

CSR : THE GRIMALDI FORUM MONACO

CERTIFIED ISO 14001 & ISO 20121*



grimaldiforum.com

(H)



ALMOST 25 YEARS OF ENVIRONMENTAL AWARENESS

An eco-design & eco-managed building SINCE

- Centralized Technical Management System: 20,000 control 2000 points:
 - On-site waste management center:
 - Sea water as renewable energy.

An ongoing improvement

- SINCE Energy efficiency improved by 40%;
- 2008 Recycling rate x2,5;
 - Water consumption per visitor divided by 2;
 - · Responsible purchasing and good practice for our customers.

Member of the National Pact for Energetic Transition a la la comuna

- SINCE National target of carbon neutrality by 2050.
- 2018

100% green energy consumption

EXHIBITIONS

SINCE Carbon footprint of our summer cultural exhibition;

DEVELOPING A CARBON FOOTPRINT

2019 2,500 m2 of photovoltaic panels on its roof.

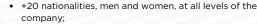


THE SOCIAL DIMENSION, THE DRIVING FORCE BEHIND THE GFM

Well-being, quality of life, fundamental rights

- 100% permanent employees on open-ended contracts; • 55% of the staff has been working more than 10 years including 25% for more than 20 years;
- Protect employees with an insurance policy:
- · Presence of a harassment representative in the company;
- · Ongoing home working, 1 day per week.

Diversity and gender equality



48% of women and 52% of men among managers.

Professional development and mentoring



- · Three-year training commitment for all permanent employees;
- Around thirty interns are welcomed each year;
- An HR policy focused on openness.





MAKING TELEWORKING PERMANENT





SETTING UP FLEXIBLE WORKING HOURS



FIGHTING FOOD WASTE AND POVERTY : **REDISTRIBUTION OF UNEATEN FOOD.**

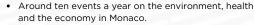


ONE DAY'S WORKING TIME PER EMPLOYEE TO SUPPORT A SOLIDARITY PROJECT.



ECONOMIC & SOLIDARITY COMMITMENT THINK GLOBAL, ACT LOCAL!

Support local economic and solidarity actions





Creating value on the territory • 140 permanent employees and over 300 temporary

- staff:
- 700 service providers, a pool of 5,000 jobs;
- 70 millions in indirect economic benefits.

Share our good practices



· With all stakeholders, in a federative and progressive approach.

Development of solidarity days · One day's work per employee to support a solidarity

project.

Fight against food waste and food insecurity Redistribution of uneaten food.



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PARTICIPATION IN MONACUBE (COMPETITION FOR EFFICIENT BUILDING PRACTICES)

ONGOING ECO-DESIGN PROJECT SUMMER

