient dust collector system;
- · Air conditioning;
- Improved offices and common areas.

#### FOSTERING DIVERSITY AND INCLUSION

At Marquis, we have always been committed to fostering diversity and inclusion. We welcome workers from all backgrounds to our teams regardless of their ethnic or national origin, language, religion, gender, age (as provided by law), civil status, sexual orientation or handicap, as long as they can carry out the tasks required for the position.

Marquis commits to offering access to employment, treating its employees fairly and making decisions regarding work assignment, recruitment and promotion based solely on the individual qualifications, skills and performance. It commits to ending all forms of prejudice and discrimination.

We are also proud to collaborate with a disability-friendly business that fosters the socio-professional integration of individuals living with physical and intellectual limitations. Every summer, almost 100 employees living with limitations work for our Laurentien division on the assembly of 600,000 school agendas destined for Canadian schools.



#### **PEOPLE AND PARTNERS**

Beyond the development of innovative technological solutions for its customers, Marquis is, first and foremost, focused on people and partners. They are our customers, employees, suppliers and other collaborators who ensure our visibility (or impact, or influence) and our development.

Marquis hopes that its commitment to the environment, its communities and its employees, will encourage the people around us to become united and active partners in creating a more responsible world.



This document is printed on recycled and FSC<sup>®</sup> certified materials.



En développement