





MORE THAN 25 YEARS OF ENVIRONMENTAL AWARENESS

- SINCE 2000** **An eco-design & eco-managed building**
 - Centralized Technical Management System: 23,600 control points;
 - On-site waste management center;
 - Sea water as renewable energy.
- SINCE 2008** **An ongoing improvement**
 - Energy efficiency improved by 32%;
 - Recycling rate x2,5;
 - Water consumption per visitor divided by 2;
 - Responsible purchasing and good practice for our customers.
- SINCE 2018** **Member of the National Pact for Energetic Transition**
 - National target of carbon neutrality by 2050.
- SINCE 2019** **100% green energy consumption**
2,500 m2 of photovoltaic panels on its roof;
GFM carbon footprint calculation (-14% reduction in greenhouse gas emissions in 2025).



THE SOCIAL DIMENSION, THE DRIVING FORCE BEHIND THE GFM

-  **Well-being, quality of life, fundamental rights**
 - 97% permanent employees on open-ended contracts;
 - 57% of the staff has been working more than 10 years including 36% for more than 20 years;
 - Protect employees with an insurance policy;
 - Presence of a harassment representative in the company;
 - Option to home working, 1 day per week.
-  **Diversity and gender equality**
 - Eleven nationalities, men and women, at all levels of the company;
 - 49% of women and 51% of men among managers.
-  **Professional development and mentoring**
 - Three-year training commitment for all permanent employees;
 - Around forty interns are welcomed each year;
 - An HR policy focused on openness.



ECONOMIC & SOLIDARITY COMMITMENT THINK GLOBAL, ACT LOCAL!

-  **Support local economic and solidarity actions**
 - One day's working time per employee to support a charitable project.
-  **Creating value on the territory**
 - 143 permanent employees and 530 temporary staff;
 - 700 service providers, a pool of 5,000 jobs;
 - 80 millions € in indirect economic benefits.
-  **Share our good practices**
 - With all stakeholders, in a federative and progressive approach.
-  **Fight against food waste and poverty**
 - Redistribution of food and supplies not used during events.
-  **An inclusive reception policy**
 - Personalised support for people with disabilities, provision of wheelchairs, hearing aids (Telecoil), etc.;
 - Welcoming disadvantaged or unwell visitors to our summer exhibitions.



THE GRIMALDI FORUM IS ALIGNED WITH THE UN'S SUSTAINABLE DEVELOPMENT GOALS

