

# CSR REPORT



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

More than 60 years of innovation in plastic industry

**TCN 20 rue des Carriers Italiens  
91350 Grigny - FRANCE**



[www.techniques-chimiques-nouvelles.com](http://www.techniques-chimiques-nouvelles.com)



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V2\_April 2025

# 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.

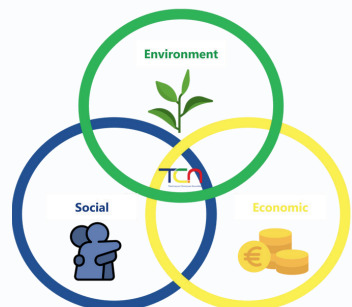
For the company, it translates into the term CSR, Corporate Social Responsibility, a form of ethics that engages the company in a moral process. Thus, the company, in close collaboration with its stakeholders, integrates social, economic, environmental and human concerns into its mode of operation. It 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  
TCN's CEO



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# 01 Governance of TCN

## Our History

## Our key figures

## Our values

## Our solutions, your processes

### Creation of TCN by Claude Rousseau

a passionate chemist and a craftsman from Oyonnax in the Auvergne-Rhône-Alpes, region of France.

1963



### François Rousseau takes over from his father as the new Headmaster of TCN company.

He impulse the company's Grand Export development.

1977



### Valerie Weil become 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 additive manufacturing field.

2007



### Valerie Weil expands the team

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

2018



### Responsible transformation

TCN, now ISO9001 certified, is adopting a vision for the future with a new head office to implement a sustainable development policy and minimize its consumption.

2021  
2022



### Sustainable transformation and excellence awards

TCN is intensifying its digital transformation and strengthening its CSR policy, obtaining the Responsible Care® Confirmed Diagnosis, ISO 14001 certification, as well as the CCE Jacques Cresson and CCE Mentoring awards.

2023  
2024





# 01 Governance of TCN

Our History

*Our key figures*

Our values

Our solutions, your processes

**Creation  
1963**



**1 UNIQUE SITE**

**Headquarters,  
production and R&D  
laboratory combined**

permanente innovation

**+ 60 COUNTRIES**



Worldwide  
shipping and  
delivery to over  
60 countries

## EXPERTISE AREAS



TCN develops and supplies dyeing and polishing products specifically designed for plastic parts.

Our solutions are used in several demanding sectors:

- Eyeglass frames and sunglasses
- Additive manufacturing
- Buttons, clothing accessories
- Medical devices
- Aeronautics
- Hair ornaments and jewelry

**17  
DISTRIBUTORS**

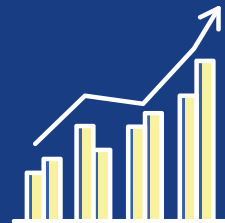


**International  
Trade Shows**

Formnext Frankfurt, Rapid TCT  
Birmingham, Amug USA, Rapid TCT  
USA, Rapidpro Pays-Bas, Silmo Paris,  
Silmo Istanbul, Mido Milan, Opti Munich,  
Add Fab Paris, Première Vision Paris,  
Shanghai International Optics Fair

**750  
CUSTOMERS**

Worldwide



**2 CERTIFICATIONS**

ISO 9001 in 2021  
ISO 14001 in 2023



ISO 9001:2015  
ISO 14001:2015  
Management  
System

www.tuv.com  
ID 9000027132



## 01 Governance of TCN

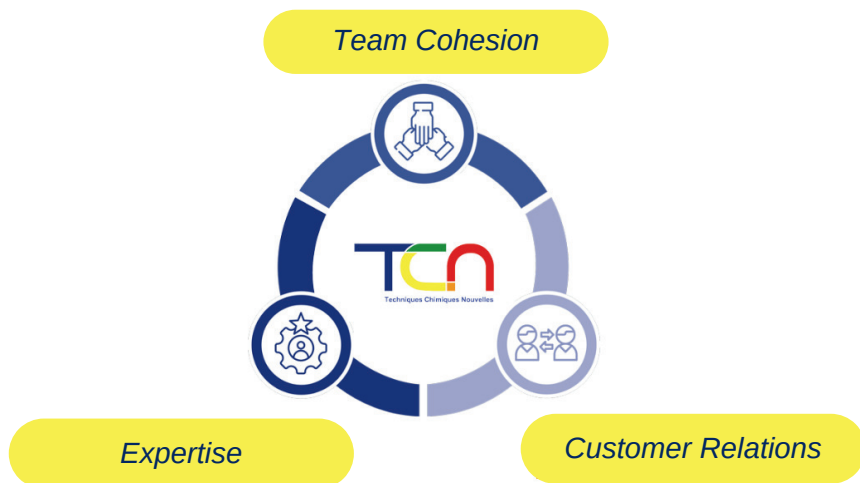
Our History

Our key figures

***Our values***

Our solutions, your  
processes

TCN structures its management around 3 key values, which define its responsibility towards its clients, employees, and partners

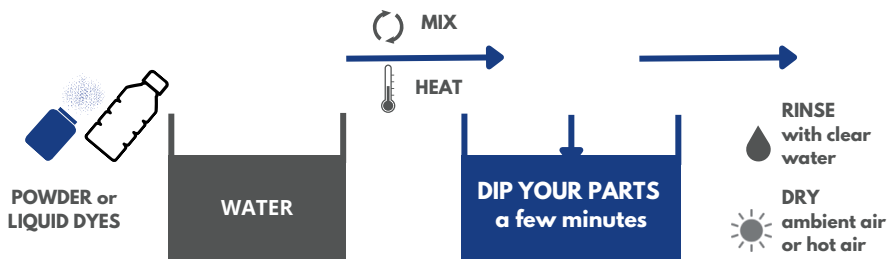


**Team cohesion** is a strong human value within TCN. Kindness towards others, the ability to help each other, and the inclusive approach of the company through respect for differences and individual peculiarities, as well as the desire to improve by sharing our best practices and corporate culture, are important guarantees of the company's longevity.

**Expertise is at the heart of TCN's DNA.** Passion for our work and customer service drive us. TCN's organization is based on innovation, creativity, and agility. We strive every day to be closer to our partners and clients to understand their needs and meet their expectations. It is thanks to our expertise in coloring and polishing acquired over the past 60 years and our various customized services that our clients remain loyal to us. Thus, we attract new clients and create a mutual trust relationship with them based on shared experiences.

**Customer relations are at the heart of our priorities.** Responsiveness and proximity to our clients guide all our actions. Every day, we mobilize our know-how to serve customer satisfaction. Performance is a necessity and a strength in a constantly evolving market. Taking on new challenges, always offering more services to our clients, and innovating constitute our DNA.

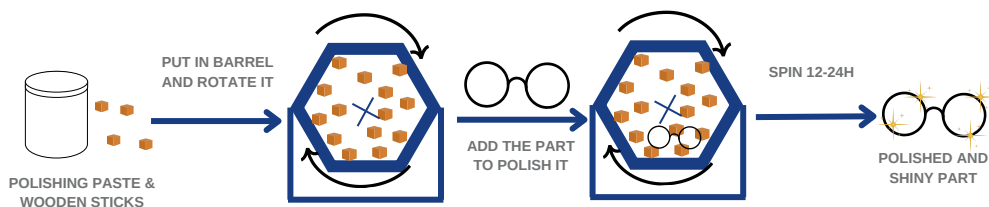
## DIP TINTING OF PLASTIC PARTS



Our quick and easy-to-use dip dyeing process is based on a dye bath which, once heated, creates a stable and uniform color.

We work with various industries such as the sunglass, additive manufacturing, automotive, aerospace, eyeglass frames and hair ornament industries.

## DRY-POLISHING IN BARRELS



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

Our polishing products are used to polish eyeglass frames, clothing accessories, hair ornaments and horn knife handles.

## 02 Our CSR Commitment

### *Our management's commitment*

#### Our CSR approach

#### Our contribution to the SDGs

TCN has been engaged in a quality & environmental approach for many years and remains consistently compliant with its commitment, objectives, and drive for improvement. TCN has integrated a CSR approach.

Listening to our customers and stakeholders, we respond to their specific needs and adapt our coloring and polishing products to new materials and new technologies, aiming for products that are ever more respectful of health and also the environment.

In line with our strengths in terms of quality, technical expertise, and responsiveness, I outline the following pillars of my QHSE and CSR Policy:

1. Customer Satisfaction
2. Multi-sector expertise
3. Internal performance and continuous improvement
4. Control of our environmental impacts and CSR commitment

These objectives are broken down into objectives monitored by indicators. The results lead to a risk analysis, and actions are taken whenever necessary.

TCN's sustainability depends on the unification of these four objectives, an essential and responsible approach to addressing today's world (competition) and tomorrow's (new technologies, trends, etc.).

All team members are involved in this continuous improvement and pollution prevention process. Our practices are fair and transparent. I am committed to providing our employees with the resources they need to carry out their missions.

Everyone ensures that the appropriate means are deployed to ensure the continued reduction of our environmental impacts while maintaining our commitment to "zero pollution".

I also commit to complying with the legal and regulatory requirements that apply to us, as well as the standards and labels we have chosen. These initiatives are carried out in consideration of the environmental, societal, and economic pillars of sustainable development, to which we are actively committed.

Valérie WEIL  
TCN's CEO

## 02 Our CSR Commitment

Our management's  
commitment

*Our CSR approach*

Our contribution to the SDGs

To reinforce its CSR approach, TCN has signed the Responsible Care® charter, a global initiative for the chemical industry. This signature represents TCN's strong commitment to sustainable chemistry. By joining this initiative, we are affirming our desire to improve safety; minimize our environmental impact; strengthen transparency and communication; meet our customers' expectations and, of course, contribute to continuous improvement.

By signing this charter, TCN undertakes to implement concrete actions for a more responsible approach, while reinforcing the trust of our stakeholders.

THE INTERNATIONAL COUNCIL OF CHEMICAL ASSOCIATIONS

# Responsible Care® Global Charter

**Responsible Care** is the global chemical industry's unifying commitment to the safe management of chemicals throughout their life cycle, while promoting their role in improving quality of life and contributing to sustainable development.

*As a signatory to the Responsible Care Global Charter my company will actively strengthen the Responsible Care initiative worldwide and is committed to:*



- 1 A Corporate Leadership Culture** that proactively supports safe chemicals management through the global Responsible Care initiative
- 2 Safeguarding People and the Environment** by continuously improving our environmental, health and safety performance; the security of our facilities, processes and technologies; and by driving continuous improvement in chemical product safety and stewardship throughout the supply chain
- 3 Strengthening Chemicals Management Systems** by participating in the development and implementation of lifecycle-oriented, sound-science and risk-based chemical safety legislation and best practices
- 4 Influencing Business Partners** to promote the safe management of chemicals within their own operations
- 5 Engaging Stakeholders**, understanding and responding to their concerns and expectations for safer operations and products and communicating openly on our performance and products
- 6 Contributing to Sustainability** through improved performance, expanded economic opportunities and the development of innovative technologies and other solutions to societal challenges

TECHNIQUES CHIMIQUES NOUVELLES

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Director - V.WEL  
v.wel@tcn.fr

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CEO Signature 

Company

21/02/2024

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Date



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*Approved by the ICCA Board of Directors, May 29, 2014*



INTERNATIONAL  
COUNCIL OF  
CHEMICAL  
ASSOCIATIONS

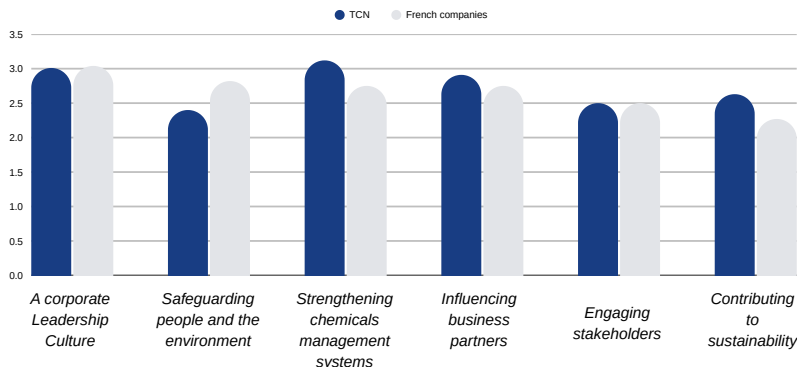
Only the English language version is the official document

Our management's  
commitment

*Our CSR approach*

Our contribution to the SDGs

TCN assessed its level of CSR maturity using CEFIC's European Responsible Care® self-assessment tool. This diagnosis enabled us to identify the strengths and areas for improvement in our approach.



Source : European Responsible Care self-assessment tool; <https://self-assessment.responsible-care.com> - (september 2024)

TCN obtained a score of 2.74/4 in this self-diagnosis, placing it above the French average of 2.69/4.

We are proud to announce that TCN has been awarded the “Responsible Care confirmed diagnosis” certificate, validated by France Chimie after successfully passing our review committee.



## 02 Our CSR Commitment

Our management's  
commitment

Our CSR approach

*Our contribution to the  
SDGs*

Thanks to the Responsible Care® approach, we have identified the various Sustainable Development Goals (SDGs) to which we contribute most, and those to which we need to improve.

### Our strengths



### Our lines of improvement



Source : European Responsible Care self-assessment tool; <https://self-assessment.responsible-care.com>

All the actions identified during the completion of the self-diagnostic tool have been added to our CSR action plan and management system.

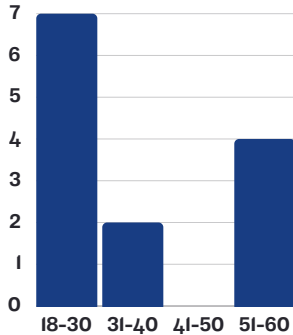
*Our salary diversity*

Our skill development

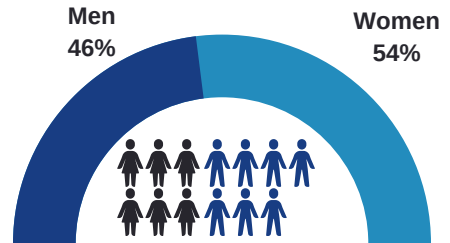
Our health and safety  
at work

Our corporate  
culture

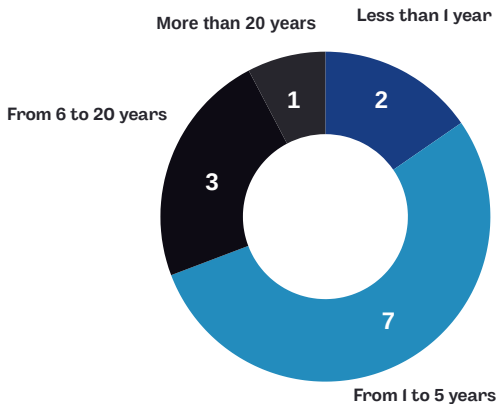
## Age of employees



## Gender distribution



## Seniority of employees



Average age :  
**37 years**

**13  
employees  
in 2024**

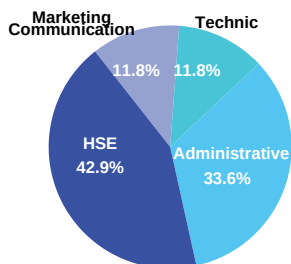


Our salary diversity

***Our skill  
development***Our health and safety  
at workOur corporate  
culture**25.45 training hours per  
person in 2024**

TCN develops its employees' skills by defining the requirements of each position through job descriptions. Each year, individual interviews identify development needs, and an annual training plan is drawn up, implemented and evaluated. A skills chart tracks skills acquired and additional needs based on risk analysis.

In addition, TCN maintains a diversity of internal skills while regularly integrating external resources, interns and apprentices to support innovative and structuring projects.

**Typology of training**

**95.6%**  
of multi-skilling within the  
group

Our salary diversity   Our skill development

***Our health and  
safety at work***Our corporate  
culture

As part of our commitment to improving working conditions at TCN, we have implemented the solutions identified by a dedicated working group. This has enabled us to enlarge and reorganize our workshop space. The mezzanine was lengthened to provide a larger, better-organized workspace.

*Safety non-compliance*

Safety in the workplace is a priority for TCN. We rigorously monitor all safety-related non-compliances to ensure a safe working environment for all our employees. Thanks to our prevention and monitoring processes, we have not recorded a single safety-related non-conformity in the past year.



As part of our data protection program, we carried out a cybersecurity audit. The results confirmed that our systems are efficient and secure. We thus ensure the protection of sensitive information and the interests of all our stakeholders, by implementing appropriate solutions and raising the awareness of our employees.



To guarantee the security of our site, we have set up a visitor register to track and document all persons entering, thus reinforcing security and access management.

Our salary diversity

Our skill development

Our health and safety  
at work*Our corporate  
culture*

As part of our commitment to social dialogue and continuous improvement, TCN has taken a number of steps to involve all employees in the CSR process and foster a fulfilling working environment.

## SOCIAL MEASURES

TCN has introduced a number of social measures, including:

- Incentive bonus
- Value-sharing bonus
- 70% health insurance
- 60% luncheon vouchers
- Gift card
- Public transport
- Teleworking (up to two days a week).

## CSR WORKSHOP AND TRAINING

Monthly CSR workshops and training courses are organized to involve the whole team.

The first workshop focused on well-being in the workplace, a key topic identified in our social barometer, in order to meet employee expectations and improve working conditions.

## NEWCOMERS WELCOME

TCN has set up a welcome booklet to facilitate the integration of new employees. After receiving this booklet, each team member presents his or her job and role within the company, giving new employees a better understanding of interactions and responsibilities within the organization.

TCN strives to promote an integrated CSR approach, in which every employee plays an active role in the company's continuous improvement.

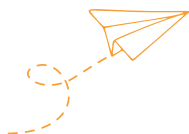
Our salary diversity

Our skill development

Our health and safety  
at work**Our corporate  
culture**

At TCN, corporate culture is at the heart of our collective success. We promote the well-being of our employees through sports and team-building initiatives, while highlighting our local roots. In 2024, our team took part in an introduction to golf and table tennis sessions, both organized in Essonne. In addition to strengthening team spirit in a convivial atmosphere, these activities enable us to introduce our employees to local infrastructures and support local players.

In addition, a partnership with a ping-pong club in the Essonne region gives our employees the opportunity to practice this sport all year round.



In 2023, we offered the whole team a memorable experience: a discovery flight in a plane over Essonne (91). This unique moment strengthened bonds and left an unforgettable memory for everyone.

In addition, internal actions such as a workshop on communication and active listening enabled our employees to identify the keys to effective communication, thus reinforcing harmony within our team.

We have also set up a “motivational wall”, grouping together testimonials of customer satisfaction, to highlight positive feedback and reinforce the visibility of everyone's contributions.

Through these initiatives, we are affirming our commitment to creating a balanced working environment that fosters health, cohesion and well-being, while actively participating in the development and dynamism of Essonne.

Our economic initiatives

Our partners' commitment

They trust us

100%

CSR committed  
carriers

88%

CSR committed  
suppliers

62%

French  
suppliers

75% of our sales  
are certified  
**Origine France  
Garantie**

Colouring dyes :  
CRX - GTC - GTD  
Polishing paste :  
2896C600 - 605AN - ECOC600



ISO 9001 : 2015  
Commitment to  
quality and  
continuous  
improvement



**Jacques Cresson  
2024  
International Award**



**2024  
Monitoring CCE  
Award**

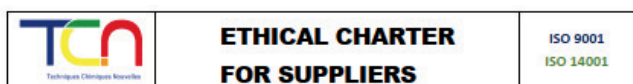
Our economic initiatives

Our partners' commitment

They trust us



As part of our commitment to social and ethical responsibility, we have drawn up a supplier ethics charter. This document, signed by our partners, is designed to ensure compliance with best practices, quality standards and ethical values throughout our supply chain.



TCN is committed to a social responsibility approach, guided by ISO 26000. Management wishes for its suppliers and service providers to be stakeholders in this initiative by signing this charter.

**\*\*SIGNING THIS CHARTER MEANS:\*\***

- Being able to provide TCN with all professional capacity certificates and guarantees of compliance with applicable law.
- Establishing a lasting partnership of trust with TCN.

**\*\*THE SIGNATORY RECOGNIZES:\*\***

**1. In the practical exercise of activities:**

- To respect eco-friendly practices and good sustainable development practices within the establishments where the supplier or service provider operates. To adhere to the ethical rules of the profession.
- Not to engage in any corruption or facilitation payments.
- To commit to informing its own suppliers and service providers of the contents of this charter.

**2. In the general operation of the company:**

- Not to employ any child under the age of 15, and in cases where applicable law requires a higher age, not to employ any child younger than the age defined by the standard (note: 16 years in France).
- Not to impose any forced labor (unpaid wages, illegal work, workers in an irregular situation regarding current legislation...).
- Not to exercise any discrimination based on sexual, ethnic, religious grounds, disability, union membership, or political engagement.
- To respect the legal and professional standards in force regarding minimum wages.
- To prevent, denounce, and sanction any form of physical and moral harassment.
- To respect hygiene and safety conditions defined by applicable documentation in the workplace.
- To ensure, through professional training, the maintenance and development of employees' skills.

**3. Considering environmental standards:**

- To comply with environmental regulations related to its sector of activity.
- To develop good practices for energy and water conservation and waste sorting within each of the company's structures.

We are here to support you if you encounter difficulties and to answer your questions.

TCN  
At Gigny, on 07/24/2024  
TERBAH Malik / Purchasing

Supplier  
At.....On.....  
Name, fonction and signature

# 04 Our Economic Commitment

Our economic initiatives

Our partners' commitment

*They trust us*

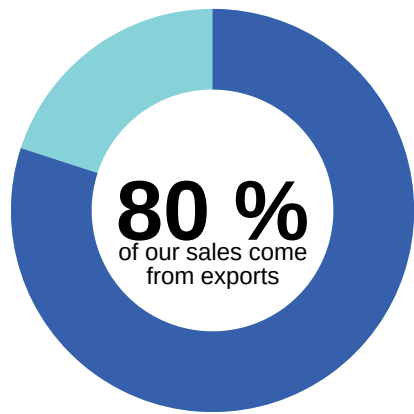
## 37%

New customers by recommendation

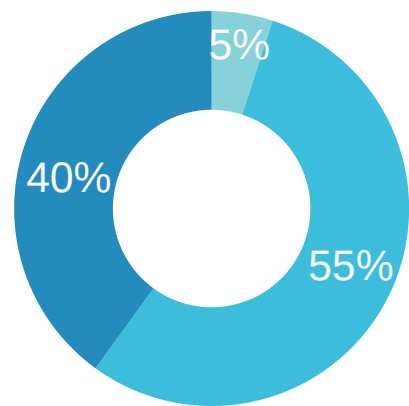


## +550

Sales references



● <1 year   
 ● 1-10 years  
● >10 years



Breakdown of customer seniority by sales volume



## Our eco-friendly approach

Prevention, education, and action for the environment

Structuring our commitment

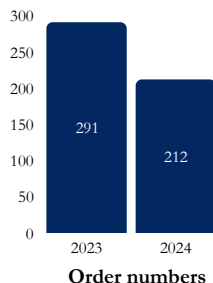
## Our eco-actions

Managing our environmental impact and our commitment to CSR are at the heart of our policy.

We have integrated CSR indicators into every process to ensure accurate monitoring and continuous improvement.

We monitor our water, energy and printing consumption, and adopt eco-gestures to reduce them.

Our purchasing is optimized by pooling resources to limit our impact. Our building is equipped with LED lighting and presence detectors for greater energy efficiency. In addition, our green roof contributes to thermal insulation and the preservation of biodiversity.

**LE MEILLEUR DES DÉCHETS EST CELUI QU'ON NE PRODUIT PAS !**

Triez vos déchets dans les contenants adaptés.

**JE CROIS QUE J'AI FAIT UNE GOURDE**

Je me sers d'un contenant réutilisable pour ne pas créer de déchet inutile : gourde, verre...

**SOYEZ « ÉCÉAUNOMES » !**

Limitez votre débit d'eau. Quand vous vous lavez les mains aux toilettes, dans la cuisine, au laboratoire ou dans l'atelier, évitez de laisser couler l'eau abondamment.

**UN PETIT CLIC VAUT MIEUX QU'UNE GRANDE CLAQUE AU MOMENT DE LA FACTURE !**

Il y a toujours quelque chose à éteindre en partant : Ordinateurs, imprimante... Ne laissez pas la lumière allumée !

**BATTERIE FAIBLE :**

N'oubliez pas de débrancher tout ce que vous n'utilisez pas !

**NUMÉRIQUE RESPONSABLE**

Pensez à vider votre boîte email et vous désabonner des newsletters que vous ne lisez pas !

**IMPRIMER C'EST BIEN, SAUVEGARDER C'EST MIEUX !**

Réfléchissez avant d'imprimer, n'imprimez que ce qui est nécessaire.

**SE DÉPLACER SANS POLLUER**

Favorisez la marche, le vélo, le covoiturage ou les transports en commun à la voiture individuelle.

**CHAUFFAGE ET CLIMATISATION AVEC MODÉRATION**

Eteignez le chauffage ou la climatisation avant de partir ou si les fenêtres sont ouvertes. En fin de journée, fermez les stores ! Vous réduirez ainsi de 60 % la perte d'énergie à partir d'une fenêtre.





Our eco-friendly approach

***Prevention, education, and  
action for the environment***

Structuring our commitment



## *Training & Awareness*



As part of our commitment to the environment and CSR, we organize twice-yearly awareness-raising sessions for our employees. Recently, we also organized a visit to the SIAM water treatment plant to gain a better understanding of the water cycle, as well as a tour of the Semardel waste treatment plant to discover the waste stream. These initiatives aim to raise environmental awareness and encourage sustainable practices within the company.

## *SEAs control*



As part of our environmental analysis, we identified several Significant Environmental Aspects (SEAs). Thanks to the implementation of concrete actions, half of these SEAs have been brought under control, thus reducing our environmental impact.

## *Our products are CMR FREE*



At TCN, the health and safety of our employees and customers are our top priorities. We adopt a responsible eco-design approach, constantly seeking bio-based alternatives to offer more environmentally-friendly products, without compromising on quality. None of the products we market are classified as CMR (Carcinogenic, Mutagenic, Reprotoxic), and we have a rigorous policy prohibiting the introduction of new substances classified as CMR or STOT (Specific Organ Toxicity), thus guaranteeing a safer working environment and the protection of all those who use our solutions.

Our eco-friendly approach

Prevention, education, and  
action for the environment

*Structuring our  
commitment*

## *ISO 14001 certification achieved*



ISO 9001:2015  
ISO 14001:2015  
Management  
System

www.tuv.com  
ID 9000027132

We are proud to have obtained ISO 14001 certification, which testifies to our collective commitment to the environment. This certification validates our environmental management system and reinforces our continuous improvement approach to minimize our ecological impact while optimizing our internal processes.

## *Recruitment of a QHSE/CSR Manager*



This new collaboration will enable us to strengthen the monitoring of Our CSR approach and optimize our environmental performance, in line with our sustainable development objectives.

We are also proud to join BPI France's Coq Vert network and to benefit from the VTE Vert program, underlining our commitment to actively contributing to the ecological transition and responsible performance of our sector.

## *Individual commitment to CSR and environmental objectives*



Each Pilot is assigned specific CSR and environmental objectives, to ensure that these issues are integrated into the heart of our activities and monitored throughout the implementation of our projects.



Strengthened by our commitment to the Responsible Care approach, we want to go even further by taking part in the Responsible Care Awards. This initiative gives us the opportunity to showcase our actions in terms of health, safety and the environment, and to share our best practices with other players in the sector.



**APPLICATION FOR  
THE RESPONSIBLE  
CARE® AWARDS**

**CARRYING OUT A  
CARBON BALANCE**



As part of our drive for continuous improvement, we will be carrying out a Carbon Footprint Assessment to better understand and reduce our environmental footprint. In collaboration with Carbo, we will analyze our greenhouse gas emissions across all our activities. This analysis will enable us to identify levers for action to limit our emissions and strengthen our commitment to the climate.



**PARTICIPATION IN  
THE ÎLE-DE-FRANCE  
CSR & INCLUSION  
WORKING GROUP**  


We participate in the Île-de-France CSR & Inclusion working group to share our experiences, exchange with other committed companies and develop new initiatives. This group enables us to work on key themes such as inclusive recruitment, inclusive purchasing and solidarity-based practices, values that are particularly important to us and that we wish to develop further and integrate further into our strategy.

**REUSE  
OF  
DYE WATERS**



A working group has been set up to develop an internal wastewater treatment solution, as part of our circular economy approach. This initiative aims to reuse our water resources and could be offered to our customers, thus helping to improve the life cycle of our products and reduce our environmental impact.



**CONTINUING TO  
INTEGRATE CSR INTO  
ALL OUR ACTIVITIES**

We will continue our efforts to embed CSR into our strategy and daily operations. This involves continually raising awareness among our teams, integrating environmental and social criteria into our decision-making, and constantly improving our practices.



Techniques Chimiques Nouvelles

A Colorful World

For more informations

SCAN HERE ↙



WEBSITE

SCAN HERE ↙



FOR ANY QUESTION

SCAN HERE ↙



FOLLOW US

Contact Us !

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