



100 % collaborative newsletter

Edito

An edition that reflects the generosity, mutual support and dedication of our employees. We hope you enjoy reading it.

*Sabrina Dardennes-Monzie
Communication et marketing officer*

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Message from Philippe Chédru

Our Oxymetalians are fantastic!

It's no surprise, but these pages are full of their generosity and commitment.

Individually or in teams, many of them devote themselves to voluntary activities to help others through their sport, their passions or their skills. They can be proud of this.

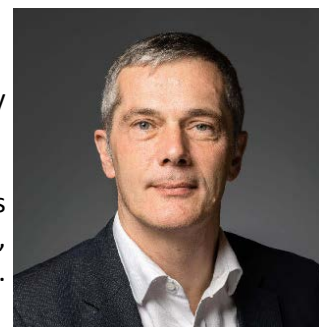
This reflects the spirit of our Group, and whenever we can, OXYMETAL is happy to join in their actions, through financial support, or even by suggesting causes in which we would like to get involved.

It's also part of our culture to help each other internally. Sharing skills, training colleagues. Between sites, making production capacity available... We are more agile and more efficient together. That's our strength.

We're proud of this great spirit.

Happy reading

Philippe Chédru
President



Forindustrie

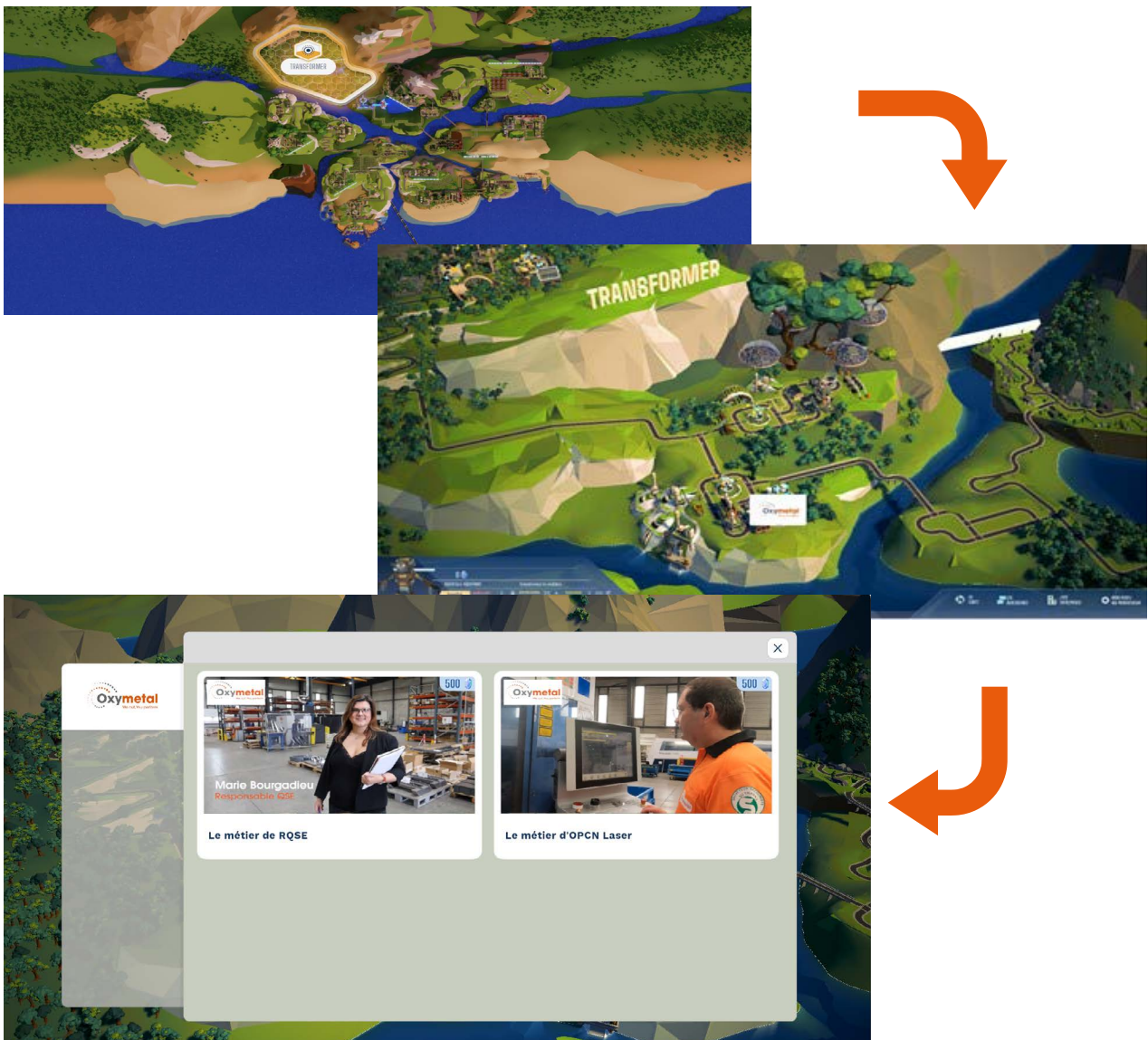
From 13 November to 1 December, over a 3-week period, secondary school pupils, students and jobseekers will be able to find out more about regional and national manufacturers online, discover their professions through interconnected worlds and win prizes in the real world.

It's a fun, 100% digital event designed to build bridges between industry and society.

For the 1st time, the OXYMETAL Group is a partner of this event.

They will find our Group in the Nouvelle-Aquitaine universe, and more particularly in the «transformation» island with the job portraits of Marie Bourgadeiu, Group Quality and Safety Director and Armand Realle, OPCN Laser of the OXYMETAL SUD-OUEST site.

For more information: <https://www.forindustrie.fr/>



Investments

Investment at OXYMETAL ORNE

This summer, the site took delivery of a new semi-automatic deburring machine. It improves the quality of our flame-cut parts, treating the top and bottom of the parts in a single pass. It has a working width of 1.5 m and a thickness of up to 80 mm.

8 people have been trained to operate and maintain this machine.

It is an automatic deburring machine with 2 grinding levels:

- At the infeed, 4 abrasive belts (2 above, 2 below) grind the parts to remove the bulk of the burrs.
- At the exit, 4 belts fitted with «brush blocks» grind the corners and finalize the entry work.

There are many benefits compared with manual grinding:

1. Working conditions are much better:
 - less noise and no sparks: grinding is carried out in an enclosed machine
 - No dust: the machine is fitted with a centralised dust extraction/filtration system.
 - No vibration and little physical effort: the operator only loads the machine, so there's no need to handle workpieces to turn them over or carry a grinder.
2. Greater safety: all the dangerous grinding work is carried out inside the machine.
3. Grinding quality is excellent and repeatable



Nicolas Foirest - Development and Industrialisation Director
Jean-Christophe de Lustrac - OXYMETAL ORNE Production manager

Race of the Heroes - Testimonial



When Didier came to OXYMETAL on 4 July 2023 to collect the cheque for the donations made to the Race for Heroes for the ALADIN association, he offered to take part in a meeting of the association's volunteers.

So here I am at the Pellegrin Children's Hospital in Bordeaux on the evening of 7 September 2023.

About fifteen volunteers (out of the 30 actives in the association) welcomed me: the board was made up of committed senior members (including the founder of the association over 30 years ago). The other members are younger and come from very different backgrounds (law, technical, etc.). What they all have in common is a smile!

The Chairman begins with an update on the «Dreams» currently being organised:

33 in all for children aged 5 to 18. I discovered that many of the Dreams were linked to meetings with Youtubers! Generation obliges! There are also requests to meet Omar Sy, Jean Luc Reichmann, Mimi Mathy, Louane, Hoshi, Soprano, Charles Leclerc and PSG players. And then there are the wishes for boat or plane trips, visits to the zoo or Disneyland, and attending the BMX races at the Paris

Olympics.

Everything is organised for the kid and his family, tickets & hotels are booked (with medical beds), taxis too (sometimes even with oxygen...). Some of the children's diaries were rushed because they weren't feeling well at the time when their Dream was due to take place. I also found out that T. and L. would never be able to make their dreams come true, as they left this summer...

Clément, who we are sponsoring thanks to our 2023 donation, is a rugby fan (and a Stade Français fan) and will be attending a match in the 6 Nations Tournament and also the UBB/Stade Français match. He will be meeting the players and Didier is trying to arrange for him to be able to kick off the match.

The Chairman then read out the 5 new applications received: some great letters and drawings! The new Dreams: a hot-air balloon ride, horse riding, a trip to Beauval Zoo, meeting Kendji Girac and a cruise on the Garonne. The volunteers are dividing up the mail to organise all this (and now I'm wondering how we're going to organise a meeting with Kendji Girac, but they're not afraid of anything!)

This was followed by information on forthcoming events, the Christmas chalet which was unfortunately burnt down by the hospital's technical services, and an update on the summer and autumn holidays. And the treasurer gave a budget update... I can't get enough of it! He's looking for donations, but projections are fairly optimistic for the end of the year! They will still be in deficit in 2023 (but they had been able to keep some cash from the Covid years).

Conclusion: I obviously had a good evening with positive and very committed people, for whom nothing seems impossible! I was a bit shaken, though, by the contrasting emotions of the evening.

Stéphanie Bour
Administrative and Financial Director



This year, we invited all our French sites to take part in awareness-raising activities to inform our employees about the importance of screening and the need to donate to cancer research.

Several sites got together to organise a run or a walk for Oxymetalians!
Thanks to our entries, we raised €680 for various associations.

Although more than 60,000 women will be affected by cancer by 2023, too few French women at risk have had a mammogram. Yet early detection of breast cancer is beneficial. The chances of the tumour going into remission are high if it is detected in the early stages of the disease (87%). At a time when 65.5% of the French population is employed by a company, it's up to us to make our employees aware of this silent killer. And Pink October is the perfect opportunity to do just that.

As you will have realised, early detection is essential in the fight against breast cancer. It enables any abnormalities to be detected at an early stage, thereby preventing the onset of symptoms. Screening should be carried out every two years from the age of 50 (100% reimbursed). From the age of 25, a gynaecological check-up involving palpation by a health professional is recommended once a year. Self-palpation at home can also detect any abnormalities.

Sabrina Dardennes-Monzie
Communication and Marketing officer

Proud of our employees

1218 km in 72 hours and 42 min ... He did it, and by bike!

Boris Lava, Clean Products Manager at OXYMETAL Sud-Ouest during the day and a cyclist the rest of the time, achieved this feat on 20 August among nearly 7,000 participants from all over the world. Every 4 years, the Audax Club Parisien organises this famous patented ride, the Paris-Brest-Paris (PBP) in August. It is the oldest race still organised, dating back to 1891. Riders set off from the Yvelines for a week's ride through Beauce, Perche, Normandy and Brittany, with over 60 nationalities taking part, only a third of them French. Courage and determination are the values that Boris stands for.

Boris speaks:

Why did I take up long-distance running?

When I moved to Bordeaux, I felt the need to set myself some new goals, particularly sporting ones. I'd been cycling for a number of years and had taken part in some fairly major events (Ardéchoise road race, Roc d'Azur mountain bike race), so I wanted to try my hand at what's known as ultra-distance cycling. Paris-Brest-Paris is the emblematic event in this category, but I wasn't able to take part 4 years ago, so I did the Born To Ride (1320kms, 18,000m of positive vertical drop, some emblematic passes like the Col d'Agnel from Italy, the passage through Besançon, Gruyère, and a lot of passes in the Alps to get from Montmédy to Ramatuelle). To qualify for the Paris-Brest-Paris entry, you ideally need to have done a long-distance race the previous year, so I took part in the Ronde Aliénor d'Aquitaine last year, with the highlight being the ascent of Soulor and Aubisque in the Pyrenees, at night (and the descent too). And that's it, I've got priority, I'll be able to take part in 2023! Paris-Brest-Paris isn't the hardest event, it's not the longest, nor the most mountainous, but in the world of ultra-distance, it's the king of events, over 100 years old, and some impressive figures.

The extras:

I'm lucky enough to have the support of family and friends, many of whom have followed and encouraged me, before and during, I've had parodies of songs to listen to to motivate me when I need it, photos of friends who think of me during the aperitif while I'm pedalling... There's also the support of the 'public', the supporters, the volunteers, who bend over backwards to make sure our moment goes as smoothly as possible. There are people up at 3am to encourage us and applaud us, others who have set up a tent in the ditch and who provide cakes, fruit or water... You can clearly feel the pleasure of the people who support us, happy to be part of our success. And then there are the less smiley people, who grumble, but fortunately they're very much in the minority. What I'll remember are the good times with my friends for the day, some of whom I'll see again, the brief exchanges with the volunteers, all of whom were smiling, the Brittany sunshine, and the final satisfaction as I crossed the finish line with my 6-year-old daughter, who was running alongside the bike.



Don't hesitate to join us on our Social Networks to follow our news in real time! We highlight our achievements, our businesses but also our employees and our commitments! Welcome to our community!

