

ACTIVITY

AND CSR

REPORT

2020



**afnor**  
GROUPE



**Marc Ventre & Olivier Peyrat**  
Chairman and Managing Director

## Resilience

**Trust, teamwork, quality, responsibility. AFNOR's four values took on their full meaning in 2020.** Bolstered by our CSR policy, they served as a compass for the group's employees and business units, which were all severely affected by a virus that devastated even the most intimate workings of the global economy. The publication, on 27 March 2020, of the AFNOR SPEC S76-001 document listing recommendations for making fabric face masks is the most powerful example of the work they accomplished. Downloaded 1.5 million times, translated into multiple languages and used in several countries, as well as at European level, this document was intended to be part of the specific regulatory framework in France governing non-medical face masks. This publication also perfectly embodied our second value, **teamwork**, as nearly 150 experts from the sector took part in its production over an intense working week.

Furthermore, the health context summoned the concepts of **quality and trust**: on a proposal from the AFNOR representative, the public was exceptionally given open access to several European and international standards in the area of health, which were available for downloading. The aim was to enable companies with disrupted production processes to reallocate resources for the production of medical supplies. Another goal, in the absence of applicable international standards, was to help the public authorities, in particular customs authorities, to assess the equivalence or acceptability by way of derogation of certain medical products exported to Europe.

Lastly, generally speaking, a spirit of **responsibility** fuelled all of our work in 2020. Responsibility is maintaining relations with our customers and partners through thick and thin by innovating and overhauling our working methods to carry out remote training and audits. Responsibility is remaining attuned to our team members' expectations and challenges in such exceptional circumstances, with the support of the AFNOR Impulse tool (also proposed to our customers). Lastly, responsibility is offering to help willing companies and sectors to amplify the effects of French and European recovery plans.

In the end, all these ingredients come together every day to form the resilience of AFNOR Group, at the service of public interest.

## Organization of work:

# the importance of agility

In 2020, in the context of the COVID-19 pandemic, AFNOR Group, like thousands of other companies, faced the twofold challenge of ensuring business continuity while protecting employees. When the first steps had to be taken at the beginning of the year, the group was ready. The business continuity plan for a flu pandemic was reactivated (the first dated back to 2009) to maintain customer relations, manage human resources, roll out teleworking, adapt information systems and implement a communication strategy.

### ORGANIZING HOME OFFICE

Since 2011, the group has had agreements on occasional teleworking, with a focus on business continuity, including an HR portal. The Human Resources department and divisions were therefore armed to make the move to 100% teleworking and close down sites from 17 March to 17 May 2020, with limited access to the head office for the IT, logistics and financial teams. The inventory of laptop computers was expanded, while training courses on digital tools and remote management were organized.



### PROVIDING PROTECTION ON-SITE

Arrow floor stickers, distribution of face masks, reorganization of food service - the Logistics department's teams rallied to implement the health measures set out in various national

protocols. On 18 May, the group was ready to welcome employees returning to the workplace.

### MAINTAINING OPERATIONS

The agreement signed between the group's senior management and trade unions to implement part-time employment enabled compensation to be maintained in the affected months. Moreover, 88 employees turned out to support the operations of subsidiaries requiring a temporary increase in resources.

### REMAINING ATTENTIVE

AFNOR Group is always attentive to its employees' needs and concerns. Two employee feedback surveys, one of which was dedicated to COVID-19, helped determine the crisis's impact on employee well-being and gathered staff expectations. A counseling and mutual support unit was also set up.

### PART-TIME EMPLOYMENT

from 16 March to 30 June 2020

**584** employees partially unemployed for at least one day between March and June 2020

**18%** took advantage of this to be trained under the National Employment Fund (FNE) scheme

### SUPPORT FOR OPERATIONS

**88** employees engaged in temporary internal mobility

### EMPLOYEE FEEDBACK SURVEY COVID-19 EDITION

in April 2020

**446** participants, i.e., a 47% participation rate

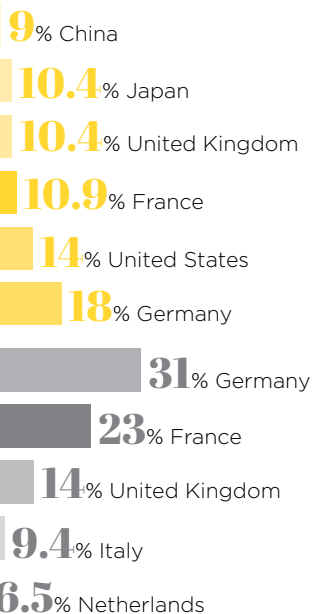
**168** ideas expressed. Score of 7.5/10 for the company's adaptation to coronavirus

# France on the front lines of standardization worldwide

## BREAKDOWN IN 2020 OF THE SECRETARIATS OF TECHNICAL COMMITTEES AND SUBCOMMITTEES (the most active countries)

### OF ISO AND IEC

### OF CEN AND CENELEC



Eddy Njoroge (left), ISO President, met with Olivier Peyrat (right) at AFNOR in January.

find out more

AFNOR represents French interests within the following European and international non-governmental standardization organizations: the European Committee for Standardization (CEN) and the International Organization for Standardization (ISO) and, through the French Electrotechnical Committee, the European Committee for Electrotechnical Standardization (CENELEC) and the International Electrotechnical Commission (IEC). In 2020, like in 2019, France was in 3<sup>rd</sup> position in the ranking of the most internationally active countries (ISO and IEC), based on the number of committee/subcommittee secretariats. It held 10.5% at ISO and 12% at IEC. **Acting as secretariat of a technical committee or subcommittee is a sign of international influence in the area of standardization.** It reflects the member's ability to be further engaged and mobilize resources in the long term; in return, that member gains recognition for its capacity to lead debates.

At ISO, France continued to progress in 2020, as it has every year since 2017. This could be seen through its ability to pursue emerging work items to propose new areas of standardization. At the urging of France, Technical Committees (TCs) for **surfaces with biocidal and antimicrobial properties** (TC330) and **biodiversity** (TC331) were thus created in 2020.

**On the European scene (CEN and CENELEC), France was in 2<sup>nd</sup> position.** Managing nearly a quarter of the secretariats of technical structures, it maintained its ranking, behind Germany and far ahead of the United Kingdom. In 2021, it has taken on a new responsibility, with the creation of a Technical Committee on electronic archiving (CEN/TC 468) at CEN, whose President is still the French Vincent Laflèche. It should be noted that the emergence of cross-cutting standardization topics, relating for example to the energy transition, digital technology, mobility and accessibility, is increasing the number of CEN-CENELEC Joint Technical Committees (JTCs). Germany and the Netherlands hold more than half of the JTC secretariats. France is in charge of the JTC on the **energy measurement plan for organizations** (CEN/CLC/JTC 15).

# Work in line with market trends

In 2020, AFNOR opened up new work items reflecting market trends and expectations, inviting professionals from each sector to have a seat at the standardization table - sometimes to produce a French standard, sometimes to represent France at European or international level. For example, the draft **ISO 14068** standard provides guidelines for the use of the term "carbon neutrality". What exactly does this expression cover? What communication terms should be used to declare that a product or service is "carbon neutral"? For what scope? The standard will provide a framework.

In the same vein, the draft **ISO 32210** standard deals with sustainable finance. Supplementing the **ISO 14030** (green finance) and **ISO 14097** (climate finance) standards, the text will help better classify activities, portfolios and investments aligned with the three dimensions (social, economic, environmental) of sustainable development. AFNOR also represents French interests when it comes



New work on vegan nutrition...



...and on food in times of crises.

to issues related to food: vegan and vegetarian products (**ISO 23662** draft), food in times of crises, and food supplements for sportspeople (**NF EN 17444** draft). Moreover, France shows leadership with regard to international standardization on the topics of biodiversity (based on **NF X32-001**) and biocidal surfaces (based on **NF S90-700**). It should also be noted that new work has been undertaken focusing on lithium.

Lastly, blockchain has been at the center of public attention. AFNOR has coordinated the work of experts in the sector involved in producing the future **NF B01-001**, while an initial standard was published internationally in July (**ISO 22739**).

## A BUSY YEAR FOR THE PRODUCTION OF STANDARDS

**20,300** professionals involved in standardization

**879** new standards published

**1,632** standards revised

**1,964** public enquiries

**246,000** users of normative watch services



find out more

# A network of loyal members

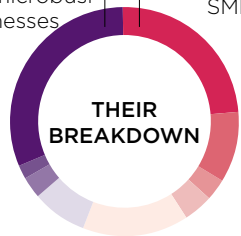
## MEMBERS

1,480  
members



31%  
microbusi-  
nesses

24%  
SMEs



- 10% Mid-caps
- 3% Large companies
- 4% Associations of persons
- 15% Trade associations
- 8% Public organizations
- 3% Consular organizations and local authorities
- 2% Individuals

In 2020, the AFNOR association had 1,480 members, with 68% representing enterprises and 55% microbusinesses/SMEs. Since 2019, 81 new members have discovered AFNOR's services. 1 April 2020 marked Christine Kertesz's arrival as manager of the members' club. This year, due to the pandemic, working methods had to be reorganized: a General Assembly meeting was held remotely (on 24 June 2020), videoconferences were organized for members, a newsletter was launched, and a special edition of the "Or Normes" Awards was held, obviously dedicated to the theme of standardization at the service of COVID crisis management, with an award ceremony postponed to January 2021. The members' club organized 17 events all in all, with a total of more than 1,500 participants and an average satisfaction rate of 85%:

- **Meeting with the new ISO President**, Eddy Njoroge, on 27 January 2020
- **CSR and food & drink**, in partnership with Coop de France (182 participants)
- **Responsible fashion**, in partnership with the strategic committee for fashion and luxury (100 participants)
- **Electronic archiving** (313 participants)
- **The consequences of Brexit**, CSR, business continuity plans, personal protective equipment, nanotechnologies, HR management, safety of machinery, etc.

These were combined with four meetings of the circle of standardization coordinators, a forum for sharing and benchmarking. Joining the AFNOR association has several advantages:

- Become more effective through networking
- Influence standardization strategies by participating in the association's governance bodies
- Be among the first to learn of strategic watch topics
- Set your structure apart from the competition
- Benefit from reduced rates



# Appropriate governance

The governance of AFNOR changed slightly in 2020. To see an overview of all of its governance bodies, [click here](#).

## WITHIN THE BOARD OF DIRECTORS

### Ministries

**Patrick Butor** (Interior) outgoing,  
**Marie-Frédérique Parant** (Agriculture and Food) incoming

### Companies

**Giovanni David** (Airbus) and **Gérard Bobier** (CMA France) outgoing,  
**Claude Cham** (FIEV) re-elected,  
**Jacques Levet** (FIEEC) and **Igor Bilimoff** (FIF) incoming

### AFNOR employees

**Fabrice Césari** outgoing,  
**Bruno Berken** incoming

### Consumers

**Thierry Dastarac** (CNAFC) outgoing,  
**Anne Lucet-Dallongeville** (CNL) incoming

### Trade unions

**Dominique Le Page** (CFE-CGC) re-elected

### Local authorities

**Olivier Pavy** (AMF) outgoing

## WITHIN STRATEGIC COMMITTEES

### Industrial engineering, capital goods and materials

**Jacques Levet** (FIEEC) Chair

### Management and services

vacant chair

### Occupational health and safety

**Amel Hafid** (DGT) Chair

### Rational energy use

**Hélène Bru** (Greenflex) Chair

## WITHIN COMMITTEES ACTING UNDER DELEGATED AUTHORITY

### Standardization Coordination and Steering Committee (CCPN)

**Pierre-Adam Gilardot** (Renault) joined the Companies committee; **Michel Dubromel** (France Nature Environnement) left the Approved NGO committee.

### Audit and Evaluation Committee (CAE)

**Patrick Menanteau** appointed Chair (photo opposite)



### CEF Committee (CEEF)

**Cristian Muresan** (Engie) joined the committee of Power network and electric system stakeholders; vacant seat (Rail Industry Federation) in the committee of Users and integrators of electrotechnologies for other industrial sectors.

## WITHIN THE EXECUTIVE COMMITTEE

On 1 July 2020, **Franck Lebeugle**, who had been Managing Director of AFNOR Certification for more than five years, was appointed Director of Standardization Activities at AFNOR. **Julien Nizri** joined AFNOR Group as Managing Director of AFNOR Certification.



# Twelve months of standards and standardization documents

## JANUARY

Publication of **NF EN 17169** on safe and hygienic practice for tattooing

## FEBRUARY

- Publication of **NF ISO/TS 26030** providing guidance for CSR in the food chain
- Publication of **NF EN 62115** on the safety of electric toys
- Publication of **NF EN ISO 17268** on gaseous hydrogen land vehicle refuelling connection devices
- Publication of **NF EN 14276-1 and 2** on pressure equipment for refrigerating systems and heat pumps

## MARCH

- Fiftieth anniversary of BNGaz, the standardization bureau for the gas industry acting on AFNOR's authority. Its outputs have included the **NF P45-500** standard on the diagnosis of gas installations inside residential buildings
- Publication of **NF EN ISO 23386** on building information modelling (BIM) vocabulary
- CEN-CENELEC provided free access to a series of useful European standards on making protective equipment for the prevention of coronavirus, including **NF EN 149+A1** on respiratory protective devices
- Publication of **AFNOR SPEC S76-001** Barrier masks: Guide to minimum requirements, methods of testing, making and use
- Publication of **NF EN ISO 21420** on general requirements and test methods for protective gloves



## ISO 22301: a star standard in 2020

The health crisis that shook the planet in the spring of 2020 brought to light two now universally known acronyms: COVID-19 and FFP2. The former refers to the famous virus; the latter is the type of mask designed to protect us from it. At AFNOR, we supplemented these with three other tools: BCMS, BCP and ISO 22301. A BCMS is a business continuity management system. BCP is its secret weapon: business

continuity planning. These two tools are described in an international voluntary standard, the said ISO 22301, to which AFNOR has enabled free access. In the corporate world, it is important to anticipate crises, in order to emerge from them relatively unscathed and quickly recover!

[find out more](#) (+)

## APRIL

- Publication of the **FD X30-037** guide to align ISO 26000 with Sustainable Development Goals (SDGs)
- Publication of **AFNOR SPEC X50-250** on post-pandemic business recovery

## MAY

Public enquiry on the draft **NF ISO 23662** standard on definitions and criteria for vegetarian and vegan foods

## JUNE

Publication of **AFNOR SPEC X50-001** on swimming area signage

## JULY

- Tenth anniversary of the **NF ISO 26000** standard on sustainable development, marked by an e-symposium at the French National Assembly
- Publication of **XP X50-123** on portage salarial (the French umbrella company system)
- Publication of **ISO 22739** on blockchain vocabulary

## AUGUST

Publication of **NF ISO 20912** on conformance test methods for RFID enabled tyres

## SEPTEMBER

- ISO launched a survey on the timeliness of revising the **NF EN ISO 9001** standard of 2015
- Publication of **NF EN 14614** on assessing the hydromorphological features of rivers
- Publication of **NF ISO 23572** on the sampling of lubricating greases for petroleum products
- Publication of **FD X30-124** on the assessment scheme for reports on compulsory energy audits in relation to processes and buildings

## OCTOBER

- Launch of work to produce the future **NF B01-001** blockchain standard
- Publication of **NF D21-901** on safety requirements for culinary whippers for domestic use
- Publication of **NF Z42-013** on electronic archiving

## NOVEMBER

- Publication of **NF X46-102** on asbestos surveys
- Publication of **NF X30-408** on methods for characterizing household and household-related waste
- Publication of **NF X50-520** on tele-assistance: quality of service

## DECEMBER

**NF EN 62368-1** became the sole standard in force on the safety of audio and video technology equipment in Europe

## Support functions at your service

### REGIONAL DELEGATIONS HOLDING STRONG

In 2020, despite the health context, AFNOR's regional delegations continued acting as champions of trusted solutions across France. Various events were held via videoconferencing and virtual fairs, for example with a breakdown of Qualiopi certification for vocational training, and the distribution of the new EFQM Model. The group's 14 regional offices were called upon to support local public policies arising from the recovery plan, for example in the area of sustainable tourism.

In Bourgogne-Franche-Comté, an impressive collective operation on the integration of ISO 45001 (occupational health & safety) was completed, in collaboration with the Doubs Chamber of Commerce & Industry; another collective operation on ISO 22000 (food safety) was brought to fruition in Occitanie. In this region, AFNOR was selected to guide microbusinesses, SMEs and mid-caps in their transition to the industry of the future. With regard to movements, **Olivier Constant** joined the AFNOR PACA-Corse delegation, while **Vincent Blache** became part of the Auvergne-Rhône-Alpes delegation.

### SPOTLIGHT ON PUBLIC PERFORMANCE

For the municipal elections held in 2020, a start-of-term kit was developed to help elected officials and community leaders effectively take on their duties. A collaborative platform called AFNOR & Co was launched, in partnership with idealCo, with a cycle of webinars intended for a community of 1,350 regional managers to guide local authorities in their transformation. Over 1,000 entities participated in the AFNOR survey on user relations, within which remote channels were particularly explored. The 2020 edition included French regions as well as the new Maisons France Services.



### VARIOUS ROADS LEADING TO THE CIRCULAR ECONOMY

In partnership with the association OREE, AFNOR Group conducted a survey to determine how French companies perceive the circular economy concept. The responses collected from some 800 company representatives were encouraging: the circular economy is an accessible paradigm, in more ways than one.



Watch the replay of the web conference presenting the survey's results

## Overriding themes

### CURRENT EVENTS AT THE SERVICE OF RESPONSIBLE PURCHASING

With the health crisis and the European regulations on duty of care, purchasing departments were in the spotlight in 2020 as entry portals to CSR in companies. The question is no longer "should we?" but rather "how do we go about it?". The AFNOR Purchasing Solutions team put forward some answers in several web conferences, where it provided training, analyses, assessments and tools for initiating a responsible purchasing approach based on voluntary standard ISO 20400.

### OBJECTIVE: CE MARKING

In 2020, the group brought together the solutions of its various entities intended for manufacturers of medical devices, under the AFNOR Medical umbrella brand. This brand's services are dedicated to the ISO 13485 standard and related certification, providing proof of a quality and risk control approach. They have been designed to meet the needs of public authorities and companies in the sector as they transition to the new rules of Regulation (EU) 2017/745, applicable as of 26 May 2021, which will subsequently be supplemented by CE marking: AFNOR Certification has taken steps to become a notified body, following the example of BerlinCert (the group's German subsidiary).



### ENERGY THROUGH TO 2050

In 2020, AFNOR Energies rolled out multiple initiatives relating to the Decree of 23 July 2019, known as the Tertiary Decree, including a series of web conferences explaining this decree arising from the ELAN law whose aim is to improve the energy performance of tertiary buildings with surface areas of over 1,000 m<sup>2</sup>. AFNOR Energies will be supporting the energy savings approaches of businesses until 2050. Also of note: the launch of the new Qualimetha label, developed with ATEE (Technical Association for Energy & Environment), for leaders of methanation projects; and ISO 50001 certification awarded to 196 sites of the La Poste group.

### Gathering EMPLOYEE FEEDBACK

Whether generating a sense of futility or, on the contrary, one of exaggerated self-importance, the COVID-19 pandemic and the various associated lockdowns have changed how employees perceive their work. In this context, the group's Development, Innovation and Forward Planning department designed AFNOR Impulse, aimed at HR and CSR managers and professionals in charge of policies governing quality of life at work (QLW). However, this tool is more than a QLW survey: it proposes a multi-dimensional approach to employees' activities, to address the components of their engagement in the most relevant way possible.



### THE 7 SPHERES OF ACTION FOR THE CIRCULAR ECONOMY AND THEIR CONTRIBUTION IN COMPANIES

End-of-life management of materials and products **61%**

Sustainable procurement of supplies **56%**

Responsible consumption **52%**

Product lifetime extension **52%**

**43%** Ecodesign

**38%** Industrial and regional ecology

**33%** Economy of functionality

Source: AFNOR-OREE survey, Dec. 2020

## Commercial subsidiaries: bridging the distance



In 2020, the group's subsidiaries undertook a range of initiatives to ensure service continuity with their customers and develop new services to bridge the distance and restore trust. For example, at **AFNOR Competencies**, training course design focused on the deployment of virtual classrooms. Trainers themselves were trained on remote interactive training techniques. The subsidiary also beefed up its "Professional effectiveness and collective intelligence" range of services aimed at revamping management methods and interpersonal skills in response to the COVID-19 crisis. With this crisis catalyzing the career development ambitions of the working population, AFNOR Competencies developed an approach encompassing *soft skills* and career transitions. Lastly, it provided training courses as part of the exceptional free training scheme reserved for those engaged in part-time employment.

At **AFNOR Certification**, auditors and assessors carried out most of their audits remotely, depending on the standard in question. To restore confidence in the era of the pandemic, two major solutions were developed: **NF Barrier face masks**, for textile manufacturers making reusable masks according to the recommendations of AFNOR SPEC S76-001, and the label **COVID-19 Hygiene Measures - Verified by AFNOR Certification**, adapted for the building & public works sector with Apave. In the area of the environment, the subsidiary was mandated by ADEME (French Environment and Energy Management Agency) to develop and verify **environmental labelling**, in partnership with the Pôle Éco-conception ecodesign centre in Saint-Étienne.

In the sector of energy, **AFNOR International** gained recognition in the United Kingdom with the success of its open learning course on the protection of transmission and distribution systems. Lastly, at **AFNOR Publishing**, the year 2020 was marked by the successful launch of **CObaz**, a digital regulatory and normative watch tool including data visualization and the identification of requirements arising from standards.

### New signs of recognition



## Agile auditors and trainers

AFNOR Group's Expertise and External Skills Management department has a portfolio of 1,900 auditors and assessors appointed by AFNOR Certification (including 750 internationally) as well as 300 trainers appointed by AFNOR Competencies. They all revised their methods in 2020 to favour remote training courses, assessments and **certification audits**, while benefiting from training and an introduction to videoconferencing tools. Some even got to use connected glasses.

Most standards could be remotely audited, according to the guidelines issued by COFRAC. These included the Qualiopi standard for vocational training, for which the group had a pool of 400 auditors as of 30 June. For the new "COVID-19 Hygiene Measures - Verified by AFNOR Certification" label (see *opposite*), some 180 assessors were selected and qualified in record time.

Discussions focused on new working methods as part of the 10 Regional Auditor Days, which were also held remotely, with feedback provided by around 20 participants. The DGECE also mobilized resources to produce audit cancellation certificates for customers wanting to activate the solidarity fund.



For more information

**1,900**  
auditors  
and assessors

**300**  
trainers  
and consultants

**500**  
authors



Solenne Muret, trainer for AFNOR Competencies, spoke on the topic of "remote management".

# Responsible together: overview of 2020



**-47%** Absolute emissions vs 2010  
**5,749 teq. CO<sub>2</sub>**

**-13%** Final energy consumption compared to 2013

**-29%** Water consumption compared to 2013



Gender equality index  
**96/100**



**23 days** Average supplier payment period

**32%** Share of consultations including at least one CSR criterion

AFNOR Group continued to implement its "Responsible Together, 2017-2021" approach, which revolves around four components: ethics, employee well-being, the environment, and community development.

## THE GROUP'S CARBON FOOTPRINT ASSESSMENT:

### CONTRIBUTION OF DIGITAL TECHNOLOGY

The sharp drop in CO<sub>2</sub> emissions noted in 2020 versus 2019 was due to the changes brought about by the health crisis, in particular teleworking. The figure was -47% compared to the reference year (2010). The contribution of travel, which accounted for 70% of our CO<sub>2</sub> emissions in 2019, was half as high in 2020, at 37.7%. The carbon footprint assessment now shows the group's digital footprint, with digital technology representing 4.6% of emissions. It had become essential to have this figure to continue our efforts to reduce our carbon footprint. Digital technology is responsible for CO<sub>2</sub> emissions related to the pool of computing equipment, the energy powering this equipment, and the digital services of the various operators used. Whether in the form of emails, videoconferences, remote audits or online training, digital technology proved essential during the health crisis, for employees, auditors and trainees alike. It might even seem that its intensive use strongly impacted the group's carbon footprint. Contrary to expectation, its impact was marginal: the role of videoconferences and digital services in the carbon footprint was only 0.1%.

## CSR FOR OUR CUSTOMERS

The AFNOR CSR department, created in January 2020, coordinates all activities contributing to the promotion, development and recognition of sustainable development initiatives, especially in the fields of social responsibility and socially responsible investment. It is a centre of expertise that is involved in developing AFNOR Group solutions relating to these themes and to emerging topics such as the circular economy and the durability of products.

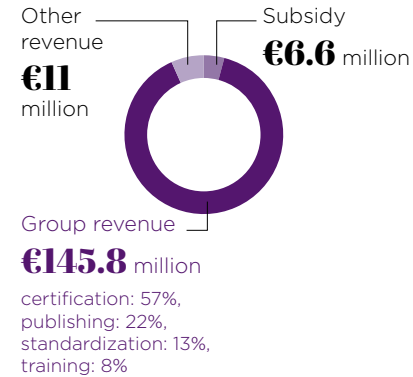


Alain Jounot, head of the AFNOR CSR department

# Key figures for 2020

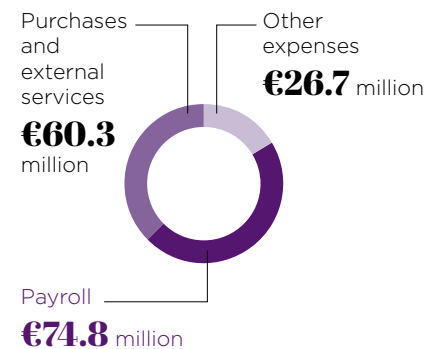
## GROUP CONSOLIDATED ACCOUNTS as of 31 December 2020

INCOME



**Total Group income: €163.4 million**

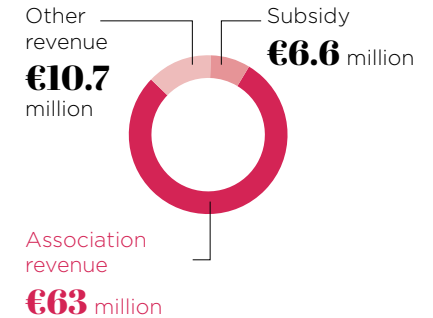
EXPENSES



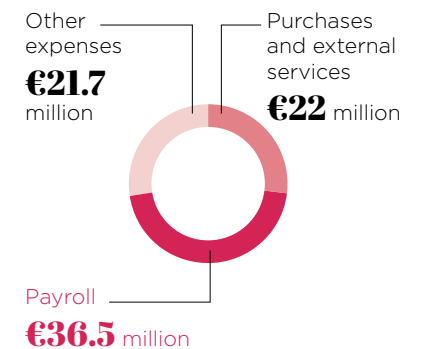
**Total Group expenses: €161.8 million**

**NET INCOME: + €1.6 million**

## AFNOR ASSOCIATION ACCOUNTS as of 31 December 2020



**Total association income: €80.3 million**



**Total association expenses: €80.2 million**

**NET INCOME: + €0.1 million**



## France

Bordeaux • Dijon • Lille • Limoges  
Lyon • Marseille • Montpellier • Nancy  
Nantes • Orléans • Paris • Rennes  
Rouen • Toulouse

## International

Algeria • Germany • Australia • Bolivia  
Brazil • Bulgaria • Canada • China  
Korea • Ivory Coast • Spain  
United States • Gabon • India • Iran  
Italy • Japan • Lebanon • Madagascar  
Malaysia • Morocco • Mauritius • Mexico  
New Caledonia • Pakistan • Polynesia  
Poland • Portugal • Romania  
United Kingdom • Russia • Senegal •  
Taiwan Thailand • Tunisia • Turkey •  
Vietnam

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