

CSR: THE GRIMALDI FORUM MONACO IS **COMMITTED**



A RECOGNIZED AND CERTIFIED MANAGEMENT SYSTEM

In 2008, the Grimaldi Forum Monaco (GFM) was one of the first conference and culture centers to obtain **ISO 14001 certification**, an internationally recognised benchmark in the field of environmental management. In 2023, an **ISO 20121 certification** will be added which crowns the GFM's commitment to Social Responsibility for its event activities.



Discover our certification
ISO 14001



Discover our certification
ISO 20121

Customers, partners, economic actors, authorities, employees and suppliers, the Grimaldi Forum CSR project brings together all its stakeholders with the aim of mutual progress.

A project managed by its ISO Committee made up of **18 members** representing all departments of the company, the leading figures of which are Françoise Rossi, CSR Director and Maureen Aubert, Environment Manager, Certifications and Legal Officer.

[Learn more](#)



From left to right: Françoise Rossi (Director of CSR), Sylvie Biancheri (General Director and head of the committee member), and Maureen Aubert (Environment, Certifications Manager, and Legal Attaché).

MEETING THE CHALLENGES OF THE EVENTS INDUSTRY & ACTING FOR A SUSTAINABLE SOCIETY

Following in the footsteps of the Principality of Monaco, which has been pursuing a proactive sustainable development policy for many years, CSR is written into the genes of the Grimaldi Forum.

Since its creation in 2000, the Grimaldi Forum has positioned itself as a committed player within its country and the events industry, with action as its sole driving force, in the service of a sustainable society for future generations.

1

**ENVIRONMENTAL
AWARENESS**

2

SOCIAL DIMENSION

3

**ECONOMIC AND SOCIAL
COMMITMENT**

[Discover our CSR charter](#)

1

ENVIRONMENTAL AWARENESS

AN ECO-DESIGNED AND ECO-MANAGED BUILDING

In 2008, the Grimaldi Forum Monaco became one of the first convention centres to obtain ISO 14001 certification, the only internationally recognised benchmark for environmental management based on continuous improvement. Furthermore, in line with the Principality of Monaco's commitment to the environment, the Grimaldi Forum Monaco is involved in and committed to more environmentally-friendly production methods.

- 1 An eco-designed building
- 2 The 6 priority areas for action
- 3 Our record since 2008
- 4 Our consumption report

[Find out more](#)



1. AN ECO-DESIGNED BUILDING

- Natural thermal insulation (a building $\frac{3}{4}$ below sea level) ;
- Use of seawater and groundwater as a thermal regulator (4 heat pumps);
- With 2,500 m² of photovoltaic panels installed on its roof, the GFM is the Principality's 1st solar power plant;
- An on-site sorting centre for glass, paper, packaging, wood and brown cardboard;
- The only energy used for the day-to-day use of the building is electricity;
- 100% renewable energy consumption.
- Centralised Technical Management (CTM): Programming of air conditioning, lighting, water monitoring and efficient overflow management.
- A "consumption report" available to our customers.



2. THE 6 PRIORITY AREAS FOR ACTION

1

ENERGY



2

WATER



3

SELECTIVE SORTING



4

**PURCHASING
RESPONSIBLE**



Guide to Responsible Purchases

5

SOFT MOBILITY



6

RAISING AWARENESS



3. OUR RECORD SINCE 2008

IMPROVED ENERGY
EFFICIENCY **OF 40%**

A RECYCLING RATE OF
X 2,5

WATER CONSUMPTION
DIVIDED BY MORE
THAN **2**

ECO-RESPONSIBLE ALTERNATIVES

recyclable materials, advantageous rates for "GREEN" services and caterers using local and seasonal products



4. OUR CONSUMPTION REPORT

In line with its environmental commitment, the Grimaldi Forum Monaco provides the client with a consumption report of their event, including:



Energy



Water



Waste sorting



Internet
Consumption



Audiovisual
equipment



Consumption
report



2

SOCIAL DIMENSION



GFM'S DRIVING FORCE

With a management policy focused on people, the Grimaldi Forum Monaco has embodied ethical values such as benevolence, fairness and sharing since its creation in 2000.

THE 5 PRIORITY AREAS FOR ACTION :

- 1 Ensure fundamental rights at work on site
- 2 Ensure the well-being of employees and their quality of life at work
- 3 Encouraging diversity and gender equality, and combating discrimination in hiring, remuneration and career development
- 4 Enhancing employees' skills and supporting them in their professional development
- 5 Helping young people begin their professional lives through company internships

[Find out more](#)

1. ENSURE FUNDAMENTAL RIGHTS AT WORK ON SITE

- Encourage social dialogue between staff representatives and managers, ensuring that employees' needs are taken into account;
- Strengthening team cohesion through internal initiatives and an active social fund supporting culture and sport and offering dedicated areas;
- Raising team awareness of healthy eating habits within the company restaurant;
- Promote work-life balance with the possibility of teleworking one day a week;
- Protect employees with a provident contract in the event of incapacity for work.



TEAM BUILDING : DISNEYLAND PARIS (September 2023)

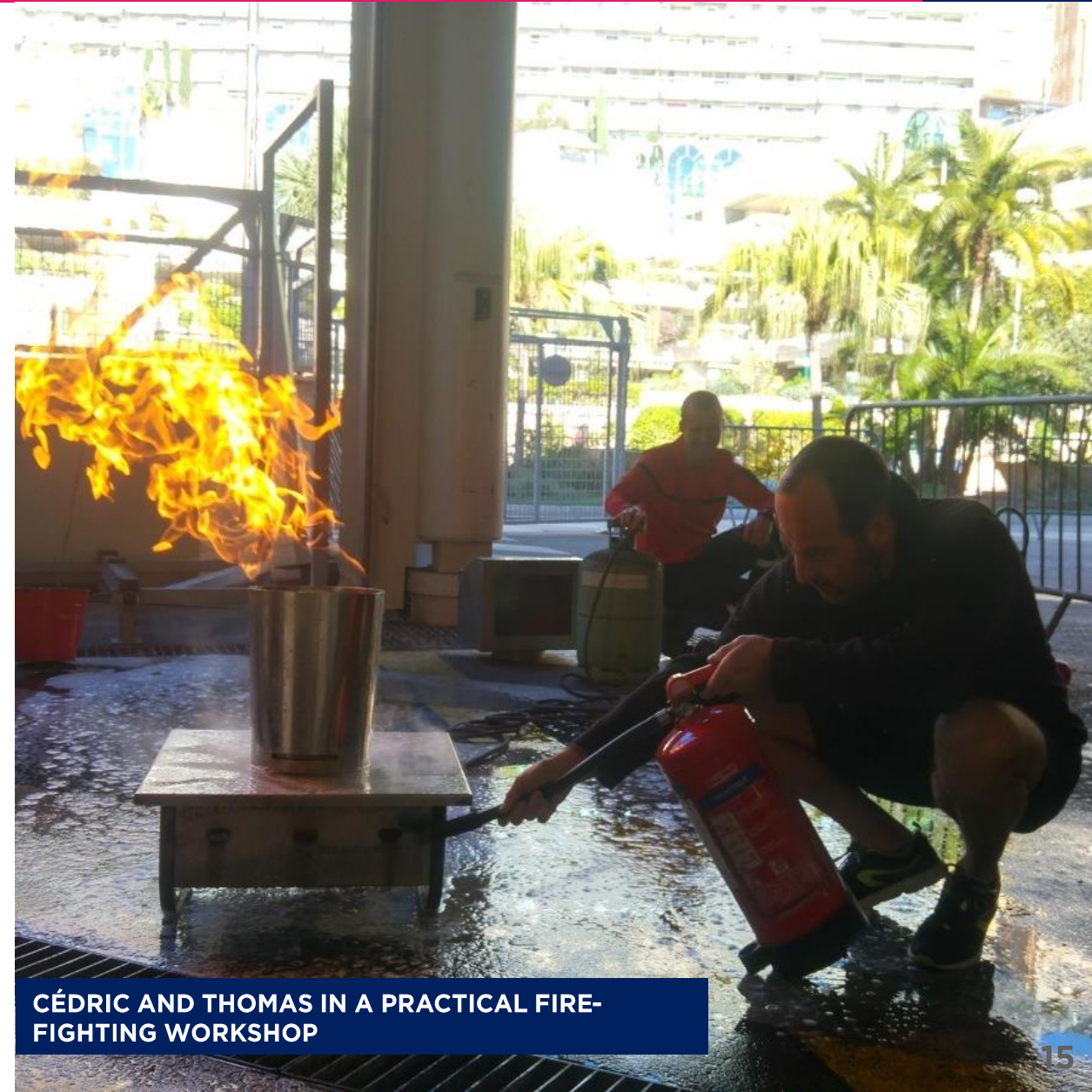


2. ENSURE THE WELL-BEING OF EMPLOYEES AND THEIR QUALITY-OF-LIFE AT WORK

- Appoint a harassment officer each year to combat all forms of harassment and ensure compliance with regulations ;
- Ensuring the safety of all employees by implementing a single document for assessing occupational risks and providing personal protective equipment (PPE) to employees whose duties so require.

3. ENCOURAGING DIVERSITY AND GENDER EQUALITY, AND COMBATING DISCRIMINATION IN HIRING, REMUNERATION AND CAREER DEVELOPMENT

- Ensuring the quality of individual annual interviews ;
- Provide extensive access to training: 100% of the permanent team took at least one internal or external training course between 2021 and 2023 ;
- Encourage the sharing of skills between volunteer employees, through in-house trainers, targeted first aid workshops and other initiatives ;



CÉDRIC AND THOMAS IN A PRACTICAL FIRE-FIGHTING WORKSHOP



WOMEN & MEN= PARITY

4. ENHANCING EMPLOYEES' SKILLS AND SUPPORTING THEM IN THEIR PROFESSIONAL DEVELOPMENT

- Gender parity at all levels, including the Executive Committee;
- HR policy focused on openness, covering recruitment interviews, annual individual interviews and internal mobility;
- Ratio of managers: 48% women, 52% men ;
- Presence of around 20 different nationalities represented among the staff;
- 99% permanent staff on permanent contracts.

5. HELPING YOUNG PEOPLE BEGIN THEIR PROFESSIONAL LIVES THROUGH COMPANY INTERNSHIPS

- A dynamic policy of recruiting interns, from the middle-school internships of secondary school students to the end-of-study internships (about thirty interns each year).



CINDY, MASTER'S INTERN IN THE EVENTS DEPARTMENT UNDER THE SUPERVISION OF HERVÉ, EXHIBITIONS MANAGER

3

ECONOMIC & SOCIAL COMMITMENT

THINK GLOBAL, ACT LOCAL

From an economic and solidarity point of view, the Grimaldi Forum Monaco is multiplying its initiatives, which it shares with all its stakeholders. It supports local charities and encourages its employees to get involved. It also shares its best practices with its peers and gives preference to local suppliers and service providers. The GFM is also an important economic lung for Monaco.

In addition to its permanent staff of 140, the GFM manages around 300 temporary contracts and indirectly employs 700 suppliers and service providers, representing an estimated pool of over 5,000 jobs in the Principality and surrounding area, generating an average of €70 million in economic spin-offs.

THE 4 PRIORITY AREAS FOR ACTION :

- 1 Support local economic and solidarity actions and encourage our employees to participate in them
- 2 Creating value on the territory
- 3 Share good practices
- 4 Continuing the action against food waste and food insecurity

[Find out more](#)



JEAN-DAVID & MICHELE, NO FINISH LINE 2023

1. SUPPORT LOCAL ECONOMIC AND SOCIAL INITIATIVES AND ENCOURAGE OUR EMPLOYEES TO TAKE PART IN THEM

- NO FINISH LINE
- LA CROIX ROUGE MONACO
- LES ENFANTS DE FRANKIE
- FONDATION FLAVIEN
- PINK RIBBON MONACO
- MONACOLOGY
- UPAW
- CLIINK
- CARLO
- TELETHON AND INTERNATIONAL CHILDREN'S RIGHTS DAY
- MA CONSIGNE

FOCUS: SPONSORING OUR EMPLOYEES' CORPORATE CITIZENSHIP INITIATIVES

In 2022, the Grimaldi Forum sponsored the association "Les Filles en 1000". At the wheel of their "pink" 1972 Simca 1000, Géraldine and Laure (Grimaldi Forum Monaco Security and Hospitality Manager) took part in the Tour Historique de Corse, to promote the fight against breast cancer.



A DAY OF SOLIDARITY: MAËVA AND ELODIE TAKE PART IN THE MONACO RED CROSS CLEANING OPERATION

2. CREATING VALUE ON THE TERRITORY

- Give preference to local suppliers and service providers;
- Contribute to the Principality's economic and cultural influence.



3. SHARE GOOD PRACTICES

- The Grimaldi Forum's CSR project is part of a unifying approach that takes into account all its stakeholders: customers, partners, economic actors, authorities, employees and suppliers, with the aim of achieving mutual progress.





4. CONTINUING THE ACTION AGAINST FOOD WASTE AND FOOD INSECURITY

- The Grimaldi Forum redistributes unconsumed goods from our event :
- Over 2 tons of good were redistributed in 2023. Regular donation actions; including clothing or object donations, are carried out to combat waste.
- These donations are made to:
 - ✓ The Monegasque Red Cross who supports people in need.
 - ✓ Semeurs d'Espoir (Sowers of Hope) is a humanitarian association whose aim is to support the most disadvantaged families.
 - ✓ Soupe de Nuit, an association that collects food for distribution to the homeless.

FRANÇOISE ROSSI, OUR CSR DIRECTOR (AND YANN), REDISTRIBUTES UNCONSUMED FOODSTUFFS AT AN EVENT.

The commitment of the Grimaldi Forum is materialized by the daily actions of its teams and is part of a logic of continuous improvement. Continuing its efforts in all areas of CSR actions outlined in this charter, the GFM also sets new objectives:



Fighting food waste and poverty by distributing surplus food to homeless people



Encourage and offer one day of work time per employee who wishes to support a civic or charitable action in the Principality of Monaco.



Perpetuate its pilot project No. 1 for the eco-design of major summer exhibitions launched in 2022;



Develop a carbon footprint for the Grimaldi Forum in accordance with the calculation method proposed by the Mission for Energy Transition (MTE) of Monaco, in order to evaluate and monitor the GHG emissions of its building.



Sustain remote work and the implementation of flexible hours.



Take an active part in the MonaCube initiative, a competition aimed at optimizing the energy efficiency of Monaco's main buildings.

Since his accession, H.S.H. Prince Albert II of Monaco has pursued a strong policy in favour of sustainable development at both national and international level. These actions focus in particular on biodiversity, resource management and the reduction of greenhouse gases. In Monaco, the tourism sector follows the environmental policy instigated by its government. As a signatory to the Glasgow Convention, the Monaco Convention Bureau and its partners are working to promote more responsible and sustainable tourism.

[Learn more](#)

TOOLS AVAILABLE FOR EVENTS ORGANISERS

- White Paper on Responsible Tourism in Monaco
- Carbon Calculator
- Guide for Responsible Organisers
- Green Access Guide to the Principality of Monaco

OUR HOTEL PARTNERS ARE COMMITTED TO THE DESTINATION.
CLICK ON THE LOGO OF OUR MAIN HOTEL PARTNERS TO FIND OUT MORE ABOUT THEIR CSR POLICIES:



MEETING THE CHALLENGES OF THE FUTURE & WORKING FOR A SUSTAINABLE SOCIETY

FIND OUT MORE ABOUT THE GRIMALDI FORUM'S SOCIAL NETWORKS



Françoise ROSSI
Director CSR

Maureen AUBERT
Head of Environment,
Certifications & Legal Affairs

