

In line with the Principality of Monaco's long-standing commitment to sustainable development, Corporate Social Responsibility (CSR) is an integral part of the Grimaldi Forum. Since its creation in 2000, it has positioned itself as a committed player in its homeland and in the events industry, with action as its sole driving force, in the service of a sustainable society for future generations.

I MORE THAN 20 YEARS OF ENVIRONMENTAL AWARENESS

As early as 2008, the Grimaldi Forum Monaco (GFM) was one of the first convention centers to obtain ISO 14001 certification, the only internationally recognized standard in terms of environmental management based on continuous improvement.

Since then, its energy efficiency has been improved by 35% (by consuming 100% green energy), its recycling rate has been multiplied by 2.5 and its water consumption per visitor has been divided by more than 2.

Beyond the technical and financial means, these results are due to the strong mobilization of its teams to reduce the impact of the GFM's activity on the environment. Acting for change, the Grimaldi Forum is also committed to and actively participates in the implementation of the National Pact for Energy Transition, which it joined in 2018, an initiative of the Prince's Government that brings together all of the Principality's stakeholders towards its objectives of reducing its greenhouse gas emissions by 55% by 2030 compared to 1990 and achieving carbon neutrality by 2050.

AN ECO-DESIGN & ECO-MANAGED BUILDING:

A natural and efficient thermal insulation:

A building $\frac{3}{4}$ below sea level, with the remaining $\frac{1}{4}$ using cellular glass insulation, a recyclable material that meets High Environmental Quality criteria.

No emission of greenhouse gases:

the only energy used for the operational running of the building being electricity.

With 2500 m2 of photovoltaic panels installed on its roof:

GFM is the first solar energy producer in Monaco.

A policy of monitoring and investment and equipment maintenance,

based on a high-performance centralized technical management system (CTM) for the building: programming of air conditioning, lighting, water monitoring and overflow management.

Sea and ground water as renewable energy:

Hot and chilled water production, which is essential for the building's air treatment, is provided by heat pumps that draw the calories or frigories necessary to control the temperature and hygrometry of the premises from sea water and groundwater. The electricity used to operate the pump is therefore not used to produce heat but to transport it. With a high performance factor, this air treatment system actively promotes energy savings while using renewable energy as a raw material.

ISO 14001 CERTIFIED SINCE 2008:

A steering committee made up of 16 people from the company meets every quarter to discuss the evolution of key indicators and projects.

KEY FOCUS AREAS:

1. CONTROL THE CONSUMPTION OF A 100% RENEWABLE ENERGY.

A lower electricity consumption approach linked to the operation of the site and visitors (CTM with 20,000 control points, use of airlocks equipped with sliding doors on radar to limit losses of treated air, presence detectors, a lighting park equipped with 90% low-consumption bulbs, shading and solar filters in exposed areas, etc.).

2. MANAGE WATER IN AN OPTIMIZED & SUSTAINABLE WAY.

Consumption monitoring and alert system in case of leakage.

3. REDUCE AND RECYCLE ALL OUR WASTE.

- An on-site waste management center for glass, paper, packaging, wood, brown cardboard, waste electrical and electronic equipment, batteries, metals, etc., with signs in several languages, colors and images, placed at all strategic points;
- Specific monitoring of signage tarpaulins and carpets;
- Process of transferring non-reusable event materials to staff.

4. PROMOTE RESPONSIBLE PURCHASING AND INVOLVE STAKEHOLDERS.

- Common consumer products chosen for their eco-label.
- Elimination of disposable plastics.
- Purchase of certified wood and paper.
- Electronic ticketing.
- Green purchasing guide for Grimaldi Forum employees.
- Raise employee awareness of environmental issues (signing of a green charter, regular internal information, green days, digital depollution challenge, quarterly green e-news, etc.).
- Ensure compliance with good practices by significant service providers and suppliers, through the signing of an eco-responsibility charter;
- Reduce paper consumption by digitization processes.
- Encourage digital savings and extending the lifespan of IT tools.

5. PROMOTE SUSTAINABLE MOBILITY.

- Encourage carpooling and the use of public transport.
- Limit business travel.
- For employees with appropriate responsibilities, the opportunity to work from home one day a week.

6. MAKE OUR GOOD PRACTICES AVAILABLE TO ALL EVENTS:

- Presentation of our spaces in VR360° and design of customer projects in 3D to avoid travel.
- Guidance in eco-design for events.
- Recyclable or reusable event materials (general installation stands and furniture stored on site, recycled signage tarpaulins, recyclable badges and reusable badge holders...).
- Zero plastic, certified wood and paper.
- Local caterers, committed to sustainable, local and seasonal consumption.
- Replacement of plastic bottles with other containers and access to water fountains with recyclable glasses
- Cleaning companies using eco-labelled products and scrubbers running exclusively on water.
- A consumption report for the event, including energy, water and waste management, is made available to the client.
- Incentive pricing policy for the use of our green services.

THE SOCIAL DIMENSION THE DRIVING FORCE BEHIND THE GRIMALDI FORUM

With a management policy centered on people, the Grimaldi Forum Monaco has, since its creation in 2000, been committed to ethical values, benevolence, equity and sharing. Unified around training programs and cohesion workshops, its 137 permanent employees benefit from permanent care aimed at ensuring their well-being and quality of life at work while enhancing their skills. Its team is the company's driving force; 55% of its staff has been working for more than 10 years, including 25% for more than 20 years ! As a dynamic player in the professional development of students, the Grimaldi Forum is also committed to passing on the know-how of the 44 professions involved and to offer a real springboard into the professional life of students, while providing them with quality tutoring.

KEY FOCUS AREAS:

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

- Encourage social dialogue, via employee representatives and managers, and guarantee a special attention to all employees who feel the need for it.
- Encourage team cohesion through company initiatives and an active social fund (internal events, openness to culture and sports through financial support for employees, provision of spaces for cultural and sports activities, policy of invitations to certain shows or dress rehearsals at the Grimaldi Forum, etc.)
- Educate teams about healthy eating habits in the company's restaurant.
- Ensure work-life balance, including the possibility of working from home one day a week.
- Protect employees with an insurance policy in the event of incapacity for work.

2. ENSURE FUNDAMENTAL RIGHTS AT WORK ON SITE:

- Fight against all forms of harassment and ensure compliance with regulations by appointing a harassment representative each year that each employee can refer to.
- Ensure safety of all employees, in particular through the implementation of a single document assessing professional risks and the provision of personal protective equipment (PPE) to employees whose duties require it.

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

- Men and women widely represented at all levels of the company up to the Executive Committee.
- An HR policy focused on openness, from recruitment interviews to annual individual interviews, including internal mobility.
- 46% of managers are women and 54% are men.
- Some twenty nationalities are represented among the staff.
- 100% permanent employees on open-ended contracts.

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

- Ensure quality of annual individual interviews.
- Offer wide access to training: 95% of GFM employees have already received at least one internal or external training session in 2021/2022.
- Support skill sharing among volunteer employees (internal trainers, targeted workshops in first aid, fire fighting, aerial work platform driving, IT, etc.)

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

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

ECONOMIC & SOLIDARITY COMMITMENT **THINK GLOBAL, ACT LOCAL!**

From an economic and solidarity point of view, the Grimaldi Forum has developed many initiatives, which it shares with all stakeholders. It supports local charities and encourages its employees to participate. It also shares its best practices with its peers and favors local suppliers and service providers. The Grimaldi Forum is also an important economic hub for Monaco. In addition to its permanent staff of 137 employees, the GFM manages approximately 300 temporary contracts and indirectly employs 700 suppliers and service providers, representing an estimated pool of more than 5,000 jobs in the Principality and surrounding area, generating an average of 70 million euros worth of economic benefits.

KEY FOCUS AREAS:

1. SUPPORT LOCAL ECONOMIC AND SOLIDARITY ACTIONS AND ENCOURAGE OUR EMPLOYEES TO PARTICIPATE IN THEM:

- Recurring actions supported:
 - NO FINISH LINE (walk and run in support of underprivileged sick children) ;
 - TELETHON AND INTERNATIONAL CHILDREN'S RIGHTS DAY (graciously hosting these events dedicated respectively to the fight against muscular dystrophy and to support children's rights) ;
 - FLAVIEN FOUNDATION (for pediatric cancer research - communication support) ;
 - PINK RIBBON MONACO (to prevent and fight breast cancer - communication support) ;
 - MONACOLOGY (setting up workshops to raise awareness of sustainable development issues) ;
 - UPAW (art event in favor of environmental protection - supplies of carpets used during our events) ;
 - CLIINK (rewarding users for recycling glass in dedicated containers) ;
 - CARLO (cashback for shoppers who go to local shops) ;
 - KLAXIT (government application to encourage carpooling),...

2. SPONSOR CIVIC ACTIONS OF OUR EMPLOYEES:

- Action launched in 2022: the Grimaldi Forum sponsored the association «Les Filles en 1000». Driving their 1972 «pink» Simca 1000, Géraldine and Laure (in charge of security and reception at the Grimaldi Forum Monaco) took part in the Tour Historique de Corse, to promote the fight against breast cancer.

3. CREATING VALUE ON THE TERRITORY:

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

4. SHARE GOOD PRACTICES:

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

IV CSR ACTION PLAN FOR 2023

The Grimaldi Forum's commitment is reflected in the daily actions of its teams and is part of a continuous improvement process. In 2023, the Convention and Cultural Centre will therefore continue its efforts in all the CSR areas of action listed in this charter, to which new objectives have been added:

- Get its **sixth ISO 14001 certification** in its history, which demonstrates its strong environmental commitment.
- **Perpetuate** its pilot project No. 1 for the **eco-design of major summer exhibitions** launched in 2022.
- Obtain an **ISO 20121 certification**, directly linked to its event activity and including all CSR components.
- Following the GFM pilot operation n°2 carried out in 2022 within the company, **perpetuate remote work, one day per week**, for employees who volunteer and whose functions allow it (20% of requests in 2022).
- Encourage and offer **one day of work time per employee** who wishes **to support a civic or charitable action** in the Principality of Monaco.

OUR INSTITUTIONAL PARTNERS



OUR REFERENCES



2008: Grimaldi Forum is one of the first European congress centers to obtain its first ISO 14001 certification. Since then, it has been renewed 4 times. Next one is planned for 2023.



2010: Grimaldi Forum is one of the first 50 companies in the Principality to have obtained the «Monaco Welcome» label set up by public authorities.



2018: Grimaldi Forum receives a distinction for its structured and regular environmental action plan, as part of its membership to the Charter on wood initiated by Prince Albert II Foundation.

Monaco
Hospitality
Awards

2019: Grimaldi Forum wins the eco-responsible price at the 7th Monaco Hospitality Awards organized by the Monegasque Hospitality Industries Awards.



2020: Grimaldi Forum Monaco receives Monaco Safe Label, created by the Princely Government in 2020 to guarantee a safe environment within the Principality for both customers and employees.

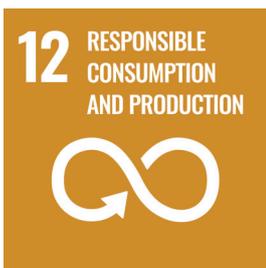
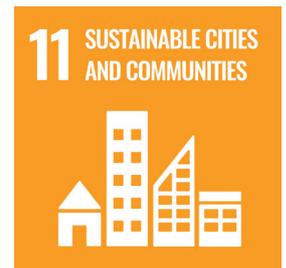
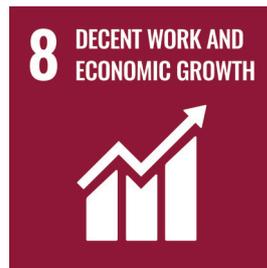


2021: on the occasion of the Mission for Every Transition's annual conference, Grimaldi Forum receives the award of the best Monegasque initiatives in terms of waste reduction.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In the context of the 17 United Nations sustainable development goals, Grimaldi Forum Monaco enrolls itself, in the path of the Monaco Government Tourist Authority, in the following objectives:



Monaco, December 21, 2022