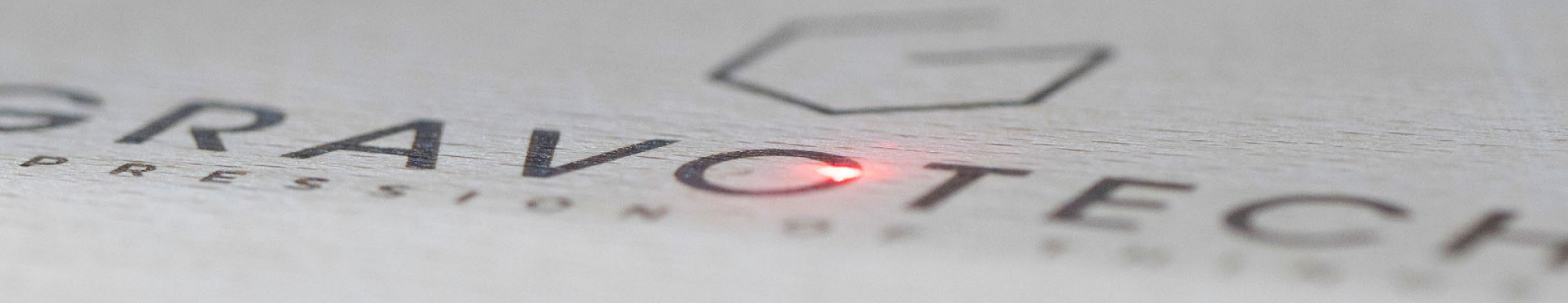




GRAVOTECH
EXPRESSION OF THINGS

CSR REPORT **2023**



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**"We are convinced
that ambitious CSR
commitments and
economic performance
go hand in hand."**

Arnaud LINQUETTE

Editorial

I am delighted to share with you Gravotech's CSR report for 2023. It highlights the commitment of our Group's employees to these essential issues for our collective future.

Our CSR commitment is expressed from the outset in our values, in the Responsibility we take to make it a long-term commitment, in the Team Spirit that unites us around this commitment, in the Excellence of a continuous improvement approach, in the Customer Focus to ensure our PREMIUM positioning, a key lever of our economic performance, and finally in the Respect essential to our ability to live together. We are convinced that ambitious CSR commitments and economic performance go hand in hand. Both are mutually reinforcing, enabling us to maintain our strong commitment to our planet, its resources, and social issues over the long term.

To this end, we have decided to sign up for the United Nations' 17 Sustainable Development Goals, and have been implementing initiatives since 2019, described in this report and responding to several of them.

Gravotech's international teams, present in over twenty countries around the world, are all mobilized and play a decisive role in sustaining our CSR commitment over the long term.

Arnaud LINQUETTE
President and CEO



01

About Gravotech

Key figures



6

Gravotech products are sold every hour



600

collaborators in the world



35

spoken languages



85

sale turnover:
85% exports



18

subsidiaries and about
175 channel partners



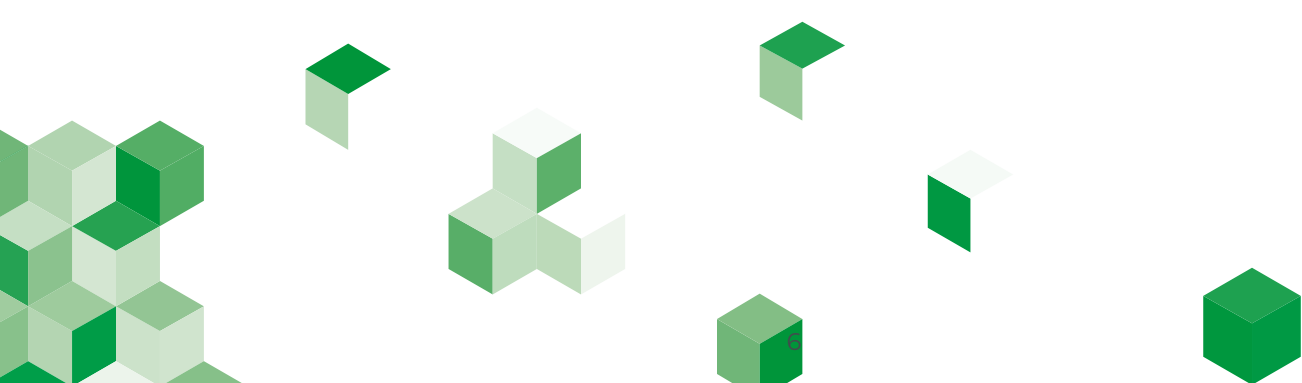
60,000

customers around
the world



200,000

Gravotech engraving
and marking solutions
worldwide

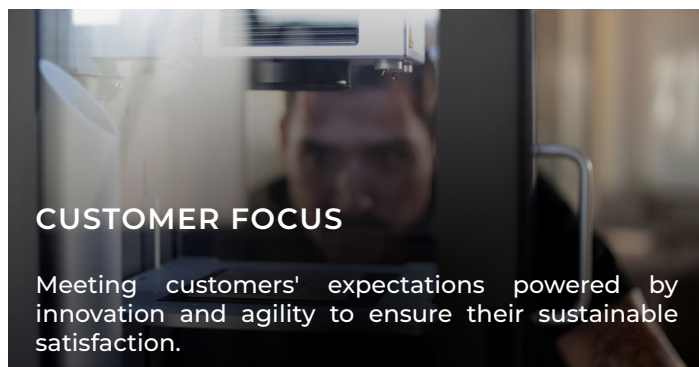


Local governance, global acts

EHS and CSR are key priorities and an integral part of the management system of the Group's business units. Our Group's CSR Governance aims to share our vision even more widely and to disseminate the underlying values in all its actions. Gravotech guarantees the individual commitment of its employees and partners to ensure regulatory compliance, protect the environment, provide safe working conditions, and offer our customers safe products and services, as part of a global approach to continuous improvement.

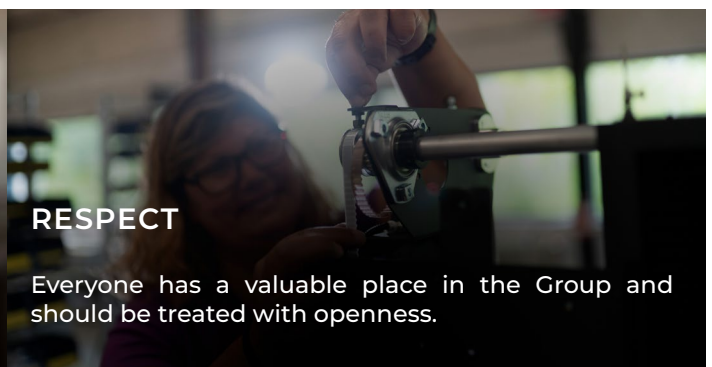
Gravotech's values are a key element of our governance and the cement of our willingness to work together with an open mind and in trust. They help us meet and exceed our customers' expectations, promote courage and transparency in our decision-making, support our premium positioning, and ensure that each individual has a place in the company, while respecting his or her skills and abilities.

OUR VALUES



CUSTOMER FOCUS

Meeting customers' expectations powered by innovation and agility to ensure their sustainable satisfaction.



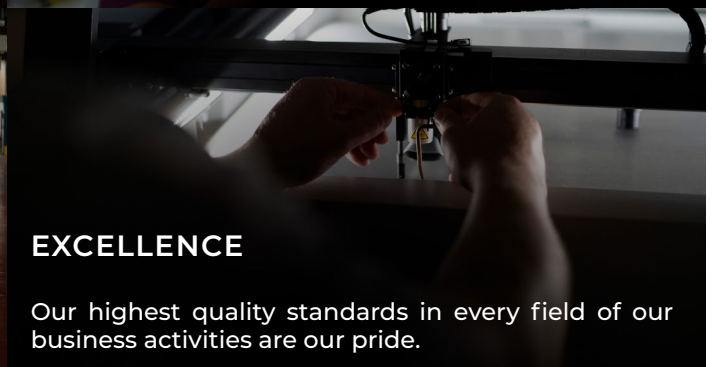
RESPECT

Everyone has a valuable place in the Group and should be treated with openness.



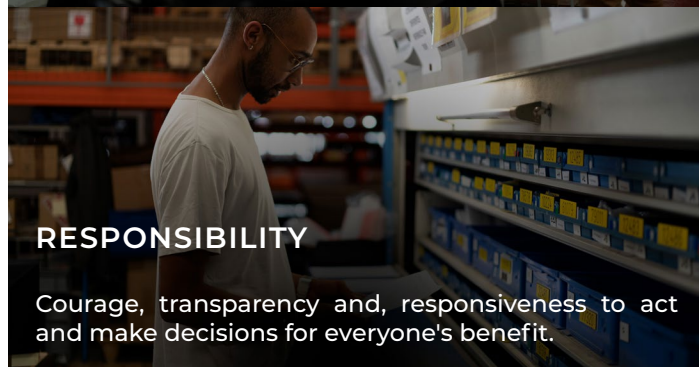
TEAM SPIRIT

Trust-based and open-minded cooperation to achieve collective success.



EXCELLENCE

Our highest quality standards in every field of our business activities are our pride.



RESPONSIBILITY

Courage, transparency and, responsiveness to act and make decisions for everyone's benefit.

Gravotech's evolution

1938 - Creation of New Hermes in the United States (manufacturer of the pantograph engraver and the first portable engraving machine in the United States).



1950 - New Hermes sets up in Europe and becomes Gravograph.



1970 - Creation of the first engraving materials.



1981 - Creation of Technifor in France, a manufacturer of industrial marking machines.



1982 - Introduction of software control.



1985/1986 - Technifor invents dot peen marking.



1995 - Introduction of laser engraving.



2006 - Establishment in China (Shanghai).



2008 - Creation of the Gravotech group.



2012 - First CO2 laser marking galvanometric.



2017 - Gravotech labeled "Showcase Industry of the future".



2020 - Launch of the new Gravotech brand identity.



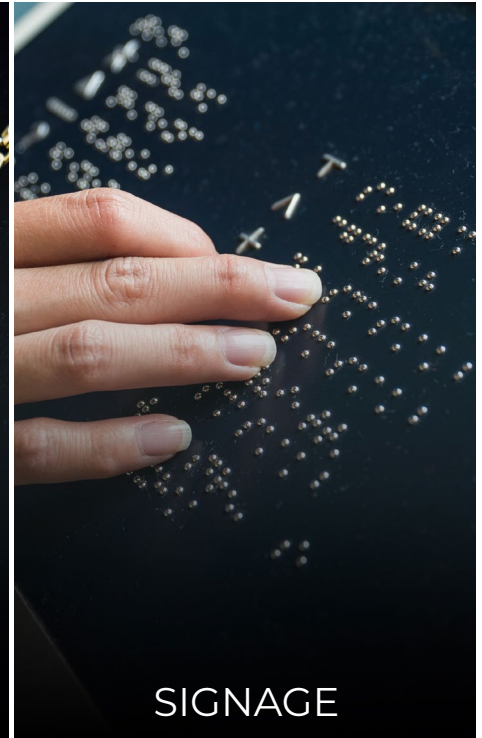
2021 - Change of its ERP on its French operations



Our products

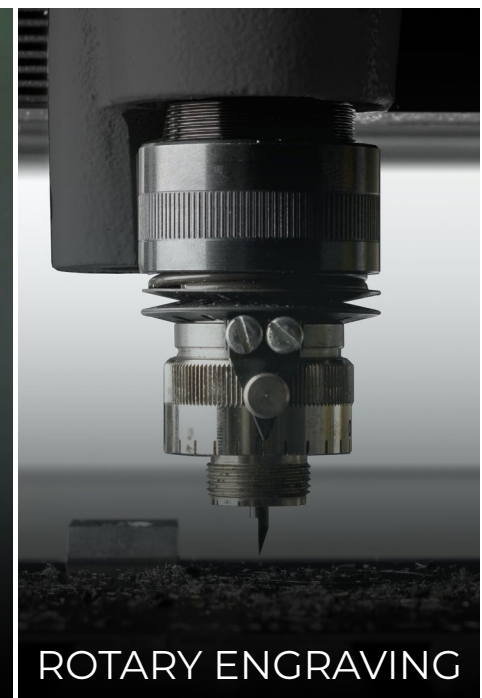
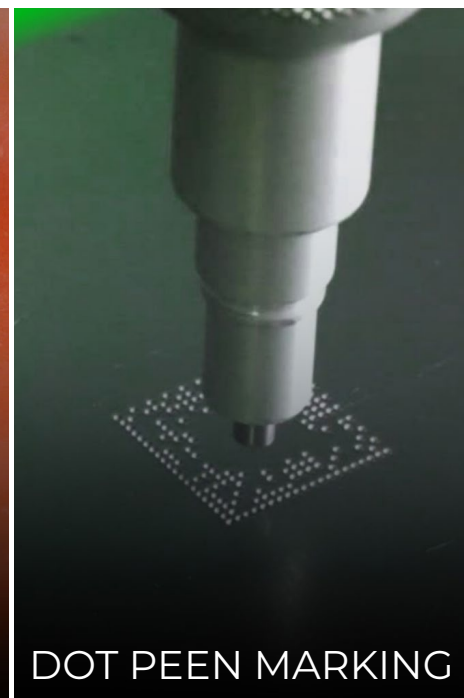
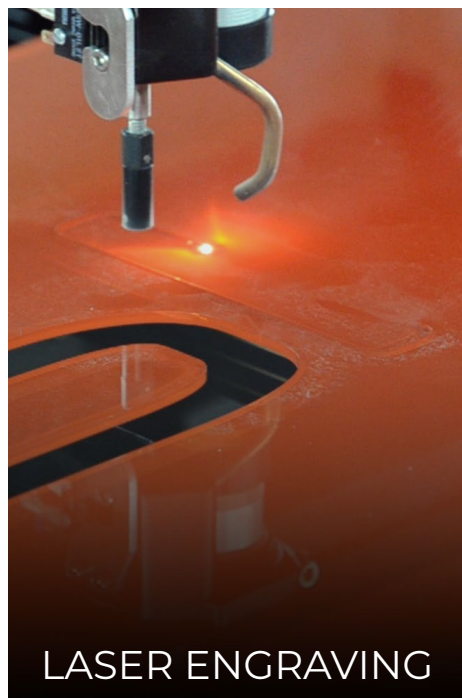
OUR MARKETS AND OUR ACTIVITY

The applications of Gravotech's solutions are intended for a wide variety of markets and sectors of activity:



OUR TECHNOLOGIES

The permanent marking solutions offered by Gravotech consist of:



THE APPLICATIONS



IDENTIFICATION AND CODING



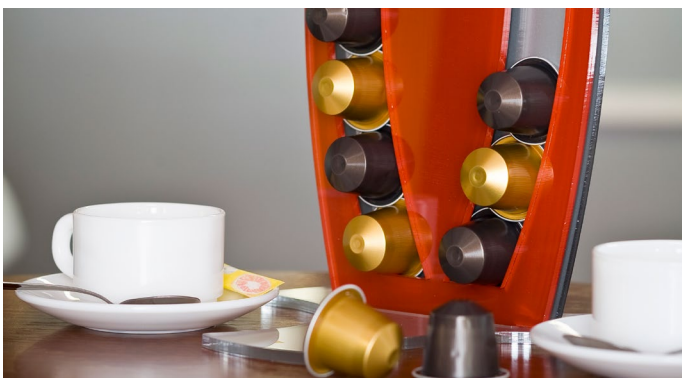
TRACEABILITY AND
AUTOMATIC PROOFREADING



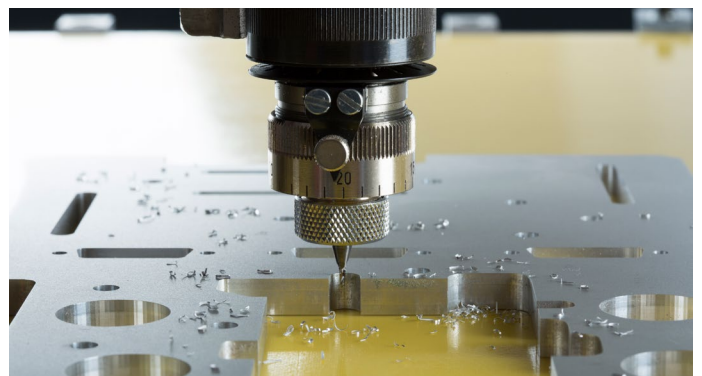
STAMP MAKING AND ENGRAVING



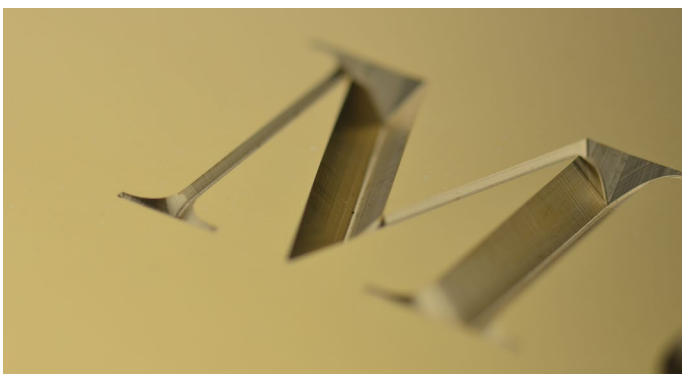
PERSONALIZATION ENGRAVING



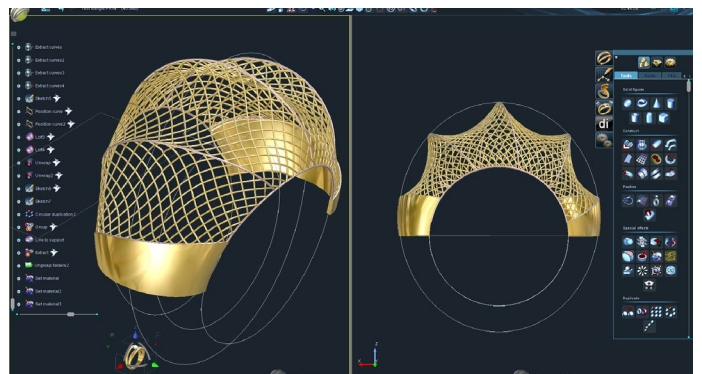
CUTTING AND ENGRAVING
OF DISPLAYS AND MODELS



MACHINING AND CUTTING

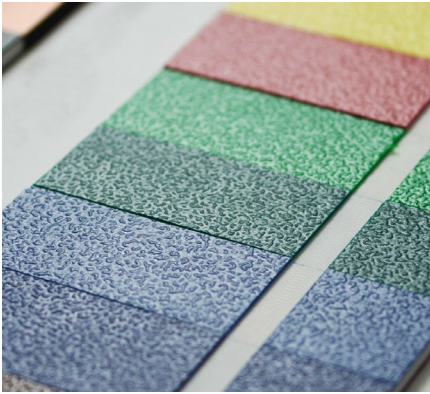


BAS-RELIEF ENGRAVING AND TEXTURING

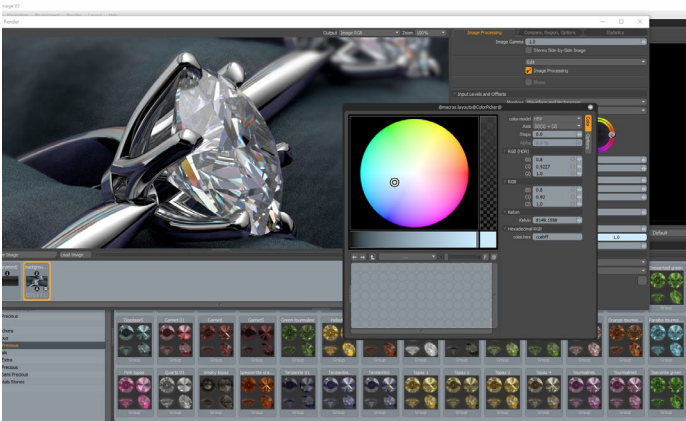


3D MODELING AND DESIGN

OUR ENGRAVING MATERIALS



OUR SOFTWARE



- 2D/3D creation and bas-relief.
- To drive engraving and CNC machines.
- Accessible from a computer connected to the Cloud or an automated production line.
- Customized and personalized.

OUR SERVICES



- International project management.
- Application support.
- Installation and technical support.
- Trainings.
- Maintenance.
- Logistics.

2023 product launches



G-EYE



MINI-INLINE



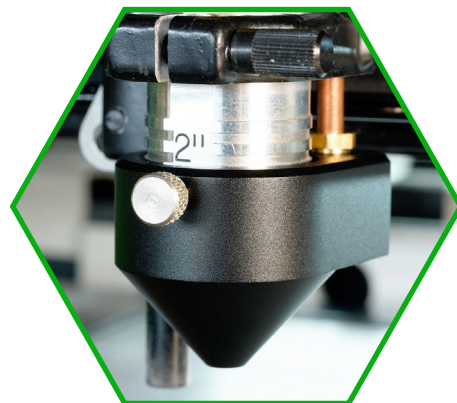
ECOCUT



LW3



GILDING
WAX



LASER
NOZZLE

02

Our CSR approach

Events of our CSR approach



AUGUST 2019

All the lighting in the production site in France and part of the production site in the USA are replaced by LEDs.



JULY 2020

Gravotech achieves a score of 47 and a Bronze level in the ECOVADIS evaluation.



OCTOBER 2020

Acceleration and formalization of the CSR approach at Gravotech.



NOVEMBER 2020

Publication of our code of conduct anti-corruption and compliance.



DECEMBER 2020

Launch of the digital platform "The Academy".



AUGUST 2021

Gravotech obtains a score of 49% on the SAQ 4.0* assessment.



JANVIER 2022

Gravotech achieves a score of 52 in the ECOVADIS evaluation.



JANUARY 2023

Gravotech achieves a score of 57 in the ECOVADIS evaluation.



DECEMBER 2023

1 year without work accident leading to sick leave (France).

*The Self-Assessment Questionnaire (SAQ) is designed to be an initial verification of supplier CSR/sustainability performance by all participating Drive Sustainability OEMs.

QVT 2023 events



Summer parties



Winter parties



Halloween



Thanksgiving



Christmas



World clean-up day

... and more! Discover all our events on our [LinkedIn page](#).

Our CSR strategy


From 2020 Gravotech has formalized its CSR commitment essential to our governance.

In order to better support its initiatives, Gravotech has decided to include this approach in the framework of the charter for sustainable development issued by the United Nations:



Our strategy in action

A growing number of key initiatives are being deployed to support our strategy in line with the United Nations goals:



8 DECENT WORK AND ECONOMIC GROWTH

INITIATIVE #01

To reinforce our premium positioning by deploying a Total Quality approach in close partnership with our suppliers.



13 CLIMATE ACTION

INITIATIVE #02


Recycling equipment to give it a second life and raising awareness throughout the Group of the need to reduce our consumption of resources in order to help combat climate change.



3 GOOD HEALTH AND WELL-BEING

INITIATIVE #03


Improve safety conditions at work for better health and well-being.



5 GENDER EQUALITY

INITIATIVE #04

Promote gender equality within the Group.



4 QUALITY EDUCATION

INITIATIVE #05

Implementation of an Academy to support our internal training process.

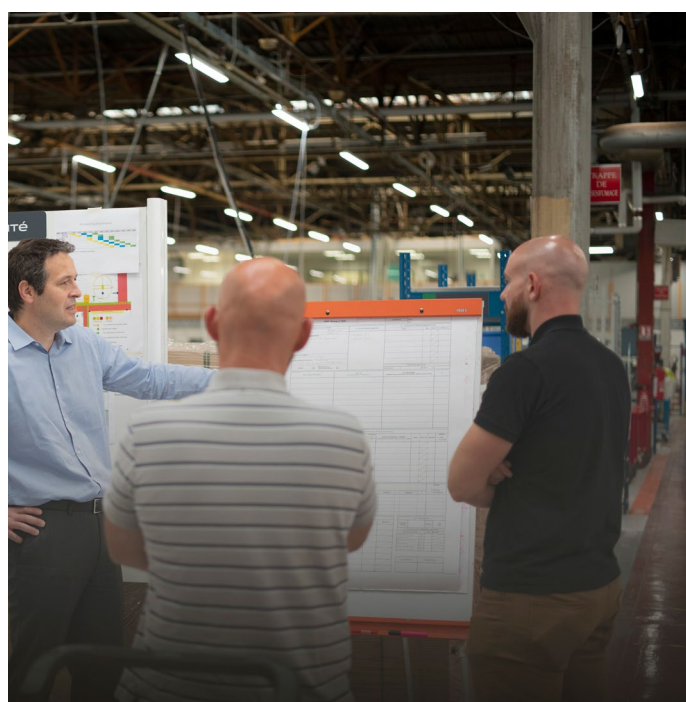


Quality & innovation

As a leader in many markets in the fields of engraving and permanent marking, Gravotech makes Quality and Innovation two major contributors to its development strategy and customer satisfaction.

We consider that the permanent improvement of the performance of our company as well as our premium quality positioning are the best guarantees to bring to our customers all over the world:

- Compliance with technical and environmental regulations associated with the use of our products.
- The physical integrity of the users of our products.
- The reliability of our products.
- The timely provision of the ordered products.
- The responsiveness and relevance of the services.
- The innovation of our products.



In compliance with the Group's directives and the values uniting all Gravotech employees, our management system is deployed through the following five pillars:

- Customers and regulations.
- Staff empowerment.
- Robust product.
- Stable process.
- Reliable supply chain.

The success of our management system is based on the voluntary commitment of each of us in our premium positioning.

The continuous improvement of our system will sustain our business, ensure that our customers' expectations are met or even exceeded, and contribute to the satisfaction of our employees and interested parties.

Environment & sustainable growth

CSR POLICY 2024

The areas of EHS (Environment, Health and, Safety), CSR (Corporate Social Responsibility) and Ethics are key priorities of the Gravotech Group. These areas are an integral part of the management system of all the Group's business units.

We pay particular attention to taking action to:

- Ensure full regulatory compliance.
- Deploy an Ethical Culture.
- Protecting and preserving the environment, and improving our environmental performance.
- Ensure safe and healthy working conditions for our employees.
- Develop a partnership with our suppliers and subcontractors.
- Offer PREMIUM quality products and services to our customers.

In compliance with legal requirements and other EHS and CSR obligations, we are committed to:

- Maintain governance that promotes responsibility, our vision and our values at all levels of the company by structuring our CSR approach.
- Promote the ethical rules defined by the company.
- Limit our impact on the environment and preserve our planet's resources by reducing our electricity and water consumption by 5% and our scope 1 GHG (Greenhouse Gas) emissions by 40%.
- Promote biodiversity on our sites.
- Develop and promote social responsibility among our suppliers by deploying a Code of Conduct.
- Provide our employees with a pleasant and safe working environment by deploying EHS and QWL (Quality of Life at Work) actions.
- Combat different forms of discrimination and harassment by deploying processes, training and communication.
- Promote diversity by developing adapted events.
- Continuously train our employees on business themes, Ethics, CSR, Marketing, HR, etc. through our ACADEMY.
- Continuing our safety initiatives to ensure a high level of safety for our employees.
- Maintain a constructive social dialogue.
- Incorporate CSR, health, safety, environmental, and ethical considerations into investment decisions, service and product design, as well as stakeholder transactions.
- Design our products responsibly by integrating environmental constraints from design to the end of the product's life.
- Act to have a positive impact on the Sustainable Development Goals set by the United Nations by training our employees.

Continuous improvement, which is central to our processes, will allow us, with everyone's involvement, to demonstrate the relevance of combining an ambitious search for economic performance with strong CSR commitments.



03

Our initiatives



INITIATIVE #02

THE ENVIRONMENT

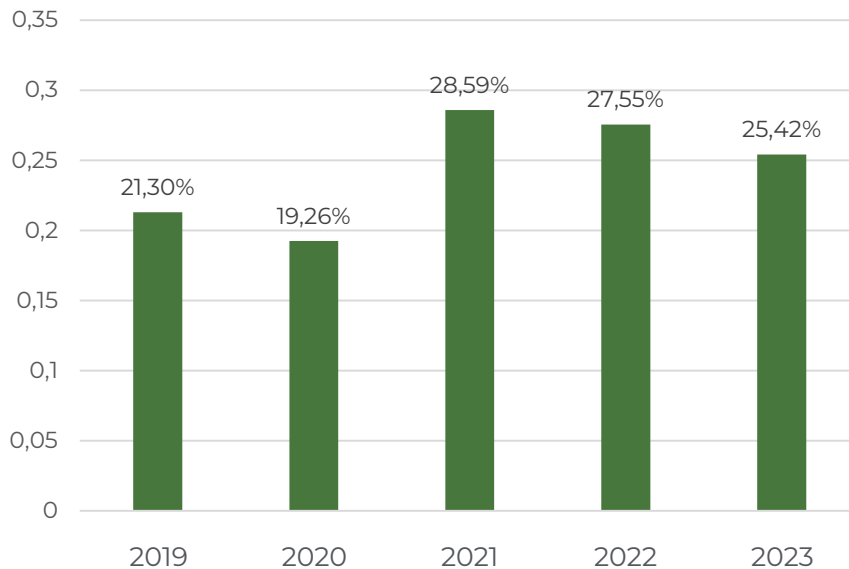
For a number of years now, we have been deploying measures to improve the recycling of our waste

We pay particular attention and **raise awareness of the need to reduce our consumption of resources.**

We ensure that our waste is recycled as much as possible and that it is disposed of in an environmentally friendly manner.

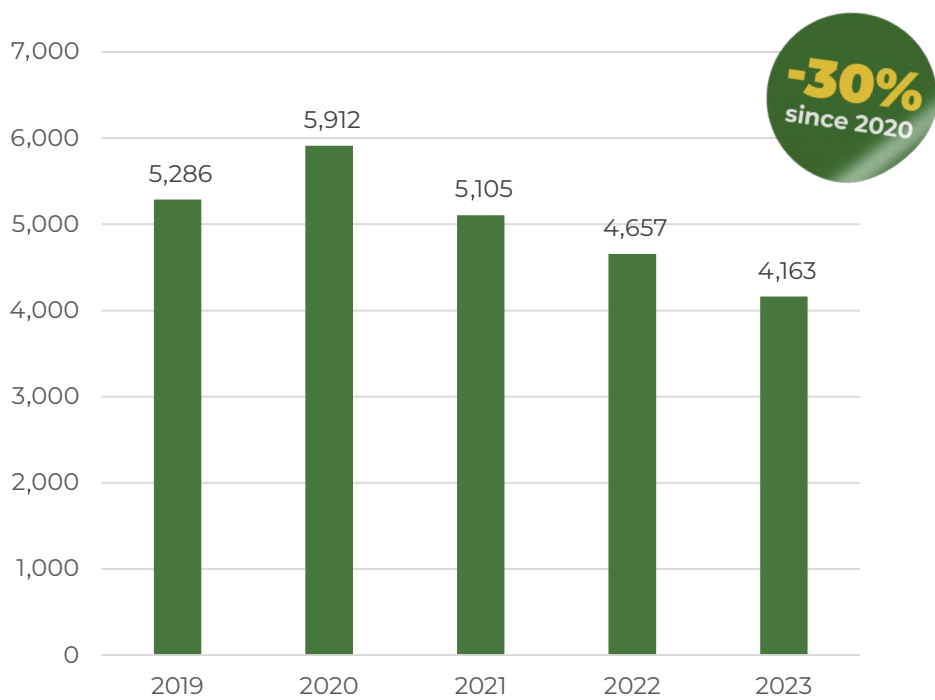
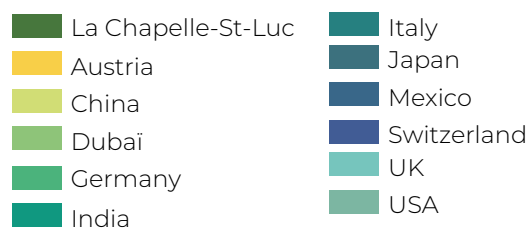
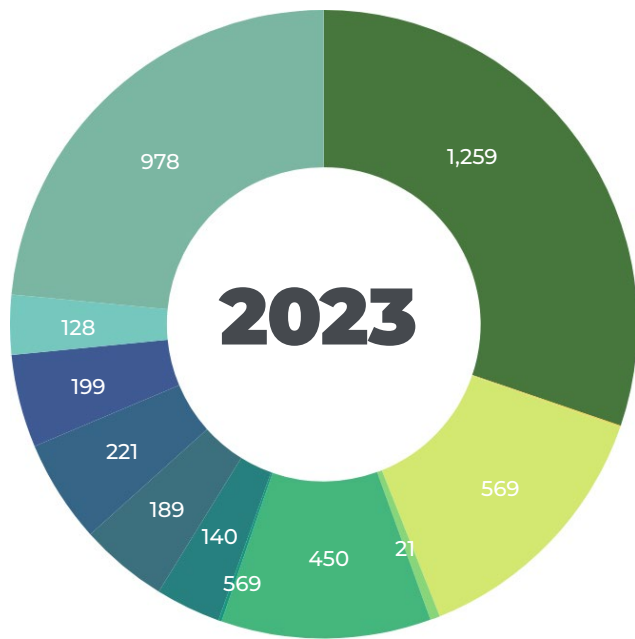


Percentage of waste recycled



Selective sorting in catering facilities at operations in France

Water consumption in the group (m³)



By 2019, the replacement of all neon lighting in the production area had reduced consumption by 20%.

In 2023, we replaced the neon lighting in the offices with adaptive and adjustable LED tiles.

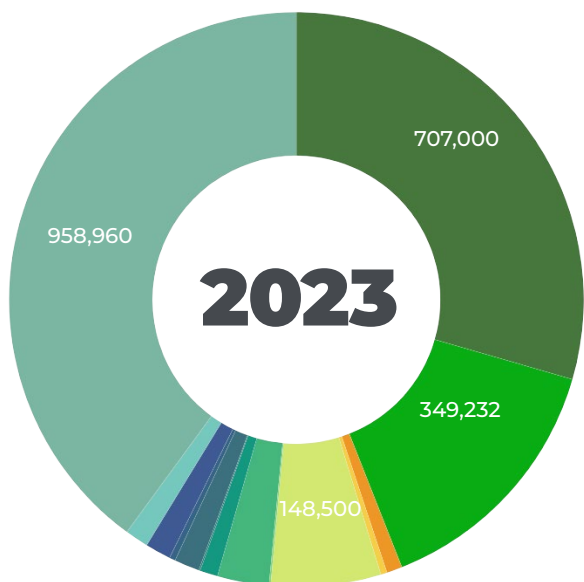
Before modifications



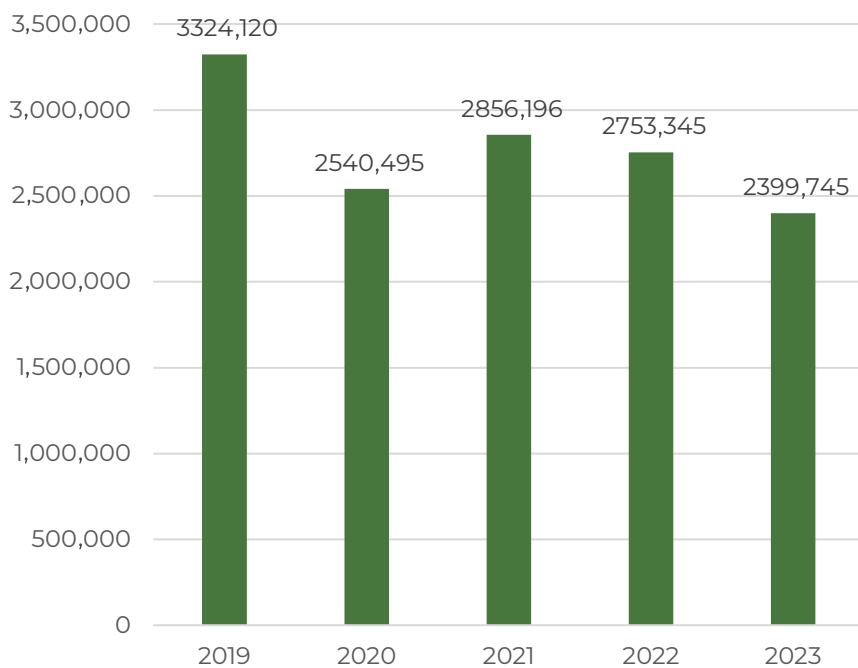
After modifications



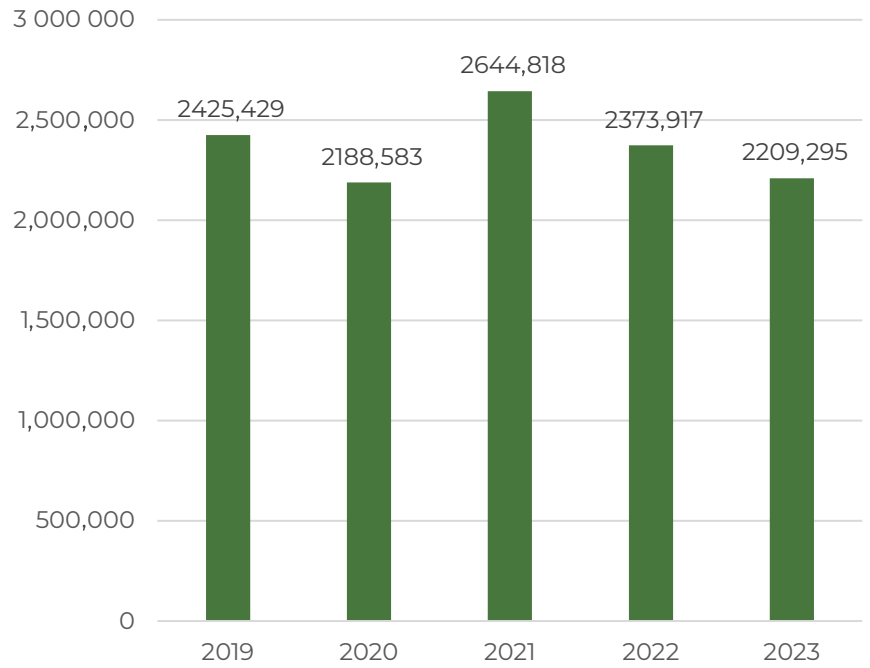
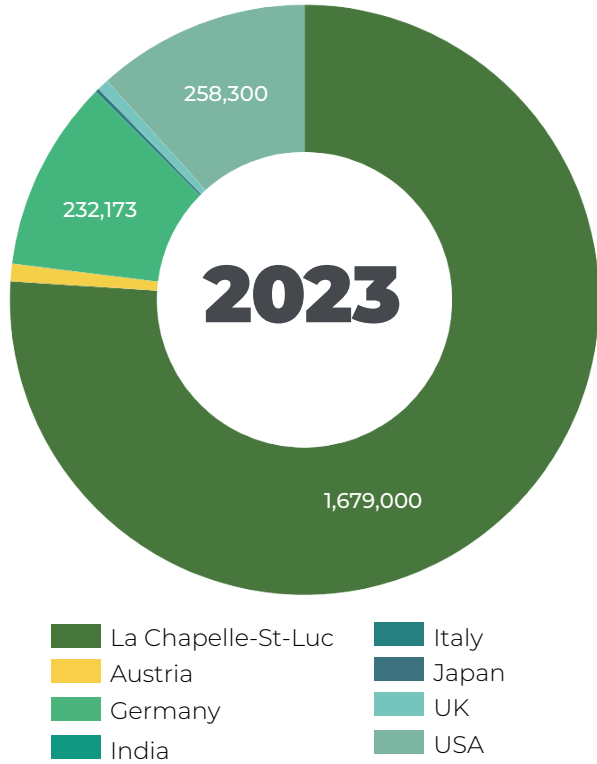
Electricity consumption in the group (kWh)



- La Chapelle-St-Luc
- Rillieux-la-Pape
- Australia
- Austria
- China
- Dubai
- Germany
- India
- Italy
- Japan
- Mexico
- Switzerland
- UK
- USA

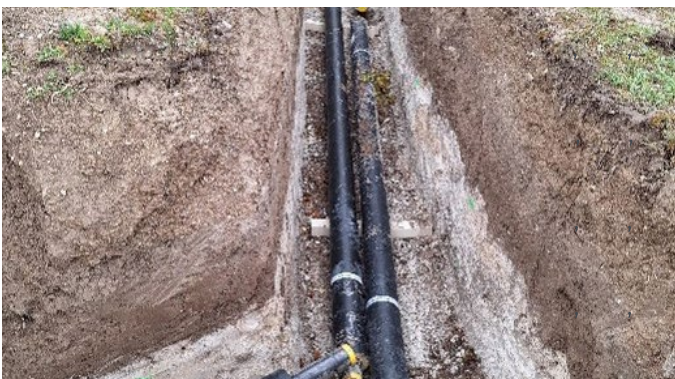


Group gas consumption (kWh)

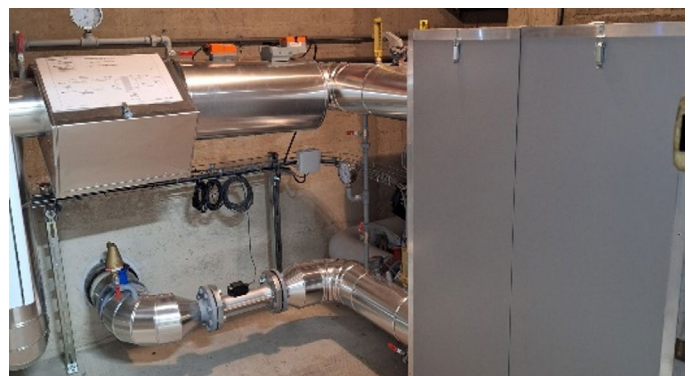
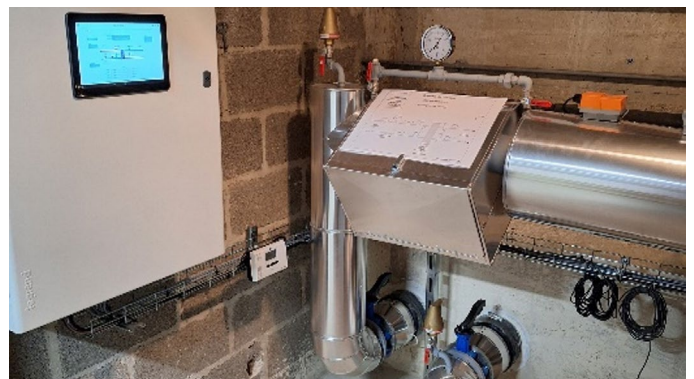


In december 2023, the investment project to stop gas consumption at the French production site (75% of the Group's consumption) came to fruition. The site's heating network was connected to an Energy Recovery Unit.

2 months of roadworks



A new boiler room



INITIATIVE #03

SECURE EQUIPMENT IN OPERATIONS

Provide our employees with optimum safety when using our production equipment

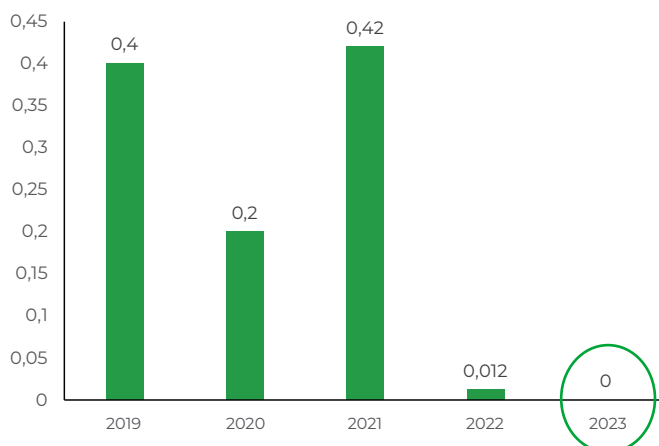


Provide our employees with **optimal safety** when using our production equipment by:

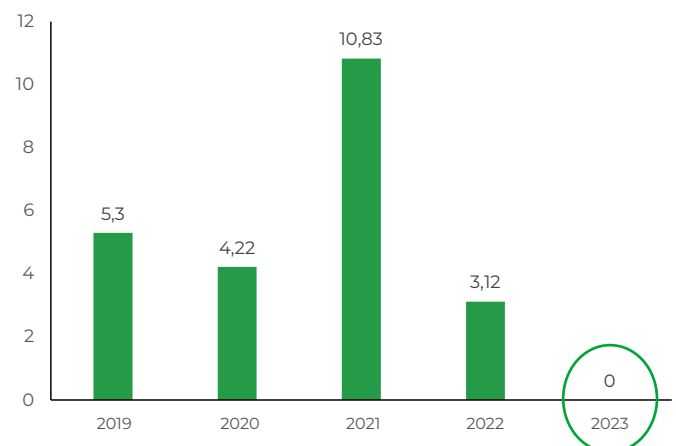
- Establishing a standard for the safety of our production equipment.
- Identifying and evaluating equipment that presents significant risks.
- Implementing multidisciplinary work groups in charge of deploying protection systems for operators.

The safety of our employees in their daily activities, particularly in the use of the machines, is an essential concern for Gravotech. We will continue this improvement process until all the machines meet our Group's standards.

Severity rate of accidents
France scope



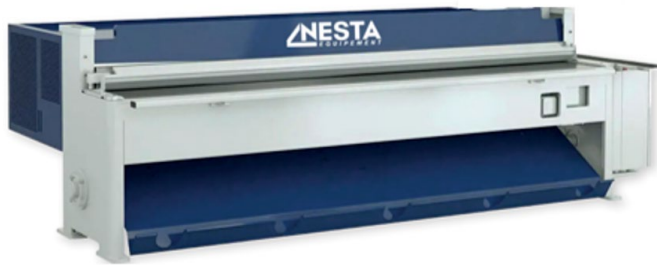
Frequency rate of accidents
France scope



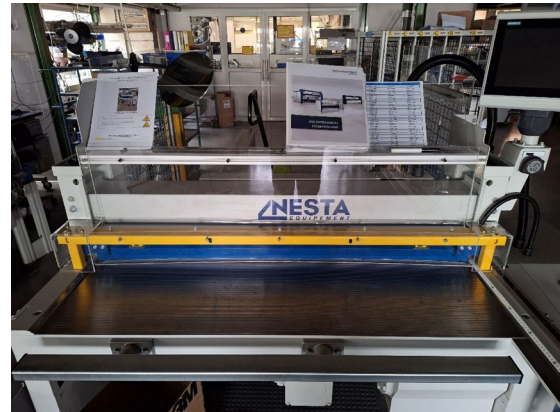
0 lost-time work accidents in 2023!

Addition of fixed safety guards to prevent operator access to moving parts of the machine during operation.

Before modifications



After modifications



Installation of elevating handling equipment:

- Enhanced protection against falls
- Improved ergonomics
- Reduced load carrying
- Improved productivity

Before



Overhead picking with mobile platforms

After



Picking at height with adapted equipment

INITIATIVE #04

PROMOTING GENDER EQUALITY

For several years, Gravotech has implemented an initiative to reduce inequalities



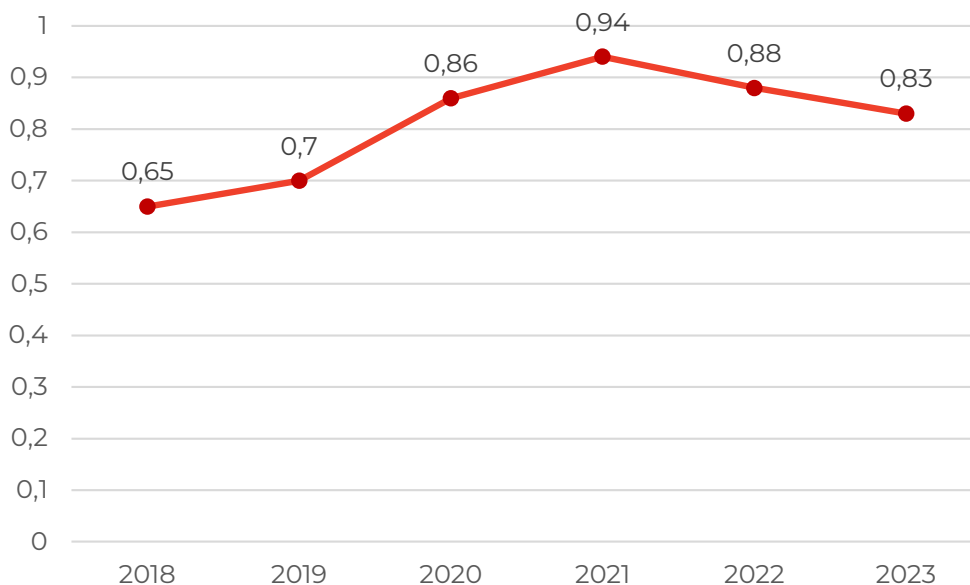
For several years, Gravotech has been implementing an initiative to reduce :

- Gender inequalities.
- Salary inequalities for identical positions.

To measure this initiative, the group has been using the Gender Equality Index published by the French Ministry of Labor, Employment and Inclusion since 2018.

We have observed a pleasing positive evolution in the **professional equality index between men and women.**

Gender equality index (%)



Example of event



Pink October: We created and wore pins to show support for all the women touched by breast cancer and also for all the people touched by cancer.

INITIATIVE #05

SUPPORT TRAINING IN THE GROUP

The Academy's deployment



What is the Academy for?

- **Develop employees' skills** to increase company performance and operational excellence
- **Build employee loyalty** and make the company more attractive by contributing to the employer brand
- **Optimize the integration of new employees** to make them operational more quickly
- **Reduce costs and risks** for the company (Compliance, security...)



USERS

736

in March 2024

vs

597

in December 2021

+ **139** users in 3 years



MODULES

48

in December 2024

vs

31

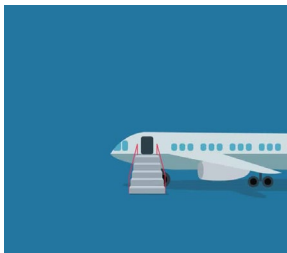
in December 2021

+ **17** modules in 3 years

Training library



THE ACADEMY



Integration course



Compliance course



Safety course



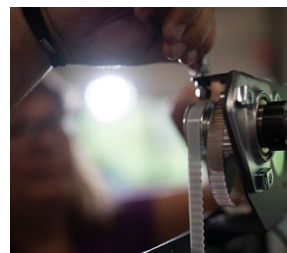
HR Tools course



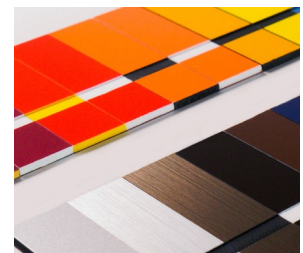
Quality course



CSR course



Professions /
Products path



Consumables



Sales Onboarding



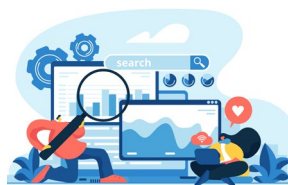
Finance



Cybersecurity



Machine tutorials



Marketing Tools
Course



Onboarding Channel
Partners

Labels & certifications

Gravotech Marking is proud of its labels and certifications that reward our actions in favor of sustainable development and customer satisfaction.



Gravotech has been assessed at the Bronze level since 2020 for its CSR approach.

Score: 47 - 52 - 57



Gravotech labeled "Industry of the Future Showcase" in 2017.



Gravotech scored 43% according to SAQ 5.0 for its CSR approach evaluation.



Gravotech has been ISO 9001:2015 certified for its engraving solutions design and manufacturing activities for over 10 years.



Rillieux-la-Pape

La Chapelle-Saint-Luc

USA



India

Germany

China



UK

Belgium

Italy



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