

MANORGA

THE PERMANENT INNOVATION

**IN MANUFACTURING
AS IN ALL OUR
ACTIVITIES,
WE WORK AND
PLAY AS A TEAM!**



EDITORIAL

ManOrga, an industrial company located in northern France, has always been committed to reducing its impact on the environment. ManOrga promotes the well-being of its employees while boosting the local economy.

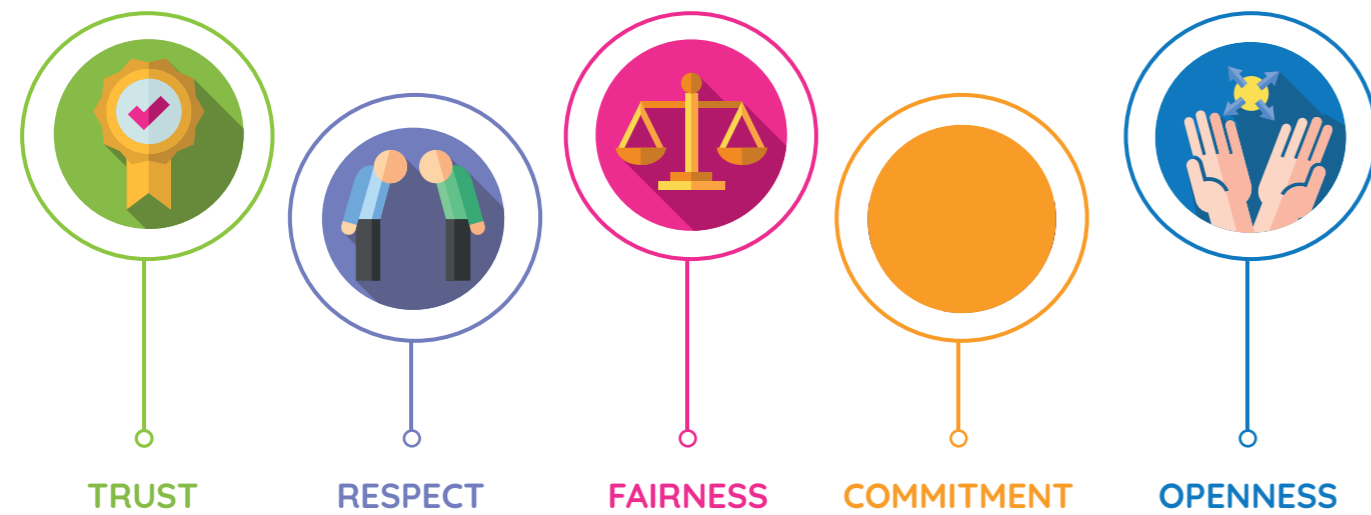
Being human is the heart of our venture. ManOrga shows that it is quite possible to combine trust, respect, fairness, commitment and openness.

Our mission? To enhance our customers' spaces by providing environment-friendly storage and layout solutions for business premises.

Today, the whole ManOrga team rallies for its distributors and employees, but also for future generations with a concrete CSR approach designed to limit the company's impact on the environment.



Philippe Sadowski - Président



1971
company was founded

2
production sites in Hauts de France (32,000 m²)

250
passionate employees

100
tonnes of metal transformed every day

1
sport a day

50 m²
photovoltaic panels

0
substances that are hazardous or need monitoring

100%
factories equipped with LEDs

8
charging points for electric vehicles

34 kg
of honey

BEING HUMAN IS THE HEART OF OUR VENTURE

PROMOTING MULTICULTURAL OPENNESS

The company is composed of 15 different nationalities



ManOrga strives to provide its employees with a multicultural environment. Today, the company is composed of 15 different nationalities. This promotes cultural openness within the teams.

ENCOURAGING EMPLOYEE DEVELOPMENT

employees are offered individual or group training



ManOrga supports its employees both when they take up their position and throughout their time with the company, nurturing their professional development as much as possible.

How?

Individual or group training is offered to all employees. For example, product, communication or management training. Furthermore, the company encourages internal mobility as part of employees' development. Hence ManOrga prioritises and promotes the development of positions internally according to the skills, qualifications and desires of the employees.

MAKING SAFETY A PRIORITY

60% of employees are trained in first aid



To guarantee the physical integrity of employees. There are various means in place to promote safety for everyone. At ManOrga, 60% of employees are trained in first aid. In general, the average for companies is 20%.

The goal?

To reach 80% of the workforce by the end of the year. In addition to the measures common to the industrial sector, mirrors are installed to make employees aware of each and everyone's safety.

SAFEGUARDING HEALTH

ManOrga ensures that the machines in the factories are updated regularly



To compensate for the arduousness of daily tasks at work and thus promote the well-being of its employees, ManOrga ensures that the machines in the factories are updated regularly. In addition, training courses for the musculoskeletal disorders are offered in order to avoid various pathologies and thus preserve the health of employees.

CULTIVATING WELL-BEING

ManOrga cares about the work environment



ManOrga cares about its employees' work environment and strives to optimise the different group and individual areas. Bright rooms with plenty of windows and open-plan work spaces provide employees with a serene work environment. The offices are adorned with plenty of plants, which make them pleasant to work in and create an environment that promotes well-being. The plants are maintained by a local company.

COMBATING SEDENTARINESS

Solidarity, determination, respect and fun.



Solidarity, determination, respect and fun are values that the employees share through sport. The aim of the ManOrga Social and Sports Association is to aid reintegration and to foster a team spirit with everyone working together and supporting each other. The association organises numerous activities throughout the year and boosts interactions by creating connections. To prevent sedentariness, a multitude of activities are offered. This allows employees to practise a sport every day if they want to.





TOWARDS REDUCING OUR ENVIRONMENTAL FOOTPRINT

CONSUMING LESS, RECYCLING MORE

MANORGA IS COMMITTED TO CONSUMING LESS ENERGY



Manorga is committed to consuming less energy. All of the light bulbs in the two production sites have been replaced with LEDs. We are alert to current issues and we care about our impact on the environment so here at ManOrga, we work with recycled or recyclable materials (steel) in manufacturing our products. In addition, recycling is a way of limiting our ecological footprint. Hence we provide numerous skips for our employees. That way, they can recycle a wide variety of materials, from paper to wood and textiles.

BUYING LOCAL

SHORT SUPPLY CHAINS BUILD TRUST



Today, the short supply chains build trust, support local products and ensure a fair price for both the producers and the consumers. At Manorga, 80% of the hardware products and paint powders are purchased within a radius of max. 300 kilometres.

PROMOTING BIODIVERSITY

A SUPERB HARVEST OF 34 KG OF HONEY IN 2021



By installing 4 beehives for "Buckfast" bees, the company is consolidating its environmental and ecological commitment by preserving the species.

In 2021, a superb harvest of 34 kg of honey (compared to 9 kg in 2019) made it possible to treat all the staff. Fields and groves have also been planted on the site to promote biodiversity.

PRESERVING NATURAL RESOURCES

The paint line uses recycled rainwater



Always with a view to preserving natural resources, the paint line uses recycled rainwater. An ecological process for cleaning ManOrga products before painting.

PRODUCING OUR RENEWABLE ENERGIES

ManOrga uses renewable energy



Having installed 50m² of photovoltaic panels, ManOrga uses renewable and environmentally friendly energy. This installation will allow the company to produce and consume part of its electricity in complete autonomy.

STAYING CONNECTED

The management team has electric vehicles



ManOrga has equipped its fleet of maintenance vehicles with electric models. These vehicles serve as shuttles between the two production sites. The management team also has electric vehicles.

RECHARGING OUR BATTERIES

8 charging stations have been installed in the manOrga car park



In order for these vehicles to circulate freely, eight charging stations have been installed in the ManOrga car park, which simplifies the life of employees. These terminals are accessible to all. Of course this is only the beginning, more stations will be installed later this year.

AND TOMORROW?


Making progress towards 2030.


A working group is gearing up for progress by 2030.


Numerous themes are on the agenda.


Never rest on your laurels - keep moving forwards!


-  **Purchases**


-  **Biodiversity**


-  **Charging stations**

-  **Personal development**


-  **Water**


-  **Convivial spaces**


-  **Manufacture**


-  **Machines**

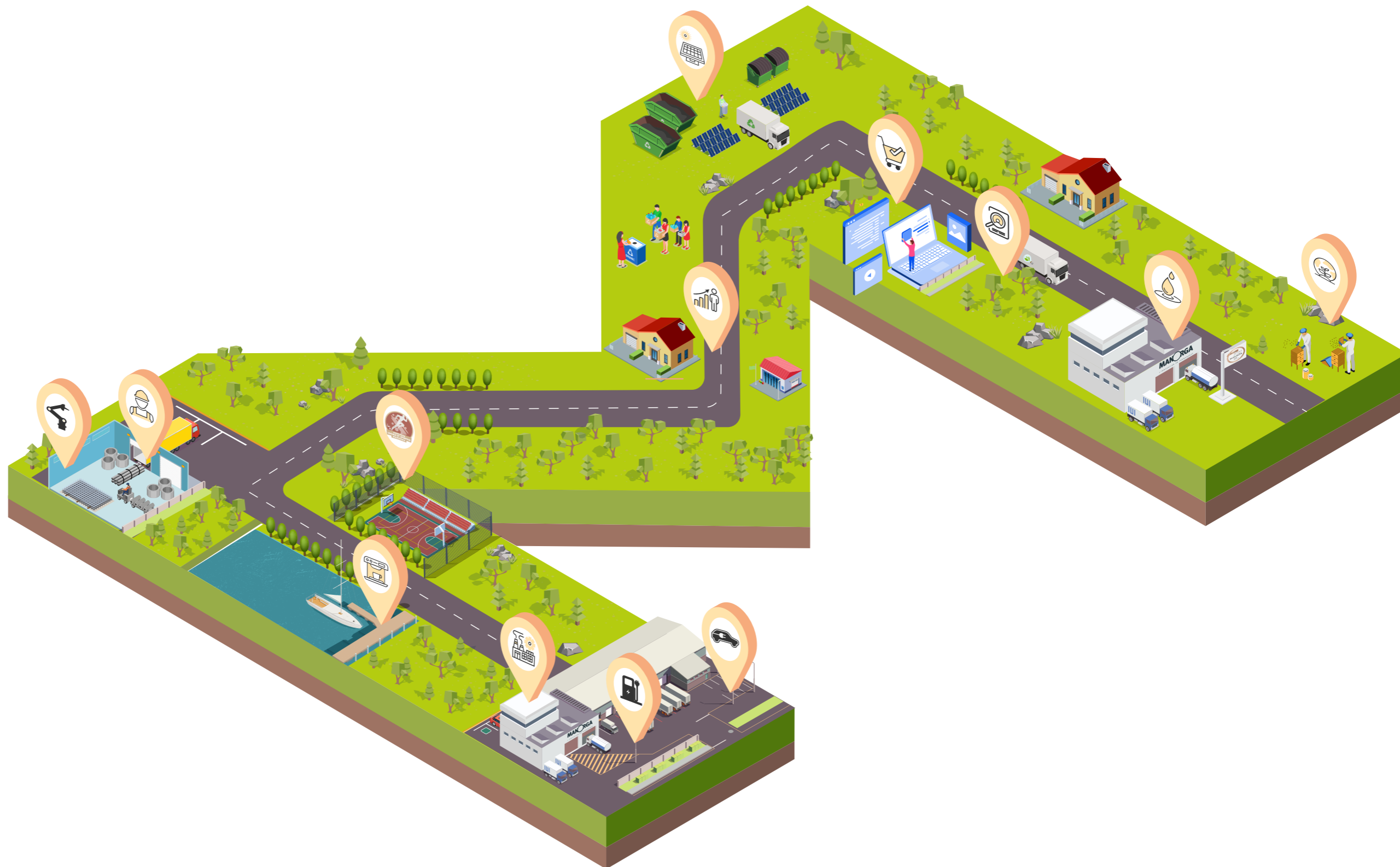
-  **Photovoltaic panels**

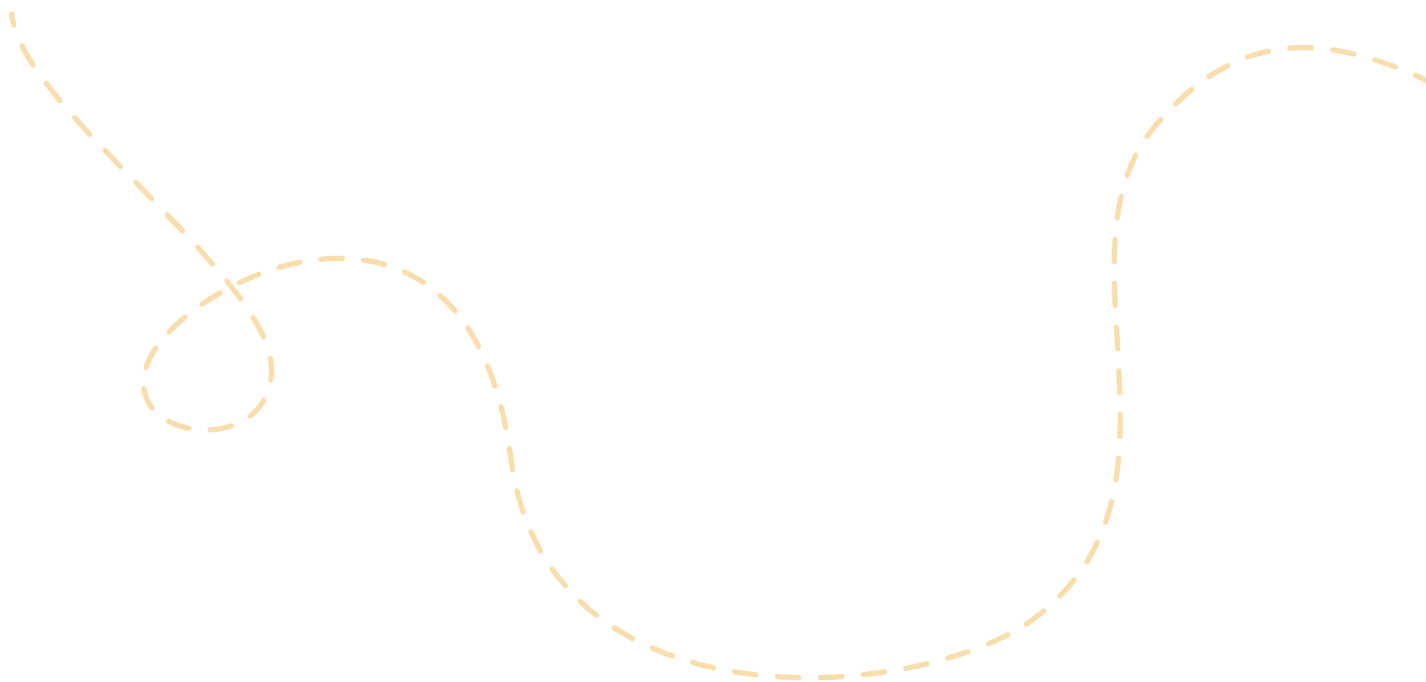
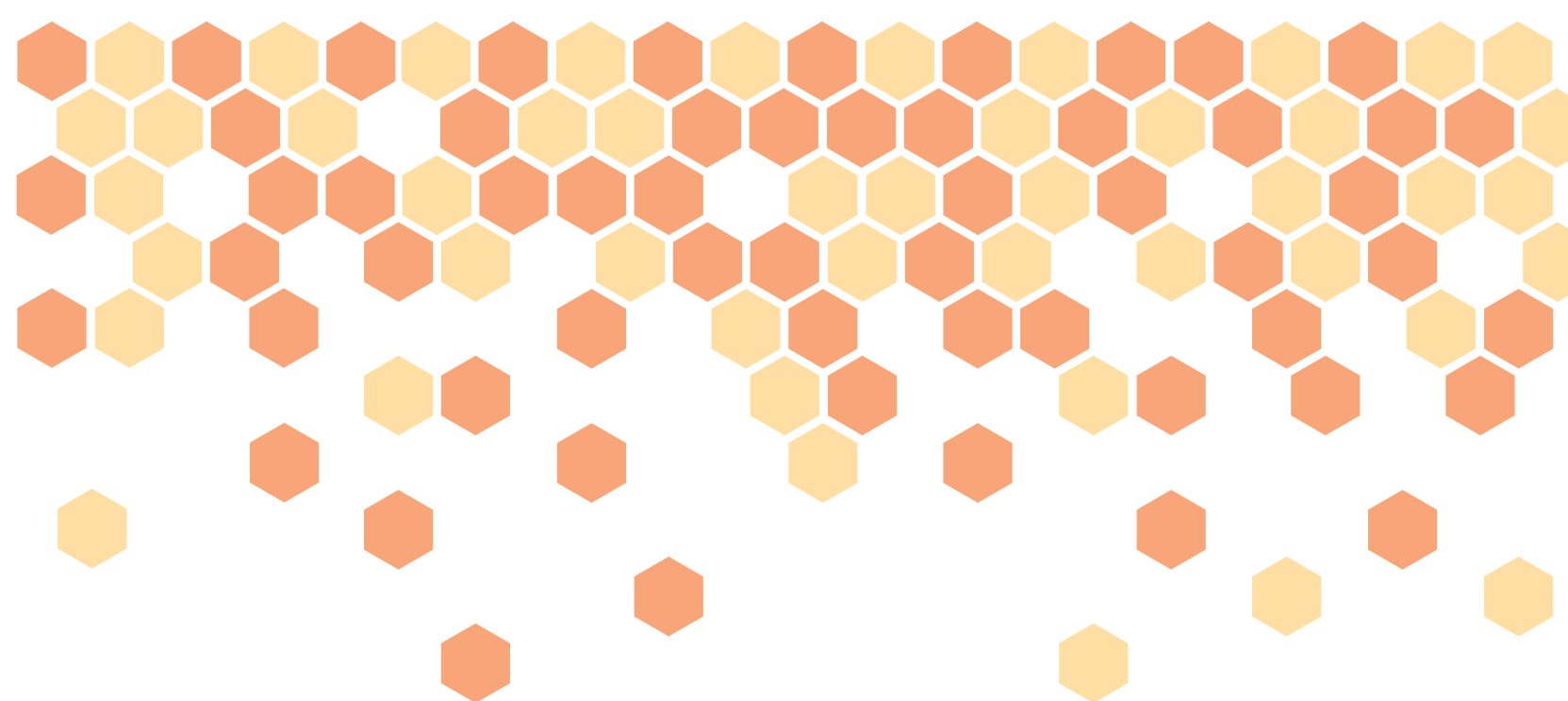
-  **Recruitment**

-  **Safety at work**

-  **Sport**

-  **Electric vehicles**





MANORGA

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