

CSR REPORT

2024



OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100
CQ 580/2 1FTH
Tested for harmful substances
www.oeko-tex.com/standard100



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1. GOOD ENVIRONMENTAL PRACTICES AND SUSTAINABLE DEVELOPMENT

PRODUCTS / MATERIALS

- Use and creation of water-based inks: lower energy consumption and PVC-free
- Certifications for our transfers: Oeko-tex® standard 100 Label, REACH, BPA-free, phthalates, PVC
- Use of ecological papers
- Tight control of paper printing and optimisation of sheet usage
- Digital documentation and communication (invoices, pay slips ...)

CORPORATE LIFE

- Business travel by train preferred
- Provision of an electric car for professional travel
- Option of teleworking
- Raising employee awareness on ecological behaviour (break- room information posters on waste sorting, heating, car-sharing, etc.)

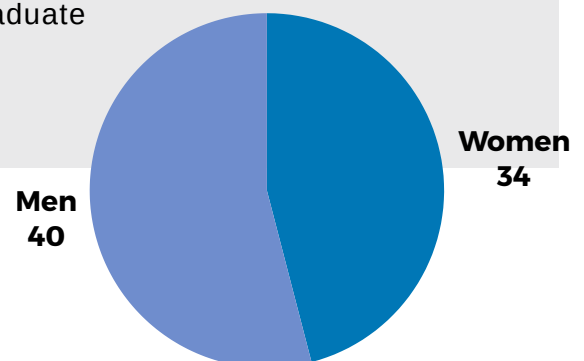
WASTE / ENERGY MANAGEMENT

- Selective sorting of waste
- 3 water treatment installations on our 2 production sites
- Particle filtration systems integrated within our machinery
- C2E eligible and financed energy recovery system
- Installation of solar panels on our Avenue de Romans site, and on our laFontaine site
- Water saving installation of ink cleaning machinery
- Installation of heat pump to replace the gas boiler on our LaFontaine site
- Renovation and insulation of our buildings on rue laFontaine and Avenue de Romans
- Energy metering on our production lines
- Adoption of LED lighting
- Lighting timers in the changing rooms, smart lighting to match requirements
- Limiting air conditioning (22°) and heating (19°) to the hours between 8:30hrs and 18:30hrs
- Flexibility between two energy sources (gas/electricity) according to situation and government guidelines



2. DIVERSITY

- Equality between Women and Men
- Diversity of origin, education, socio-economic profile
- 2 disabled colleagues
- 1 apprenticeship contract + 1 professional development contract
- Work experience offered from the 4th grade to undergraduate



3. LOCAL ECONOMY

- Aid/participation in the development and dynamism of the local community
- Predominantly local service providers (particularly for the laser machines, design & manufacture in Vinay)
- Esat service providers in the Isère and Drome regions
- Partnerships with local organisations (e.g. employment agencies, services, etc.)
- Purchase of locally produced corporate gifts

4. WELL-BEING AT WORK

- Air quality management with the installation of 2 air extractors in the production area, comprehensive ventilation and fresh air supply throughout.
- Purchase of new, more ergonomic high-tech production machinery for improved working conditions: ink cleaning machine, reduced odour LED offset drying machine, LTA handling machinery, sheet stacking machine to avoid back strain, laser CTS engraver...
- Hearing protection in the workshops
- Workwear professionally cleaned
- Well lit work environment and ergonomic IT equipment
- Dedicated office for commercial meetings Break room with food dispensers and a variety of appliances (coffee makers, fridges, microwaves...)

- Flexible working hours according to role
- One-on-one staff meetings
- Option of TOIL (Time off in lieu)
- Help employees reconcile professional and personal life (restaurant vouchers, teleworking,...)
- Participation in sporting challenges
- Company meals

5. ANTI-CORRUPTION

- Company based in France, fully compliant with french regulations
- Compliance with current legislation assured by dedicated consultants, external accountants, and external account auditing
- Presence of an internal CSR Manager for new projects and employee awareness of the company's CSR Policy



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