

## SUSTAINABLE DEVELOPMENT COMMITMENT - 2011

Since its creation, Arc International is watching to balance economical requirements, social responsibility and environmental respect, by registering its activities in a sustainable development approach.

Over the Group's commitments, sustainable development is taking a growing place in the overall economical activities like for our suppliers, customers or partners.

Therefore, after a first step that we saw in 2003 to join the Global Compact of the United Nations, today, our approach needs to be structured. Our goal is to display adapted initiatives in all entities, to measure its efficiency, to report to official authorities and to share with all stakeholders.

We have chosen to make our products the unifying element in our sustainable development action. Both aesthetic, resistant and accessible, there must facilitate the day-to-day life of our customers around the world while being respectful of our historic values of perpetuity, respect of women and men and the environment.

To base us on practices and world-renowned approach, we have adopted the ISO 26 000 standard which is the reference for corporate social responsibility and help us to shape and guide our actions.

We reject simple statements of intention and affirm our determination to act today and tomorrow. To ensure the perpetuity and progress of our approach, a steering will be established and will include:

- Axes of work and objectives
- Indicators of progress and performance measurement
- Regular reviews

With the publication of our annual report and raising awareness actions we will associate always better employees and partners.

We register our sustainable development policy in commitments in which everyone will meet:

- ✿ Innovate to improve the quality of life of consumers with products:
  - ⊗ Universal and adapted to local customs
  - ⊗ Ever more eco-friendly
  - ⊗ Resistant and easy to clean
  - ⊗ Designed and sold for associations
- ✿ Preserve the environment
  - ⊗ Optimization of energy consumption and resources
  - ⊗ Waste recovery
  - ⊗ Environmental risk management
- ✿ Put men and women at the heart of our decisions
  - ⊗ Investment in training
  - ⊗ Diversity and outplacement
  - ⊗ Health and safety
  - ⊗ Socially responsible solutions
- ✿ Review business models of our activities to ensure the perpetuity
  - ⊗ Growth through brands and added value
  - ⊗ Technology leader
  - ⊗ Improve the value chain
  - ⊗ Active integration in all communities
  - ⊗ Fight against corruption