A RESPONSIBLE COMPANY AND COMMITTED TO A SUSSIBILITY OF THE OWNER OF THE OWNER SUSSIBLE OF THE OWNER OF THE OWNER SUSSIBLE OF THE OWNER OWNER OF THE OWNER OWNER OF THE OWNER OWNE OWNER O



A GLOBAL Commitment



IN THE WORLD, DOES NOT HAVE ACCESS TO DRINKING WATER



We strive to contribute to the quality of our environment by being the company that offers the best fluid control solutions, around the world. We protect water, one of the planet's main vital resources, and thereby improve the lives of millions of people. »

BAYARD MANAGEMENT

THE UNITED NATIONS GLOBAL COMPACT



In 2012, the TALIS Group through BELGICAST (TALIS Spain) signed the United Nations Global Compact.

The Global Compact brings together nearly 13,000 corporate citizens and 145 countries around the world, committed to 10 universal principles in the areas of human rights, labour, environment and the fight against corruption. In 2020, BELGICAST BY TALIS renewed its commitment to the United Nations Global Compact and focuses its activity on Sustainable Development Goal 6 : « Guarantee universal access to water and sanitation and ensure sustainable management of water resources »

We believe that the social, economic and environmental responsibility of every company can contribute globally to the emergence of a healthier, fairer and more open market.

CEO WATER MANDATE

Climate change, natural disasters, difficulties in accessing water and water scarcity of arid zones commit us through our profession. In March 2014, BELGICAST signed the CEO Water Mandate. As part of the Global Compact, this platform of actions allows members to share their knowhow to resolve major issues of access to drinking or waste water.

Our goals ?

L Build relashionships with our peers, partners and customers;

∟ rally all of the Group's entities around the project and the corporate philosophy;

└─ involve our subcontractors, partners and suppliers in our approach, for a global vision of our commitment.

SHARING VISION CONVICTION

A CENTURY AND A HALF OF HISTORY OF THE WATER CYCLE

PRODUCTS, SCOPE OF APPLICATION



- Water treatment
- Distribution networks
- igsquare Dams and hydropower
- └ Water transport
- ∟ Fire fighting
- Sewage and water treatment networks
- Connections
- ∟ Irrigation
- L Industrial applications
- Controlled water drawing

Our mission : to further the potential of access to water by integrating intelligent technologies to serve the performance of networks, the economy of water resources and energy.

The complementarity of our 10 brands strengthens the expertise of the entire Group. Each has a strong history, in particular ERHARD (150 years) and BAYARD (140 years), a unique know-how and a maturity in its market.

Environmental concerns are in the DNA of each entity, and it is with this common goal that the group's products are developed. »

BAYARD MANAGEMENT

1881

Creation of BAYARD, a company specializing in taps for hot water bottles and wine barrel taps 1st water fountain on the principle of the parallelogram of the steam engine

1903

1954

Introduction of the hood on the French market

1959

Launch of « l'Emeraude » with its design «Fire soldier at attention»

TALIS GROUP



217 M€ TURNOVER IN 186 COUNTRIES

> 1140 Employees

290000 PRODUCTS IN OUR CATALOG A SALES FORCE PRESENT IN 123 COUNTRIES

BAYARD

Competence center of the TALIS Group based in France for hydraulic regulation solutions and hydrants

OF FIRE HYDRANTS SETTLED IN FRANCE



250 6000 Employees Products

> **18 000 M²** OF OFFICES, DISTRIBUTION CENTER AND PRODUCTION SITE

1970

1996

Development of the aluminum hood

New door kinematics

Composite material hood

2000

SMART-INSIDE for fire hydrants

2015

SUSTAINABLE DEVELOPMENT AT THE HEART OF OUR ACTIONS



// Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet theirs. »



BRUNDTLAND Report

WHAT NEED IN THE WORLD IS MORE ESSENTIAL THAN THAT OF WATER?

Economic growth combined with the population explosion is having devastating effect on a global scale. Today we can see our natural limits-those that put humans in danger, as well as our entire ecosystem.

Sustainable development is at the heart of our concerns, and we must question ourselves on how to continue to grow while preserving ourselves for tomorrow ?

For 140 years, BAYARD has been part of a market that is essential to humanity and sustainable by nature: that of the water cycle. We are here to capture water, ensure its potability and treatment, promote its transformation into energy and distribute it.

We aim to help our customers preserve their own water resources through our products, to design sustainable technical solutions, to work with respect for people and the environment and to think of the growth of our company in full responsibility.

We believe in this sustainable development for us, BAYARD, as for our customers, because we believe in the future, that of Man, water and business. \gg

24

BAYARD MANAGEMENT

TO COMMIT to safeguarding the environment

Through the excellence of our products, their ability to protect access to water resources, as well as through our own working methods, to control our environmental impact.

TO INVEST

in a socially responsible approach

To the consumer, to ensure the safety of users of our products. with each employee, to inspire innovation and performance.

TO ORGANIZE

for an economically viable business

Through our entrepreneurial choices, for the economic development and viability of our company.

SAFEGUARDING THE ENVIRONMENT

14



OF POWER CONSUMPTION IN LESS THAN 10 YEARS ON OUR PRODUCTION SITES

2 es 93 %

OF WASTE RELATED TO PRODUCTION ACTIVITY ARE RECYCLED

IMPLEMENTATION OF CULTURE SAFETY TRAINING FOR ALL MANAGERS



DURABILITY FOR OUR PRODUCTS

OF OUR REGULATING VALVES ARE SELF-ACTING AND OPERATE WITH NO POWER SUPPLY OF OUR PRODUCTS ARE RECYCLABLE AND WITH NO Obsolescence

09

A QUALITY APPROACH SERVING PERFORMANCE

THE GRENELLE II AT THE HEART OF REQUIREMENTS



O production line, BAYARD

WHAT DOES THE GRENELLE II SAY?

Every day, we help our customers to comply with the Grenelle II law by allowing them to save unbilled water (Unaccounted Volume) and lost water through leaks, theft or vandalism.

Encourage communities to reduce leaks in drinking water distribution networks.

└── Strengthen the means to protect the supply areas of drinking water collection.

Extract from source developpement-durable.gouv.fr

SAVING WATER THANKS TO OUR PRODUCTS (LEAKS PREVENTION, VANDALISM AND THEFT)

OUR TECHNOLOGICAL AND INNOVATIVE ANSWERS

Limit waste linked to development activities...

with simulation of Material Resistance (MR) allowing a better modelling of flows and products and a limitation on the number of prototypes.

Optimizing network design and performance...

with Hydrosize software, assisting in the choice and sizing of regulation and modulation valves.

Avoid wastage of water caused by leaks, vandalism and theft with our communicating SMART products :

COPERNIC : real-time alert solution

SENTINEL : geolocation of leaks via fire hydrants

KIT SECURE : anti-streetpooling device

TAGUA: 100% web-based water point management software **PREVENTIS**: security device

against networks pollution HYDROGENIE : pressure and flow regulating for water networks.



AT TALIS

+ THAN 100 PATENTS ALL OVER THE WORLD

COLLABORATION WITH EUROPEAN UNIVERSITIES



AT BAYARD

SINCE 2020 26 PATENTS ISSUED AND IN FORCE (FRENCH, EUROPEAN AND

INTERNATIONAL PATENTS)

715 products customize developed

LABELING





FOR 15 YEARS TALIS / VIA BELGICAST CERTIFICATION PROCESS 2015 - BAYARD

AENOR

Gestión Ambiental

UNE-EN ISO 14001



CERTIFICATION TÜV TECHNICAL INSPECTION BODY AND TEST LABORATORY





PROCESS CHOICES

UP STREAM

□ Products development with tests at each step of industrialization and pressurized hydraulic simulations, etc.

custom-made developments

continuous monitoring of normative requirements

an R&D unit in constant development of SMART products; (integration of built-in intelligence into existing products and new BAYARD products) L a 375 m² test station with a pumping station, a water reserve, an endurance bench, and 7 centrifugal pumps.

DOWN STREAM

▶ A continuous improvement process with customer feedback, product testing in our test station and integration of our developments directly into our products.



SUSTAINABLE PRODUCTS AND SOLUTIONS

3 GREAT COMMITMENTS



95% OF TALIS GROUP REGULATING VALVES ARE SELFSUFFICIENT AND NEED NO POWER The quality and durability of our products is above all a choice. That of the materials used, the quality of the components and the impact they have on the environment.

But beyond their design, it is above all the effect they produce on the protection of water resources that must be emphasized.

We manufacture sustainably, but by developing efficient and intelligent products, we enable our customers to improve the management of their water resources, from the collection to the discharge of treated effluents. »

Christophe Busson PRODUCTS MARKETING TALIS

INNOVATIONS FOR WATER PROTECTION

FIGHT AGAINST STREETPOOLING



<mark>ថ</mark>ា SECURE KIT

GEOLOCATING LEAKS THROUGH FIRE HYDRANTS



් SENTINEL

ANTI STREETPOOLING MEASURES

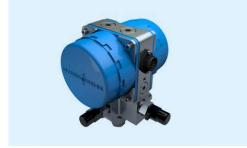
What's the point ?

- Help addressing problems of :
- Streetpooling
- Loss of water and unmetered volumes
- Mobilization of maintenance staff and emergency services
- Fire fighting service failure

What effect ?

- Restricts material use to fire fighting use
- Limits access only to authorized persons.

MODULATE THE PRESSURE TO SAVE WATER



ැරා Pressure modulation

MODULE FOR LEAK DETECTION

What's the point ?

SENTINEL is a connected solution for detection of water leaks through fire hydrants. After an acoustic pre-study of the network, the deployment and linkeage with the fire hydrants (via the dedicated mobile application) are carried out. The secure operating website SENTRYX enables the creation of Persistent Correlated Noises, to target likely leaks. These can then be confirmed by the leak finder by listening to the ground.

ALERT TO AVOID WASTE



HYDROGENIE

What's the point ?

HYDROGENIE is a BAYARD innovation providing control and regulation of network pressure and flow. The system is integrated into the regulation valves on the networks and will maintain an optimal pressure in order to limit the risk of network breakage due to overpressure, and therefore the risk of leaks and water losses.

SMART MONITORING OF WATER HYDRANTS

What's the point ?

COPERNIC secures the management of fire hydrants fleets by reporting all the information in real time : knowing fire hydrants use 24h/24, evaluation of drawn volumes to improve network efficiency, alert in case of fraud, overturning, etc. thanks to M2M SIGFOX longdistance communication network.

SAVING WATER AND CONTROLLING CONSUMPTION



for MONECA SMART = connected water hydrant

MONECA SMART = CONNECTED WATER HYDRANT

What's the point ?

Water drawing hydrant with access control by rechargeable contactless smart-card (GSM / SIGFOX connection).

Advantage

Fitted with a non-return valve system and a flow limiter, water hydrant MONECA is self-sufficient (by battery).



THE AIR VENT SYSTEM

What's the point ?

By evacuating the air from networks, the air valve removes air pockets that reduce pipes cross-sections and induce a pressure loss. It thus allows the pumps to spend less energy for the same volume of water distributed or transferred.

Advantage

A material produced and recycled locally by Rhodia.



<mark>០</mark> Irrigation water meter

METER FOR IRRIGATION RANGE

What's the point ?

The BAYARD irrigation meter provides optimization of metrology throughout the irrigation process.

Advantage

Pre-equipped for remote reading.



িয় Soft-sealing gate valve INFINITY

EASY HANDLING

What's the point ?

With very low torques, the gate valves range offers ease in manual operation and a selection of energy-saving electric actuators when motorised.

SAVE WATER



BUTTERFLY VALVE ENERGY-EFFICIENT ON THE DRINKING WATER NETWORK

What's the point ?

On a network, using isolating valves it is essential for maintenance operations and to separate networks. The new butterfly valves PREMIUM PLUS range, with its specially profiled disc, offers an optimized pressure drop coefficient and enables the use of smaller pumps, thus saving energy.

Advantage

The internal operating slider-crank mechanism of the butterfly valve avoids the water hammer effect on closing, for a longer network life.



DEALING WITH LEAKAGE

What's the point ?

Millions of cubic meters of water are lost every day as a result of broken pipes in hydraulic infrastructures. With repair clamps, these leaks can be quickly and permanently fixed.

MORE ENVIRONMENTALLY FRIENDLY MATERIALS



POLYSTYRENE REPLACES WOODEN PACKAGING



What's the point ?

It is made of 2% recyclable material and 98% of air. It has the following advantages: it consumes little energy, has no impact on soil, air or groundwater, saves energy during transport by its lightness compared to traditional wooden crates and its calorific value is 3 times higher than that of wood during its energy recovery in an approved center.

* source ECO PSE 2012



METAL, RECYCLING CHAMPION

What's the point ?

The majority of BAYARD products are made of cast iron, stainless steel, aluminum, brass or bronze. They are in fact recyclable, since they can be remelted and reused indefinitely.

A MORE SUSTAINABLE ORGANIZATION

REDUCE OUR ENERGY CONSUMPTION

In order to improve our ecological footprint, an energy audit of all BAYARD buildings in Meyzieu was carried out. Since then, some solutions have been implemented, such as:

▶ Programming heating systems in offices and workshops, as well as lighting and energy production (clocks with day / night, week / weekend activity scenarios);

└ 2 programmable compressors.

In a search for perpetual improvement, many other solutions are currently being studied:setting a programmable system for heating offices and workshops, naturally ventilating the premises, carrying out leak detection campaigns several times a year, dematerializing paper invoices, etc. 17%

12%



TRANSPORTS

Priority given to low polluting transport (sea and rail);

a control panel to analyze and optimize each month's air shipments;

Consolidation of shipments and supplies at several points along the same loop route (Milk run principle);

L Introduction of group-wide videoconferencing meetings to limit inter-site travels.



DESTING AND ADDRESS

LIMIT AND REPROCESS OUR WASTE

Using washable cloths to wipe parts or hands as a replacement for disposable paper;

a tank for a closed loop to supply the test station;

□ an oil separator to renew cutting oil less often (volume of associated waste divided by 2);

removing VOC (Volatile Organic Compounds) from from solvents and paints;

monitoring water and atmospheric discharges;

all powder cabins are fitted with a waste
 Epoxy powder recycling system;

re-use of second-hand equipment;

entering interventions on a smartphone to save paper;

___ etc.





COI Powder cabin fitted with Epoxy powders recycling BAYARD went from using R4 powder to R8 powder

RESPONSIBLE PURCHASING

Consolidation of our purchases at the TALIS Group level (global sourcing) for more competitiveness and less transport;

L Implementation of a CSR purchasing charter : united nations pact, transport contracts with CO2 emissions reduction targets; L assembly of some products
by local ESATs* (Up 5%);

Compliance with ECOVADIS requirements

Compliance with the requirements of the REACH environmental standard



IN A SUCIALLY RESPONSIBLE APPROACH

57

D

<text>

AND CONTINUOUS IMPROVEMENT

CIVIC ENGAGEMENT Internet of the second seco

Red

OUR ORGANISATION REVOLVES AROUND PEOPLE

IMPROVEMENTS FOR MORE SAFETY

To increase our competitiveness, our objective is to improve our productivity while strengthening the protection of our employees and improving their working conditions. We choose to make these decisions with them.

In 2012, an agreement on painfulness of work was signed to improve working conditions, workstations and their ergonomics, train employees over 50, etc.

GESTURES AND POSTURES

deploying « gestures and postures » training, and ergonomic studies to reduce MSDs;

using pneumatic tools less noisy, less vibrating; ;

purchasing overhead cranes to avoid manual handling.

HEALTH AND RISKS PREVENTION

▲ **PRAP initiation** (Prevention of Risks Related to Physical Activity at Work) for all staff to better identify and avoid risks (see «gestures and postures» training);

a BAYARD nurse on the production site;

L the systematic use of Personal Protective Equipment (PPE) for our operators and visitors;

investigation of solutions for the deployment of Collective Protection.

DEPLOYMENT OF SAFETY CULTURE TRAINING FOR ALL MANAGERS

Operators are the heart of all BAYARD know-how. Workstations are therefore designed to protect our qualified staff, and thus optimize our efficiency and productivity. »



WELL-BEING A SOURCE OF BALANCE

☐ The development of a Quality of Life at Work culture, in order to reconcile the improvement of working conditions for employees with the overall performance of the company;

Regular medical monitoring of each employee and an annual vaccination campaign financed by BAYARD; L the presence of an **osteopath** on site, in partnership with a school of osteopathy, as well as a **social worker**, for free consultations and sessions;

Development of internal communication through screens on all BAYARD sites

Company restaurant on the Meyzieu site

▶ Regular events taking part in the life of the company (pancake party, traditional galette des rois, ice-cream party, summer picnic lunch on site, tribute to the seniority of employees, etc.)

Dynamic CSE' team offering many benefits and activities for employees.

* works council

PERFORMANCE CULTURE

Through annual reviews, fair compensation, and involvement of each employee in defining their own work process... we manage to generate confidence and motivation within our teams, both being sources of performance.

COURSE INTÉGRATION

An integration process is carried out by each manager, for each new employee. A crucial step, it will allow the new employee to familiarize themselves with the products by visiting the production unit and the logistic platform, and by meeting the interlocutors of each department in order to get to know the company as a whole.



~

These procedures are explained, chosen with the operators. Our philosophy is that of continuous improvement where everyone must be in control of their own performance. »

TRAINING AND PERSONAL DEVELOPMENT

L An annual training plan;

return interviews (after a long absence) to reintegrate the employee in good conditions and to solve any problem.

Visual and performance management techniques are also applied, allowing each operator to provide solutions to his own process, through performance indicators, monitoring and improvement sheets.

A CIVIC ENGAGEMENT

TALIS TOGETHER WITH JUST A DROP IN KENYA

Just a Drop

TALIS group already committed to Just a Drop in 2018. This time, it is with the community of Makueni County in Kenya.

□ Sand dams produce a large amount of water which is used, among other things, for drinking, cooking and farming. The community sells the crops on the market, providing income security and more viable livelihoods. └─ The local school has a year round water supply. The impact of TALIS' work in the county is so great that due to projects to improve hygiene and products provided for handwashing, no cases of COVID-19 have been recorded in the community. ▶ TALIS and Just a Drop accompanied the community, ensuring the success of generations to come: «The shallow well has been a gamechanger in this village, reducing the distance traveled to the river from 3 km to just 500 m and reducing the time required at the pump to just five minutes away.»

Serena Williams High School



🖵 Scan-me

PROJECTS IN PICTURES







(O) Kikumini and Kwa Voki sand dams **allowing plantations irrigation**





lol Students fron Serena Williams Highschool, access to drinking water within the school

ORGANIZE For an Economically sustainable Business

CHAPTER 3

COMMUNICATE ^{TO} SHARE

EXACTLY BUSINESS

GOVERNANCE

AS A PILLAR OF SUSTAINABLE CORPORATE DEVELOPMENT



AN ETHICS POLICY

TAKING STEPS TO FOCUS IN-COMPANY



Compliance with the rules of ethics at Group level and for each employee is an essential element in our overall operating conditions.

A number of actions are carried out to allow everyone to join:

L a « compliance officer » acting at the level of the TALIS Group for all entities;

_ on-line training / a corruption
prevention policy;

a competition law seminar to train employees in legislation against international cartels;

a code of good conduct signed and certified by all employees;

L the ≪ 4 eyes principal ≫ or the double-validation (at a minimum) of each decision to ensure shared and risk-free thinking at all levels (contracts, strategic choices, wages, etc.).

ZERO...

VIOLATION FINA OF ANTI- FR TRUST LAWS

FINANCIAL VIOLA FRAUD OF PROP

VIOLATION CONFLICT OF OF INTEREST PROPERTY RIGHTS







TRAIN TO JOIN

Our approach and more broadly that of the TALIS Group on the anti-trust and anti-corruption policy requires the collective support of employees in relation with customers or suppliers. Compulsory e-learning thus provides:

L training and upgrading of all employees;

protecting the company and Group by validating the correct integration of the rules, in particular for employees in contact with customers (laws);

L raising **awareness** of the risks.



ACTIVE LISTENING TO IMPROVE KNOWLEDGE SHARING

A UNION AND ASSOCIATIVE COMMITMENT

The priority given to sustainable development in our activities prompts us to conduct in-depth discussions on the various methodological, technical and regulatory aspects of the management of drinking water, sanitation and the quality of the environment. Our participation in unions, organizations and associations allows us to **bring our profession to life**, to **compare our ideas**, techniques and organizations with other companies in order to be more competitive together.



TAKE ACTION

within pro-active organizations in the fields of sustainable development and our water business:

▶ EVOLIS (regrouping of CISMA: union of construction equipment, infrastructure, steel industry and handling, and PROFLUID: French Association of Pumps and Agitators, Compressors and Valves);

ASTEE (Scientific and Technical Association for Water and the Environment);

▶ SNECOREP (National Union of Entrepreneurs, Designers and Producers of Pumping Stations).

SHARE

experiences and successes, and participate in the progress of the branch throughout France and internationally:

UIMM (Union of Industries and Trades of Metallurgy);

UIE (National Union of Water Industries and Companies);

L ITEA (Industrial Transport and Sanitation;

FNTP (National Federation of Public Works).

PROMOTE

the local attractiveness of our own territory to build synergies with our industrial neighbours and boost the region's competitiveness:

AIRM (Association of Industries in Meyzieu area).

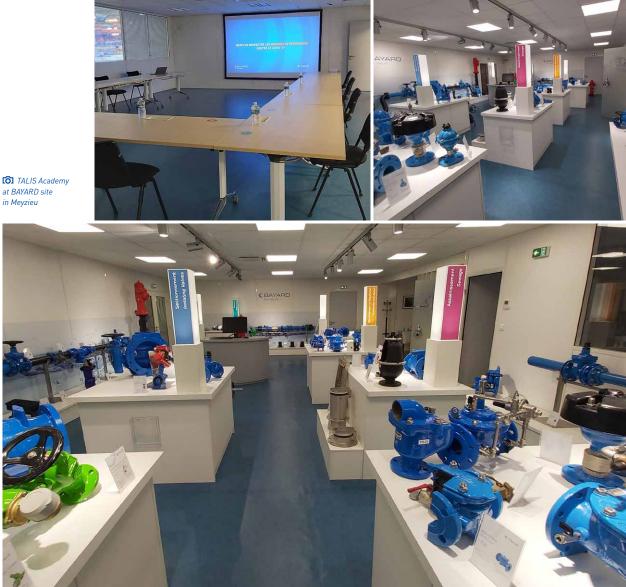
IN-COMPANY, MASTER ALL THE WATER CLYCLE PRODUCTS

At Group level, the product marketing teams go twice a year to meet the sales representatives of the various TALIS entities (France, UK, Spain, Germany, Poland and Israel) to train them on all products and harmonize their knowledge.

Multidisciplinary work teams

are also trained to allow the sharing of experiences.

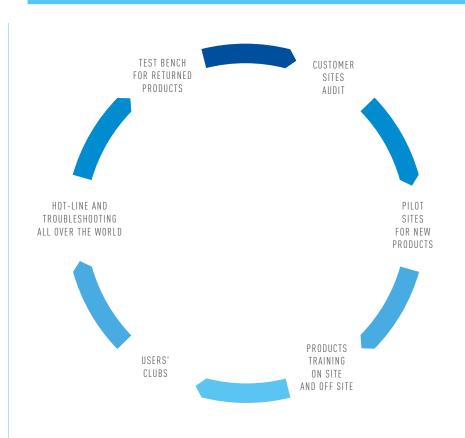
The TALIS Academy (France and Germany) allows each employee to benefit from continuous training and regular maintenance of their technical knowledge on the entire range of products. (see page 30).



29

PRODUCT CONTROL AS A KEY TO SUCCESS

CUSTOMER FOCUSED CULTURE



TALIS ACADEMY

The training space created within BAYARD enables both our employees and our customers to strengthen their knowledge and expertise of products and thus develop their skills.

This space, of nearly 300 m², brings together:

a training and conference room for 50 people;

a relaxation lounge allowing exchanges in the best conditions;

L a technical area dedicated to the maintenance training activities of our products;

a 100 m² showroom bringing together nearly 200 Group products and Smart-Inside solutions;

a test station outside, with a fire hydrant and smart water hydrant, for training in real-world conditions.

A MOBILE BENCH

To adapt to the constraints of our customers, we work directly at their premices.

IN 2019

23

PARTICIPANTS

OF TRAINING

300 H OF INTERNAL TRAINING 2 100 H

OF CUSTOMER TRAINING

74111

With the help of a mobile bench dedicated to hydraulic regulation and network protection, and allowing the simulation of the commissioning of our and adjustment products, we provide customers with mixed training with practice in the field.

A COLLABORATIVE BUSINESS MODEL

INVOLVE EACH EMPLOYEE IN THE CORPORATE PROJECT

In order to involve each individual from our teams in a collective project, a number of actions are carried out to communicate to the entire company, and more broadly to the Group, this data providing understanding, knowledge, anticipating, controlling, collaboration :

Group Newsletter TEAM CONNECT (quarterly)

La Bonne Info (The Good News, bimonthly)

□ Board of directors meeting (monthly) : ascending and descending information to all teams

Board of directors multidisciplinary: shared leadership

└── Joint projects for the whole company (reduction of environmental impact, improvement of the Quality of Life at Work...)





BAYARD

ZI - 4 avenue Lionel Terray - CS 70047 69881 Meyzieu cedex - France

> Tél. : + 33 (0)4 37 44 24 24 Fax : + 33 (0)4 37 44 24 25

bayard@talis-group.com

www.bayard.fr www.talis-group.com

