

CSR REPORT 2022/2023



**THE FRENCH MANUFACTURER
OF COLORING PREPARATION
AND POLISHING PRODUCTS**

60 years of innovation in
the plastic industry

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Preamble

Sustainable development, "a development's model that meets the needs of present generations without compromising the ability of future generations to meet theirs", is aimed at all citizens and is based on 3 pillars: economic, social and environment.

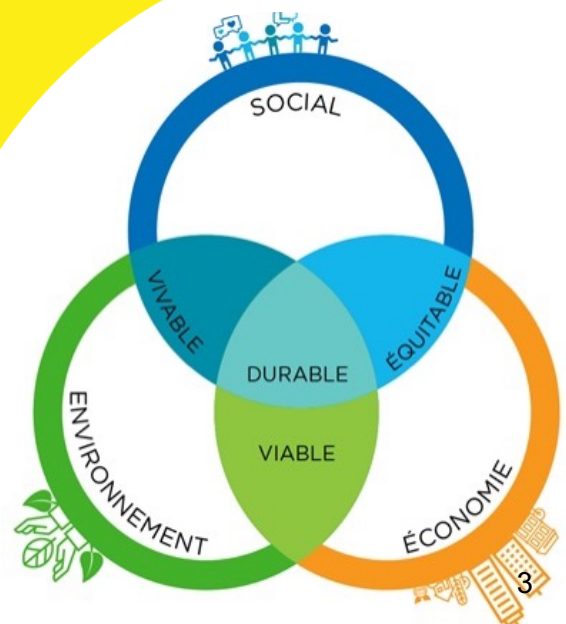
For the company, it translates into the term CSR, Corporate Social Responsibility, a form of ethics that engages the company in a moral process. Thus, the company, in close collaboration with its stakeholders, integrates social, economic, environmental and human concerns into its mode of operation. It constantly interacts in order to identify, prevent and mitigate the potential negative effects that it could engender.

For large companies, there is a legal obligation to publish a CSR report. This report outlines the actions carried out and the orientations taken within the framework of their activities; and makes it possible to ensure that they fulfill their commitments in favor of sustainable development.

For TCN, this is a voluntary approach initiated by the company's management and involving all employees. You will find below the details of all our present and future actions.

I wish you a good reading.

Valérie WEIL
CEO



Key figures



Countries
delivery in more than 50 countries



Expertise areas
Additive manufacturing/3D/MJF/SLS
medical, spectacle frames, sun lenses,
buttons, garment accessories, hair
ornaments, jewellery



Establishment
1963



1 laboratory
permanent innovation



1 factory
in Paris suburb



2 warehouses
in Paris suburb and USA



750 active
customers worldwide



17 distributors



International trade shows

Formnext Frankfurt, Rapid TCT Birmingham, Amug USA, Rapid TCT USA,
Rapidpro Pays-Bas, Silmo Paris, Mido Milan, Opti Munich

TCN around the world

We prepare our products within our production site and ship your order according to your needs. Primarily unregulated for shipping, we ship to 52 countries with an average handling time of 4 days.



TCN's identity

TCN'S HISTORY

1963

Creation of TCN by **Claude Rousseau** a passionate chemist from Oyonnax in the Auvergne-Rhône-Alpes, region of France.



The founder **Claude Rousseau** passed the torch to his own son **François Rousseau** as the new **Headmaster of TCN company**. He was the next generation of a chemist that impulse the company's **Grand Export development**.

1977

2007

Valérie Weil became TCN's CEO after spending 14 years as a chemist alongside **François Rousseau**. She increases both the company's **International Development** and its expertise in the **3D printing field**.



2021

TCN obtains: **The ISO 9001: 2015 Certification**



Valerie Weil, TCN's CEO expands the team with:

- **2 Chemists Engineers**
- **A Production Manager**
- **An International Development Manager**

2018

2022

TCN adopts a future vision **with new Headquarters** to implement **a sustainable development policy and minimize its consumption**.



TCN a French family SME

Founded in 1963 in Oyonnax, Techniques Chimiques Nouvelles (TCN) was born from the meeting of a passionate chemist and a craftsman.

This close collaboration led to the development of a new chemical coloring process for eyeglass frames. Acclaimed by local users of cellulose acetate, this groundbreaking process quickly became popular.



OYONNAX (Ain) – Comb industry– « Le Gravage »

Our first dyes were developed for eyeglass frame manufacturers to offer them a simple technology for diversifying and enhancing their collections. This technology was quickly adopted by other industries.

Hair ornaments, costume jewelry or even buttons are some examples of objects colored with this process.

Many fields of activity such as art, advertising and 3D printing have adopted this coloring technique.



A Colorful World



The team

Today, TCN has about ten employees who manufacture and market, throughout the world, coloring preparations for the dyeing of plastic parts as well as polishing pastes.

Faced with the generalization of plastic materials, our dyeing products have evolved to meet the needs of industries that exploit other thermoplastic materials. We find, for example, this coloring process on polyester buttons, polyamide spectacle frames, organic sun lenses and resin technical parts.

Due to increasing demand from the additive manufacturing industry, our team has invested in the formulation of dyes for rapid prototyping from 3D printing. We offer adapted products to industries for whom color is essential to the technical or aesthetic aspect of the item.

The quality and innovation of our offer as well as our background and our expertise give us many assets including a capitalization of undeniable experiences and a solid reputation among our customers.

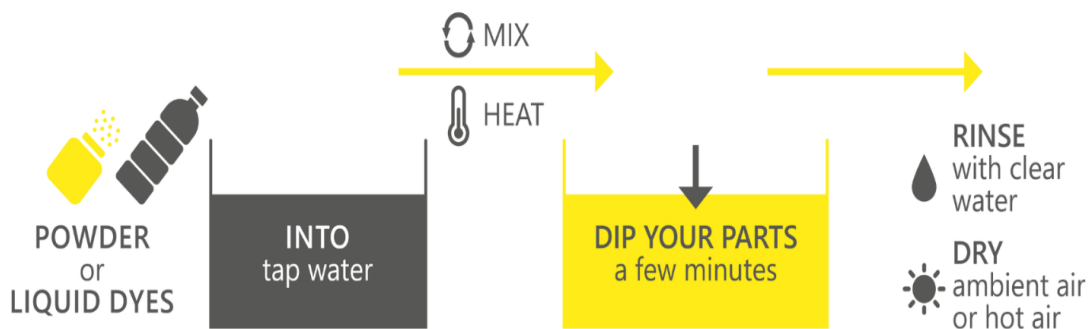
Thanks to our strong expertise, our laboratory is able to support its customers in the realization of their project.

Our ambition is to continue developing our know-how in new areas of application.

Our dying process

This easy-to-use and quick process for using is based on dyeing bath which, once heated, will bring a stable and uniform coloration.

THE GENERIC PROCESS



TCN designs, manufactures and distributes coloring preparations for various industries.

TIME SAVER

10' process

HIGH QUALITY

More than **60** Years of platics dyeing

ISO Certified products

Made in France

COST KILLER

from

\$0.2 per part

SCALABLE

CROSS-PLATFORM

compatible with all 'open-source' dyeing equipments from 1 to 200L

ACCORDING YOUR NEEDS

Our lines of business

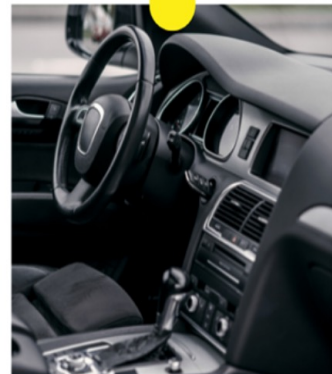
We provide products and services for the coloring of parts in many sectors of activity. Here are some examples of industries working with our products.



SUN LENSES



**ADDITIVE
MANUFACTURING**



AUTOMOTIVE



AEROSPACE



**EYEGLASS
FRAMES**



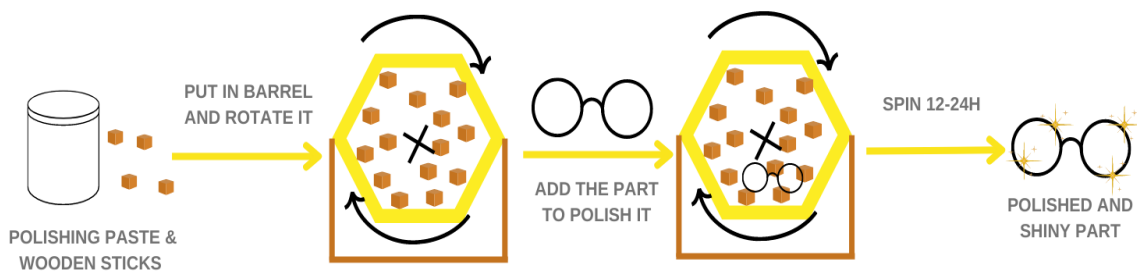
**HAIR
ORNAMENTS**



Our polishing process

Barrel polishing is a dry treatment process that provides a mirror-polished finish to many plastic and natural material parts.

DRY-POLISHING IN BARRELS



TCN manufactures and offers a range of polishing pastes of various sizes for a complete process: grinding, smoothing, polishing and brightening.

3 STEPS :
• GRINDING
• SMOOTHING
• POLISHING

**SIMPLICITY AND
PERFORMANCE**

0 WASTE

**ECONOMICAL
PROCESS FOR
HIGH END ARTICLES**

Our lines of business

Our polishing products are used in many fields, particularly in the sectors of activity below.



HORN KNIFE HANDLE



EYGLASS FRAMES



**CLOTHING
ACCESSORIES**



HAIR ORNAMENTS

Commitment

TCN has been engaged in a quality approach for many years and is consistent with its commitment.

We are listening to our customers and adapt our coloring products to new materials and technologies.

In consistency with our assets, in terms of quality and responsiveness, technical and reactivity.

We decline the Axes of my Policy:

1. Customer Satisfaction
2. Multi-sector know-how
3. Internal performance
4. Integration of a CSR approach

The sustainability of TCN depends on the federation of these four wills, an essential and responsible approach to face the world of today (competition) and that of tomorrow (new technologies, trends, etc.).

All members of the team are concerned by this continuous improvement approach and I pledge to provide them with the necessary resources for the performance of their missions. I also undertake to respect the legal and regulatory requirements that concern us as well as the standards and labels that we have chosen.

Our ambition is to continue developing our know-how in new areas of application. The quality and innovation of our offer are recognized by our customers around the world. We are also fully committed to exercising our profession while being aware of our responsibilities and wanting to act at our level.

The priorities defined for 2023/2024 are: ensuring perfect traceability of customer monitoring, continuing to prospect on the international market and adopting greener chemistry.

Valerie WEIL
CEO

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OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT

The Global Compact's Sustainable Development Goals (SDGs) are universal, inclusive and interconnected.

They establish a common language and call for action by all.

They constitute the 2030 Agenda, which associates each objective with targets to be achieved by 2030, with a view to "eradicating poverty, protecting the planet and guaranteeing prosperity for all".

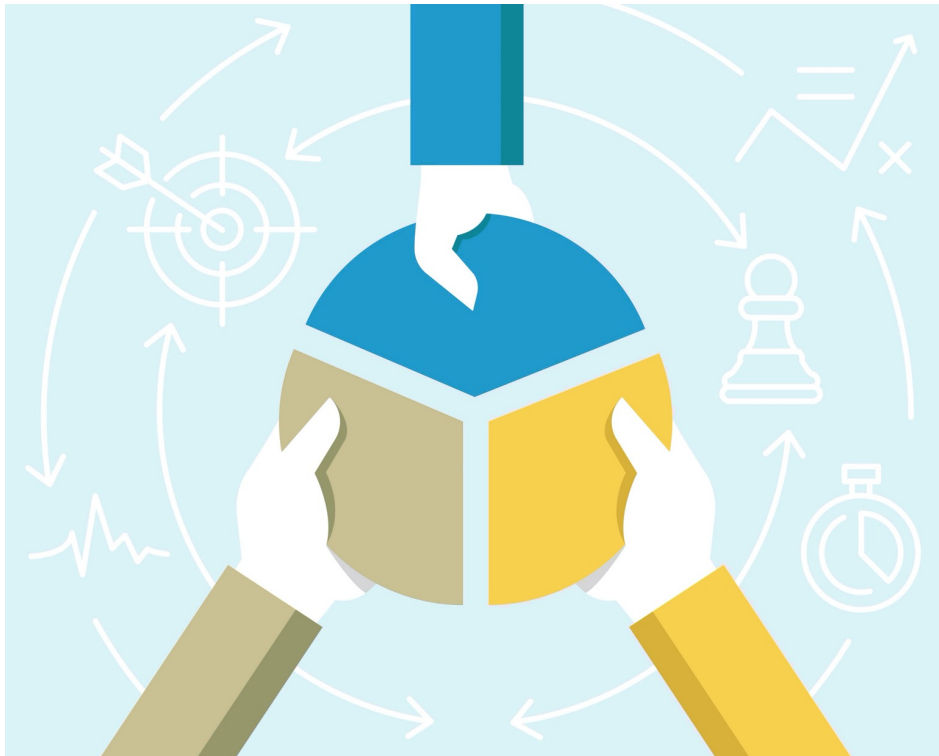
The SDGs to which we contribute every day through our activity are :



OUR STAKEHOLDERS

Listening to and interacting with stakeholders and our challenges:

We conduct an annual review of stakeholder expectations and satisfaction, as well as an annual assessment of our internal and external challenges.



This approach allows us to identify the weak or strong signals likely to influence our development. It also makes it possible to identify the actions to be implemented in order to reduce the company's exposure to these risks and better understand them.

OUR STAKEHOLDERS



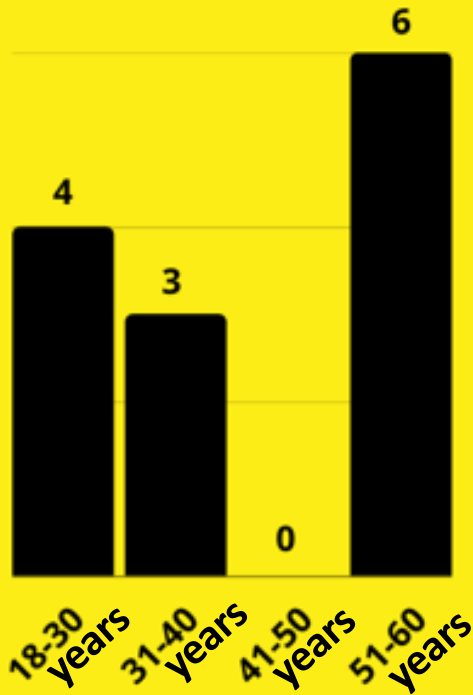
Axis 1

Our social and societal responsibility

I. Social responsibility

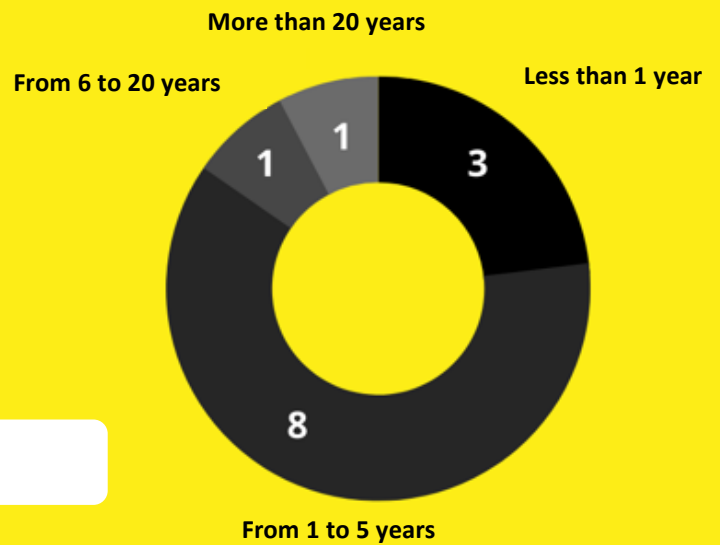
Salary diversity

Age of employees

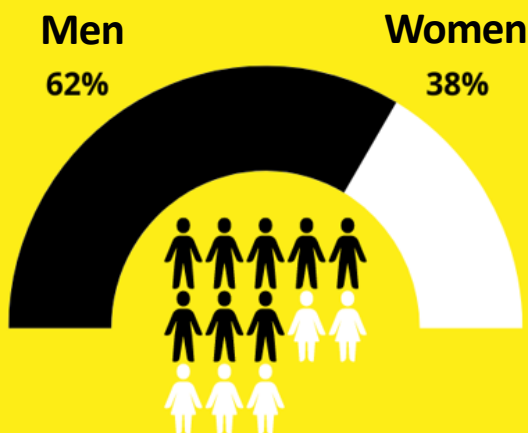


Average age :
41 years

Seniority of employees



Gender distribution



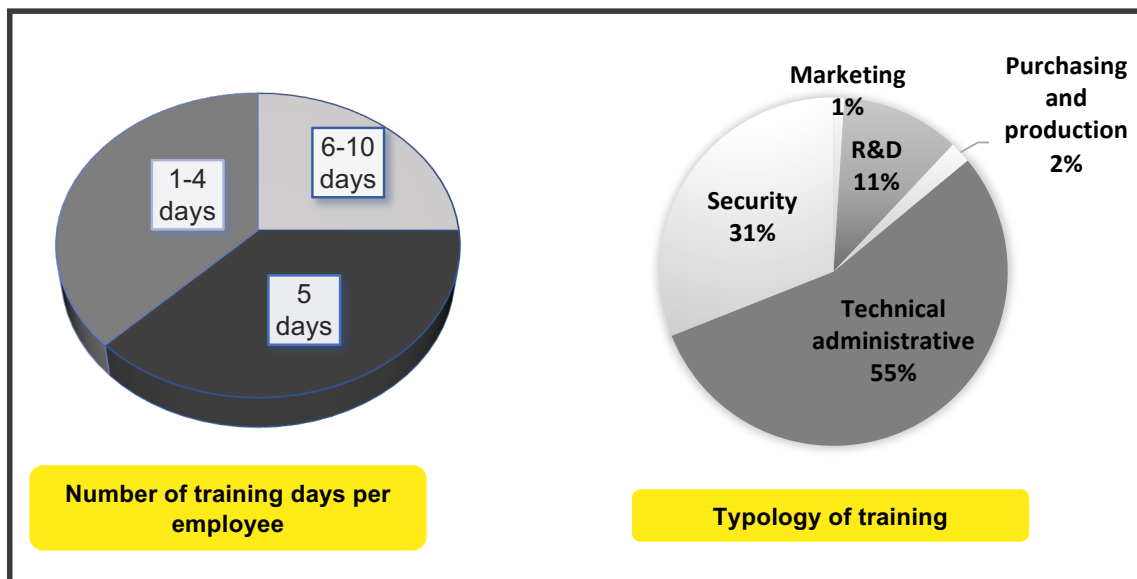
**13 employees
in 2022**

Skill development

68%
**de polycompétence
au sein du groupe**

TCN ensures the development of its employees' skills:

- The required skills of each position are defined in job descriptions.
- Annual individual interviews are planned and carried out to identify the skills to be developed.
- A training plan is defined each year, training is planned, carried out and evaluated hot and cold.
- A skills table identifies the skills acquired (level and number) and the additional skills needed based on our risk analysis.
- TCN strives to have an in-house diversity of skills to ensure good control of the activity. TCN constantly enlists external skills, interns and apprentices to work on new and structuring projects for the company.



Training provided in 2022

Social dialogue



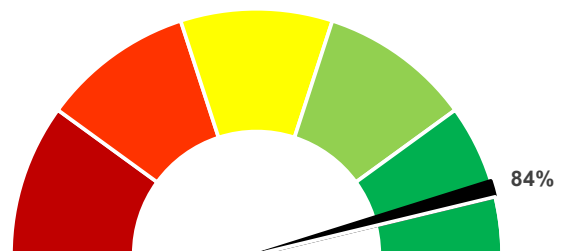
➤ TCN sets up quarterly meetings with employees to promote social dialogue by taking into account all staff suggestions. These meetings also raise employee awareness of continuous improvement and CSR approach.

➤ Several social measures have been put in place in conjunction with employees: profit-sharing bonus, mutual insurance, meal vouchers and payment of public transport costs.

Quality of life at work

- Telework has been set up for employees who may be concerned (potential of 2 days a week).
- The company has a welcome booklet to promote the integration of staff.
- A social barometer has been produced to measure well-being at work as well as social dialogue.
- We are going to set up a "live my life in the company" so that each employee feels concerned by the work of the other.

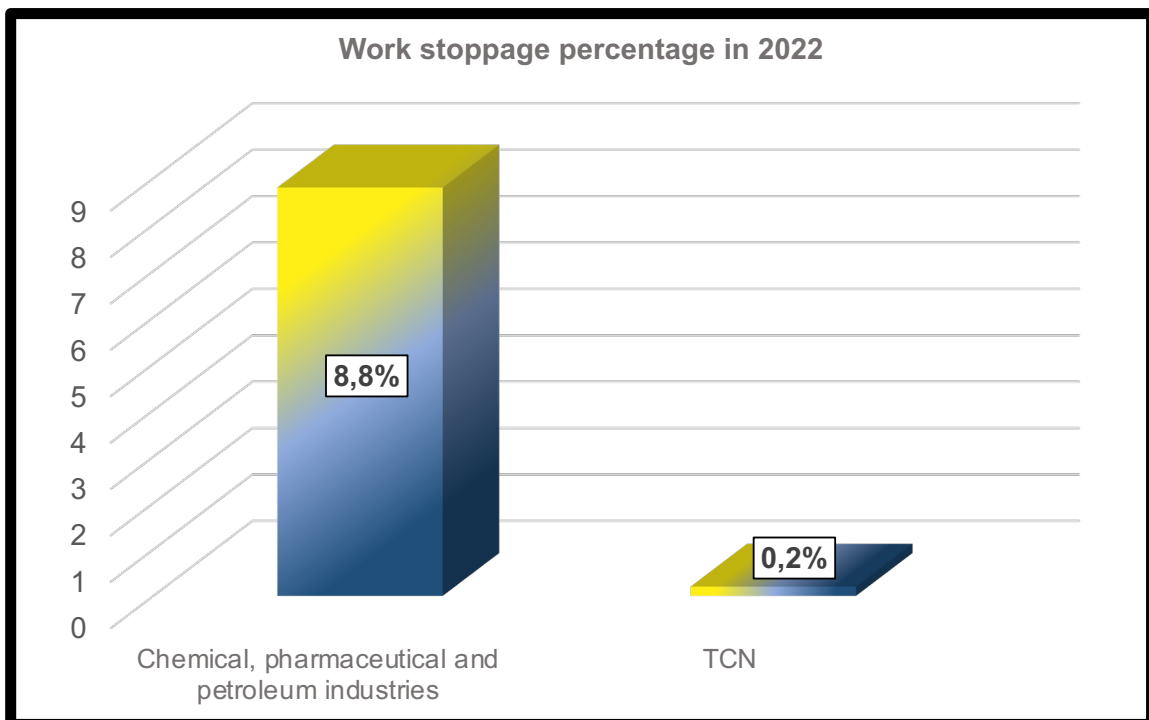
Well-being





Health and security at work

- The professional risks related to our activity have been identified and assessed in a Single Document for the Assessment of Professional Risks which is regularly updated. We actively monitor our prevention systems and our Personal Protective Equipment to ensure safe production and guarantee the health and safety of our employees. The single document is updated regularly.
- Given our activity and the handling of potentially dangerous products and substances, a working group has been set up to improve working conditions in the workshop and identify solutions. This is to reduce emissions of VOCs (volatile organic compounds) and dust, noise and occupational hazards.



Axis 1

Our social and societal responsibility

II. Societal responsibility

TCN and its local network

Our premises are located in Grigny, south of Paris.

TCN uses the economic fabric of the territory for the services associated with its activities (printing of marketing tools, boilermaking, catering, maintenance of premises, etc.).



A long-standing partnership with the Lycée Vauquelin in Paris 13th is renewed every year to welcome young people in training.

Relationships with schools

Our open days are privileged moments that allow students to discover our profession and put their training course into perspective.

Welcoming students on internships or apprenticeship promotes the transmission of knowledge and key skills. Our partnerships with various schools aim to support young people in their professional project, to help them validate their job's choice.

INTERVIEW WITH MR DJAZOULI, PROFESSOR OF PROCESS ENGINEERING AT VAUQUELIN HIGH SCHOOL IN PARIS



What are the relations of the Vauquelin highschool in Paris with TCN?

For a few years now, TCN has been welcoming apprentices from the Bac Pro Chemistry Processes and the BTS Process Piloting from the Lycée Vauquelin where I teach. At the level, Bac pro is a real success. Indeed, a work-study student ended up being hired at TCN. This student could have continued his studies in BTS. But, as the professional environment and the supervision of TCN really pleased him, he chose to stay.

Since then, we always have an apprentice and trainees who spend a few weeks or several months in the company. Their feedback is always very positive, whether in terms of the welcome given, the atmosphere with the teams or the support in the workshop.

Do you see anything else to add?

I find that Mrs. Weil is very caring towards young people and that from the first contact. Indeed, our young people need to be loyal. She fully understood that they are at an age where they need personal and professional support. She really sees the value of our partnership. I have always appreciated that she takes an approach without protocol and that she always responds in a benevolent way to my emails of recommendation.

It is very encouraging and appreciable compared to other environments where one has standard answers or no answer at all.



INTERVIEW OF OUALI KACETE WORKSHOP MANAGER AT TCN

What do you do at TCN?

I am a workshop manager. My position consists of production management, management of the production team, receipt of raw materials and inventory monitoring.

I have been worked at TCN since my first year of work-study in the Bac pro processes of chemistry, water and paper-cardboard.

What were your career developments at TCN?

I started at TCN as a production operator apprentice for a year and I was in charge of shipping orders. I was then offered a job as a production operator which I immediately accepted. After two and a half years, I became a workshop manager.

What do you most like about TCN?

There is a good understanding within the group with a family atmosphere. They always listen to me and respond to my needs.

Other trainees and apprentices at TCN have chosen to pursue their careers in the professional world.

This is the case of Vanille TRONCHE, former English international digital marketing intern at TCN, who now holds the position of digital marketing manager at FLAIR SHOWERS LIMITED in an English-speaking country.



“TCN [...] is a great company with great people. »

Axis 2

Our economic responsibility

Our customers

TCN has recognized multi-sector know-how which allows it to offer a particularly broad offer, both in terms of number of colors and number of applications.



EPOXY
RESINS



POLISHING
PRODUCTS



DYES FOR
PLASTIC MATERIALS



SPECIFIC
DYES

TCN's customers testify to its responsiveness and its ability to offer a tailor-made, innovative offer adapted to their needs.

SERVICES



Specific colors



Suitable packaging



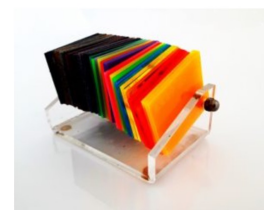
Professional advice



Worldwide delivery



Delivery time



Color chart



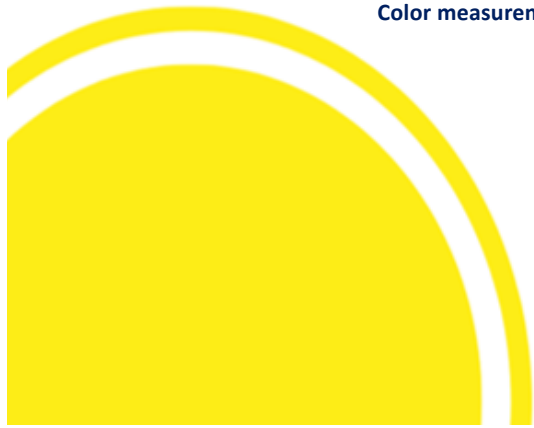
Color measurement



Aging test




Regulations



An annual satisfaction survey is carried out by including several questions related to our customers' expectations in terms of CSR. The objective is to raise awareness among our customers and identify the levers of progress for TCN.

47% of new customers arrive thanks to the recommendation of our historical customers

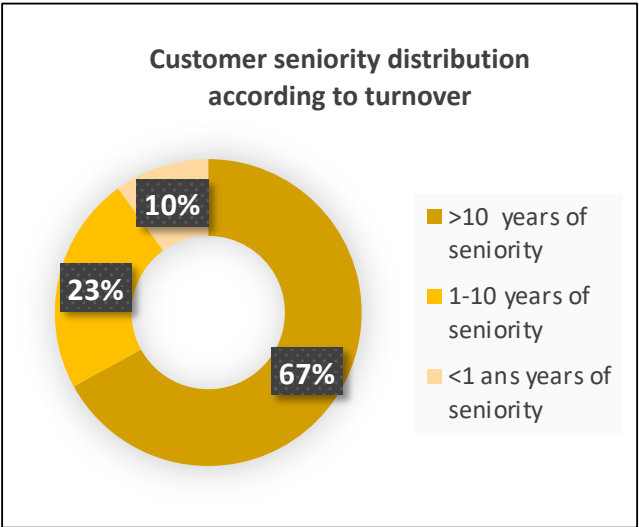
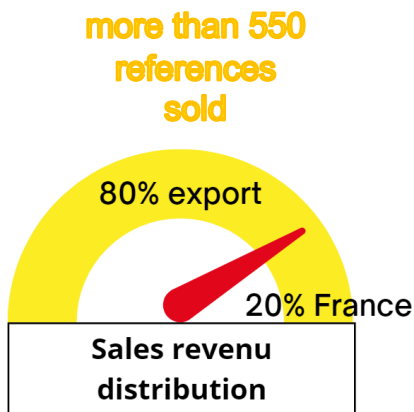
Lotfi Mouine, coloring laboratory manager at Novacel, explains how TCN meets their expectations:
 “TCN responds to [our] needs by continuously improving its processes and offering ever more choice thanks to its R&D expertise. [...] Another differentiating point is that TCN products offer a better solution for the environment [...]. »



Heinz Röttig and Stephan Jessberger, from Schmitt Ultraschalltechnik in Germany, testify:
 “Since working with TCN, we have only received positive feedback regarding the results and quality of their dyeing products! »



We are committed to transparency in information through our catalog, technical data sheets and Safety Data Sheets.



Our suppliers

Several criteria have been defined for the selection, monitoring and evaluation of suppliers: criticality, lead time, price, relationship, societal and environmental commitment.

TCN implements rules of good practice with its suppliers: compliance with payment deadlines, regular dialogue, providing visibility by planning in particular increases or decreases in orders, long-term commitment, meeting suppliers by taking the time needed to study their social conditions of production, particularly in countries at risk, promote collaboration.

The social and societal commitment (CSR) of suppliers will soon be reassessed on criteria such as :



Most of our suppliers have themselves undertaken a CSR policy. They are also ISO 9001 and ISO 14001 certified.

Axis 3

Our environmental responsibility

As part of our CSR commitment, we have carried out an environmental analysis which allows us to implement a specific action plan, in particular to reduce our energy consumption.

Spaces	Impacts	Solutions
Administrative	Papers production	<ul style="list-style-type: none"> Draft reuse Shredding to protect packages Purchase of labeled papers
	Printer	<ul style="list-style-type: none"> Double-sided programming by default Ink recycled by partner Printing in black and white with a specific default font
	Responsible Digital	<ul style="list-style-type: none"> Employees made aware of putting everything on a USB key or hard drive, deleting their emails, etc.
Workshop Laboratory	Unintentional spill	<ul style="list-style-type: none"> Protocol put in place to react quickly
	Industrial waste	<ul style="list-style-type: none"> Recovery in a specific bin Recovery by a service provider in order to recover them
	Non-compliant products	<ul style="list-style-type: none"> Immediate correction
Sanitary	Water	<ul style="list-style-type: none"> Use of dual-flow flushing Use of environmentally friendly soap
Kitchen	Wastes	<ul style="list-style-type: none"> Use of disposables not recommended Implementation of a packaging sorting system
Car park	GHG	<ul style="list-style-type: none"> Employees made aware of the use of transport or carpooling
Green area	Plant	<ul style="list-style-type: none"> Use of pesticides not recommended
Common	Air conditioner	<ul style="list-style-type: none"> Suitable according to outside temperature
	Water	<ul style="list-style-type: none"> Use of aerator taps Search for service providers for the recovery of wastewater
	Electricity	<ul style="list-style-type: none"> Installation of LED lights Installation of automatic presence detector Raising employee awareness of disconnecting all electrical devices at the end of the activity

In addition, TCN is studying new actions to be taken, such as carrying out a carbon assessment to have an initial assessment of GHG emissions and to commit to a gradual reduction of its emissions.

La production



TCN is committed to the environment



In accordance with Decree No. 2021-321 of March 25, 2021 relating to the traceability of waste, we have set up a deposit system. Thus, our hazardous waste is traced and above all recovered.

Training in environmental protection will be put in place in order to raise employee awareness of environmental risks.

TCN is committed to producing greener ranges. Our goal is to remove pictograms from all our products.

Testimony of Aude BATAILLE, laboratory intern at TCN

“I’m looking for greener solvents. The environment is more and more respected thanks to the evolution of our formulas. New rules have been put in place for better respect for the environment during handling.”

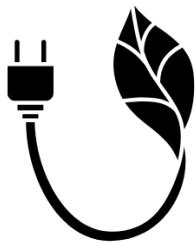
Finally, we are going to update our indicators to have comparative data by 2023.



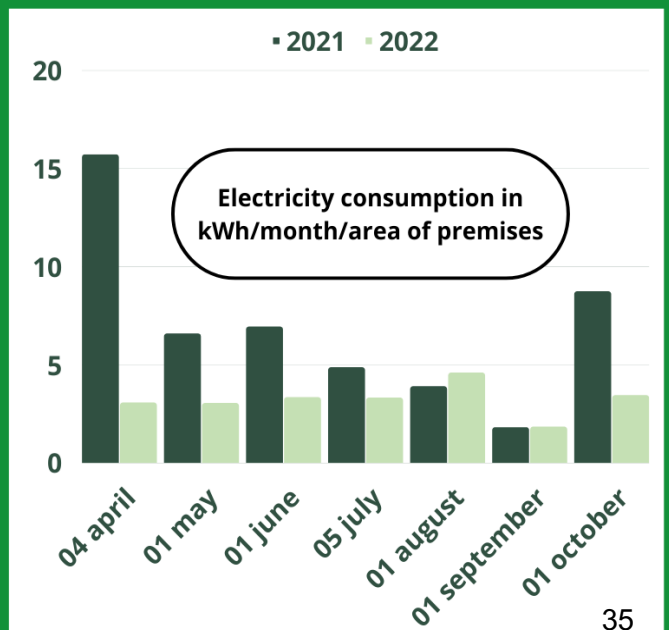
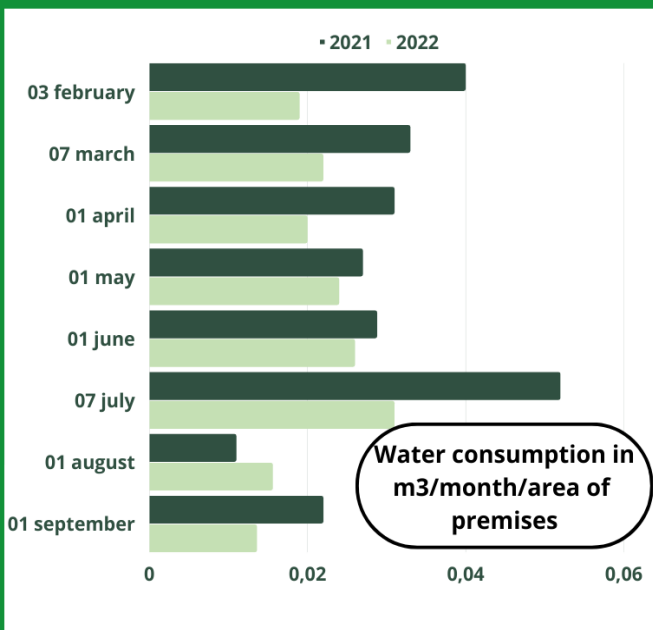
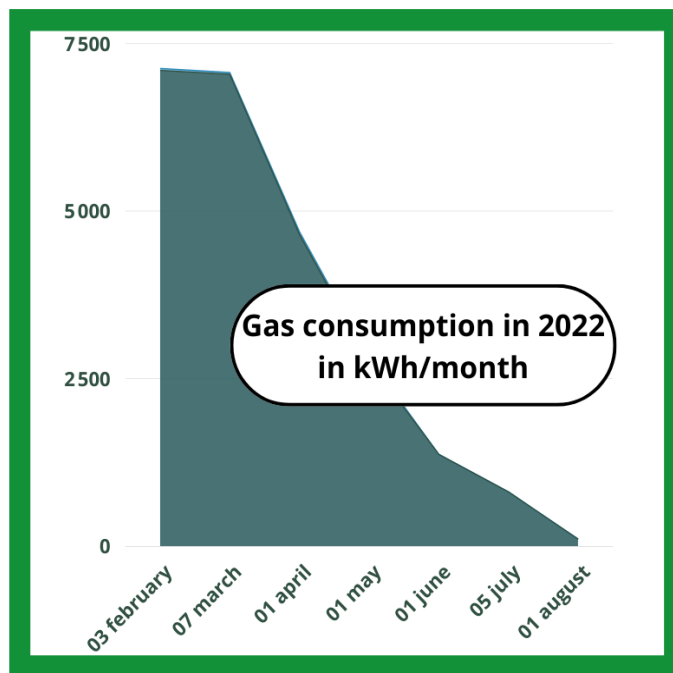
TCN's consumptions



Mainly soiled
cardboards and
pallets



< 1 m3 of
industrial
water since
one year





Techniques Chimiques Nouvelles

A Colorful World

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