



LIVING LAB

PROTECTION

- Risques mécaniques
- Risques chimiques
- Risques thermiques
- Risques spécifiques (pompiers, bûcherons)

USAGE/S

Des tests et protocoles d'usage **personnalisés** qui renforcent la **différenciation de vos produits** et optimisent leur performance

INNOCUITÉ

- Packs chimie
- Contact alimentaire
- Packs PFAS
- Test Biobased

PERFORMANCE

- Dextérité/Grip
- Confort/Perméabilité
- ESD

Normes EPI : EN, ISO, GB, ASTM, ANSI
Règlementations : REACH, POP...

CTC



PPE Days 2025
18th edition
GLOVES

Didier Guisado
Director of PPE Certification and
Standardisation

CTC EXPERTISE

1. Standardisation
2. Certification
3. Testing & Assays
4. Audit & Inspections
5. Training



Footwear



Gloves



Motorcycle



**Chemical thermal
protective clothing**



REGULATORY DEVELOPMENTS AND HARMONISATION

Didier Guisado

Director of PPE Certification and Standardisation

GENERAL REQUIREMENTS

EN ISO 21420:2020 + A1:2024

The EN ISO 21420:2020 standard is a revised version of the EN 420 standard.

It maintains the same philosophy but brings improvements and new additions.

As a general requirements norm, it defines:

- Construction
- Safety
- Ergonomics and fit (dexterity and sizing)
- Test methods (measurement of glove length, breathability)
- Labelling and pictograms
- Information provided by the manufacturer



GENERAL REQUIREMENTS

EN ISO 21420:2020 + A1:2024

**The EN ISO 21420 + A1 standard has not been harmonised yet;
the EN 420 + A1 standard is still harmonised**

Although amendment A1 was published in July 2022 by the ISO, it was not published by CEN until July 2024.

According to information shared by the European Commission representative, the EN ISO 21420 + A1 standard will be submitted for citation in the OJEU in January 2026.

Once harmonised, this version of the standard will be the only one usable for certification. In addition, when renewing the certificate, it will be necessary to switch to the EN ISO 21420 + A1 standard if this has not already been done.

GENERAL REQUIREMENTS

EN ISO 21420:2020 + A1:2024

A systematic review of the standard was carried out in 2025.

23 comments were submitted:

- Updates of regulatory references
- Various clarifications: for example, the current scope may lead to the exclusion of oven mitts.
- Safety

WG 8 has just begun to revise the standard.

Publication of revision: not before 2027.

MECHANICAL RISKS

EN 388:2016 + A1:2018

PROTECTIVE GLOVES AGAINST MECHANICAL RISKS

Protection against	Performance levels
Abrasion	1 to 4
Cutting	1 to 5
Tearing	1 to 4
Puncture	1 to 4
Cut resistance (TDM test)	A to F
Impact protection (option – P)	

HARMONISED
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EN 388:2016 + A1:2018



4 5 4 4 F P

CTC

MECHANICAL RISKS

prEN ISO 23388

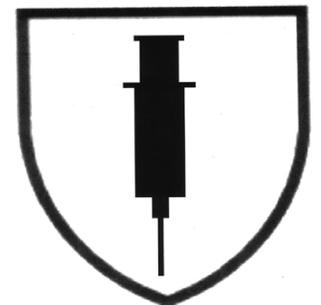
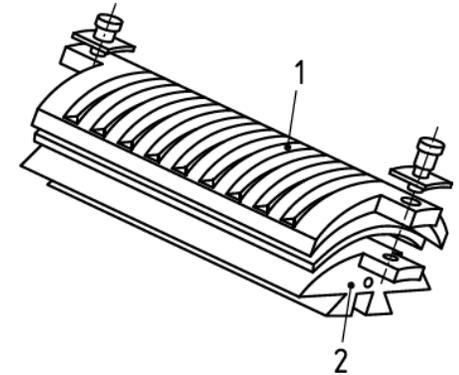
MAJOR CHANGES:

Reference to the latest version of the EN ISO 13997 standard (TDM test).

Improvement of the impact test (extension of protection to other parts of the hand, including the phalanges).

Addition of protection against hypodermic needle pricks (optional).

A single method of cutting resistance may be claimed on the labelling.



MECHANICAL RISKS

prEN ISO 23388

The launch of the public consultation was halted (09/2024).

- Reason: shortage of the reference neoprene defined in EN ISO 13997 from 2023, also used to calibrate hypodermic needles

The work undertaken by WG 5 fell (far) behind schedule. The testing necessary for selecting the replacement material will only begin this month (December 2025).

The results will be studied in February 2026.

The public consultation into prEN ISO 23388 can then be relaunched.

MECHANICAL RISKS

EN ISO 11393-4:2019

EN ISO 11393-4:2019 Protective clothing for users of hand-held chainsaws – Part 4: Performance requirements and test methods for protective gloves.

A revision will be launched following the public consultation into the prEN ISO 23388 draft standard.

HARMONISED
STANDARD



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MECHANICAL RISKS

EN ISO 11393-4:2019

MAIN REQUIREMENTS:

2 types:

1. The 2 gloves provide protection
2. Only the left-hand glove provides protection

2 models:

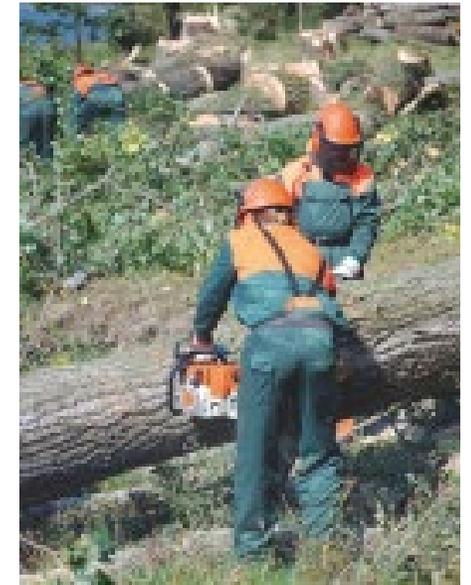
- A. Only the back of the glove provides protection
- B. The back and the fingers are protected

Mechanical protection EN 388 (min. 2-1-2-2)

Dexterity and specific ergonomics

Chainsaw cutting (EN ISO 11393-1) – Speed 16 to 28 m/s

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STANDARD



Class 0 to 3
Type 1 or 2
Model A or B

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MECHANICAL RISKS

EN 1081-1:1996 / EN 1082-2:2000 / EN 1082-3:2000

EN 1082-1:1996 Protective clothing – Gloves and arm guards protecting against cuts and stabs by hand knives –
Part 1: Chain-mail gloves and arm guards.

EN 1082-2:2000 Protective clothing – Gloves and arm guards protecting against cuts and stabs by hand knives –
Part 2: Gloves and arm guards made of material other than chain-mail.

EN 1082-3:2000 Protective clothing – Gloves and arm guards protecting against cuts and stabs by hand knives –
Part 3: Impact cut test for fabric, leather and other materials.

**HARMONISED
STANDARD**



MECHANICAL RISKS

EN 14328:2005

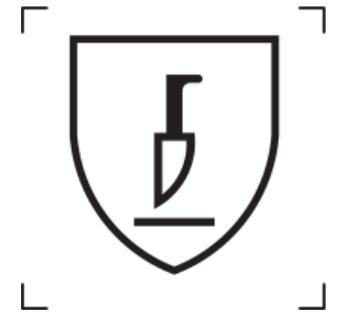
Gloves and arm guards protecting against cuts by powered knives – Requirements and test methods

Main requirements:

- Protection surface
- Impact cut
- Construction of glove and cuff

Often in chain-mail

HARMONISED
STANDARD



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MECHANICAL RISKS

EN ISO 10819:2013 + A1:2019

Mechanical vibration and shock – Hand–arm vibration –
Measurement and evaluation of the vibration
transmissibility of gloves at the palm of the hand

- EN 388:2016 + A1:2018 min. 1-1-1-1
- Vibration attenuation versus frequency

A revision may be launched following the public
consultation into the prEN ISO 23388 draft standard.

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STANDARD



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MECHANICAL RISKS

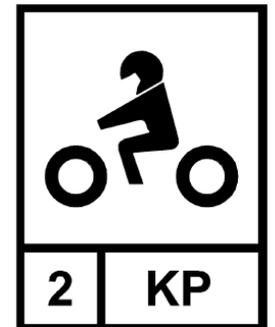
EN 13594:2015

Protective gloves for motorcycle riders –
Requirements and test methods

Main requirements:

- Cuff size
- Dexterity (maintainability)
- Tearing
- Seam strength
- Cut resistance
- Impact abrasion (Cambridge)
- Knuckle impact protection

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STANDARD



EN 13594:2015

CTC

MECHANICAL RISKS

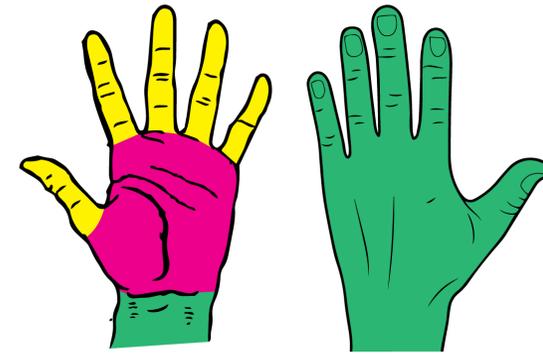
EN 13594:2015

REVISION IS ONGOING

Changes under discussion:

- Cut resistance: this property does not seem relevant (accidentology)
→ remove or replace.
- Seams: optimise the test method to facilitate taking samples from the glove.
- Impact abrasion: expand the tested areas beyond the palm. Introduction of the concept of zoning.
- Protection ratings: A / AA / AAA (same as clothing) + B (off-road).

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STANDARD



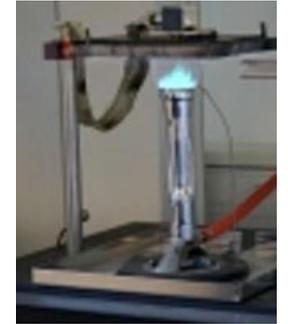
THERMAL RISKS

EN 407:2004

PROTECTIVE GLOVES AND OTHER HAND-PROTECTING EQUIPMENT AGAINST THERMAL RISKS

Property	Performance
Abrasion (EN 388)	Min. 1
Flame	1 to 4
Contact heat	1 to 4
Convective heat	1 to 4
Radiant heat	1 to 4
Small splashes of molten metal	1 to 4
Large splashes of molten metal	1 to 4

HARMONISED
STANDARD



EN 407:2004



4 4 4 4 4 4

THERMAL RISKS

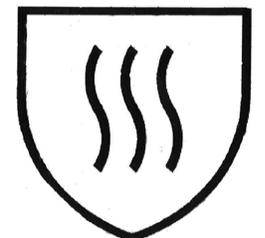
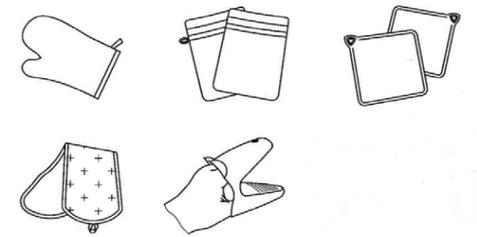
EN 407:2020

PROTECTIVE GLOVES AND OTHER HAND-PROTECTING EQUIPMENT AGAINST THERMAL RISKS

MAIN DEVELOPMENTS:

- EN ISO 21420
- Integration of domestic accessories such as oven mitts and gloves
- Requirements on glove lengths
- Improvement of test methods
- Integration of tear resistance test
- New pictogram for gloves whose flame resistance has not been assessed.

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STANDARD



CTC

THERMAL RISKS

EN 407:2020

MAIN DEVELOPMENTS (cont.):

- Test conditioning.
- The result of a test is no longer the average of different tests, but the lowest performance level among the results obtained.
- The inner surface must show no visible signs of burning.

HARMONISED
STANDARD



EN 407:2004



4 4 4 4 4 4

CTC

THERMAL RISKS

EN 407:2004 and EN 407:2020

**The EN 407:2020 standard is not harmonised.
It is still the 2004 version which provides a presumption of compliance.**

Amendment 1 to the EN407:2020 standard was prepared to enable harmonisation (editorial modifications to minor ambiguities).

Annex ZA and the checklist need to be revised before the publication of the standard.

Probable publication of the amendment in 2026.

THERMAL RISKS

EN 511:2006

PROTECTIVE GLOVES AGAINST COLD

Following the systematic review, the standard has just been confirmed for 5 years.

Properties

Performance level

Abrasion (EN 388)	Min. 1 or 2
Tearing (EN 388)	Min. 1 or 2
Flexibility in extreme cold	1 to 4
Convective cold	1 to 4
Contact cold	1 to 4
Water penetration	X or 0 or 1

HARMONISED
STANDARD



EN 511:2006



4 4 1

CTC

THERMAL RISKS

EN 12477:2001 + A1:2005

GLOVES FOR WELDERS

Properties	Performance level	
	Type A	Type B
Dexterity (EN 420)	1	4
Abrasion (EN 388)	2	1
Cut (EN 388)	1	1
Tearing (EN 388)	2	1
Puncture (EN 388)	2	1
Flammability (EN 407)	3	2
Contact heat (EN 407)	1	1
Convective heat (EN 407)	2	-
Small splashes of molten metal (EN 407)	3	2

HARMONISED
STANDARD



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THERMAL RISKS

EN 12477:2026

The revision work is completed and awaiting a formal vote which will be triggered after the revision of Annex ZA and the checklist.

The new EN 12477 will include:

- EN ISO 21420:2020 + A1:2024
- EN 407:2020 + A1:2026 ?
- EN 388 + A1:2018 (TDM test)
- A new pictogram
- New glove lengths



EN 12477:202X -Type A

THERMAL RISKS

EN 659:2004 + A1:2008

PROTECTIVE GLOVES FOR FIREFIGHTERS

Properties	Performance level
Dexterity (EN 420)	1
Abrasion (EN 388)	3
Cut (EN 388)	2
Tearing (EN 388)	3
Puncture (EN 388)	3
Flammability (EN 407)	4
Convective heat (EN 407)	3
Radiant heat (EN 407)	3
Heat resistance of the lining and heat shrinkage of the glove	180 °C

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STANDARD



EN 659:2004 + A1:2008

THERMAL RISKS

EN 659:202X

The revision work is completed.

Finalisation of the text is underway in preparation for the formal vote.

The new EN 659 will include:

- 3 types of gloves: **SF** Fire intervention **R** Rescue **W** Wildfire
- EN ISO 21420:2020 + A1:2024
- EN 407:2020
- EN 388:2016 + A1:2018 (TDM test)
- Membrane resistance / resistance to water penetration
- New minimum lengths



CHEMICAL RISKS

EN ISO 374-1:2016 + A1:2018

Protective gloves against dangerous chemicals and microorganisms – Part 1: Terminology and performance requirements for chemical risks

- Resistance to degradation (EN ISO 374-4)
- Resistance to permeation (EN 16523-1)
- 6 performance levels
- 18 preselected chemicals
- Labelling with 3 types
 - A = 6 chemicals from the list (min. level 2)
 - B = 3 chemicals from the list (min. level 2)
 - C = 1 chemical from the list

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STANDARD



ISO 374-1/Type A



UVWXYZ

CHEMICAL RISKS

ISO 374-1:2024

The ISO 374-1:2024 standard was published by the ISO in July.

- Minor modifications without technical changes.

Annex ZA, Table ZA2 and the checklist must be revised before publication by CEN.

CHEMICAL RISKS

prEN ISO 374-4:2026

The standard concerning the degradation of gloves in contact with chemicals is undergoing revision.

The aim of this work is to improve the robustness of the method.

Main modifications:

- Increase in test speed: 200 mm/min instead of 100
- New calculation method: trimmed mean

The text of the revised standard is ready for the public consultation launch.

BIOLOGICAL RISKS

EN ISO 374-5:2016

Protective gloves against dangerous chemicals and microorganisms – Part 5: Terminology and performance requirements for protection against microorganisms and viruses.

PROPERTIES:

- EN 420
- Penetration (EN ISO 374-2)
- Virus permeation (ISO 16604)

HARMONISED
STANDARD



ISO 374-5:2016



VIRUS

BIOLOGICAL RISKS

EN ISO 374-5:2016

The ISO 374-5:2024 standard was published by the ISO in July.

- Minor modifications
- Addition of a dexterity requirement

Annex ZA, Table ZA2 and the checklist must be revised before publication by CEN.

CHEMICAL AND BIOLOGICAL RISKS

EN ISO 374-6:2025

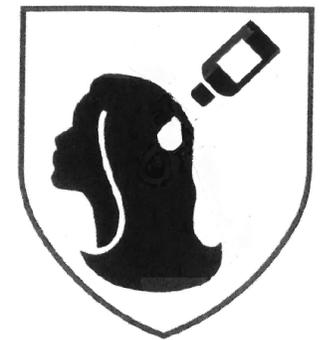
Protective gloves for hairdressers

Standard created at the request of the European Federation of Hairdressers.

Properties:

- Disposable gloves
- Specific length
- Resistance to microorganisms (B-M)
- Resistance to permeation (EN 16523-1)
- 4 chemicals specific to hairdressing
- Specific pictogram

Published in September 2025 by CEN and the ISO.



CHEMICAL RISKS

ISO 18889:2019

PROTECTIVE GLOVES FOR PESTICIDE OPERATORS AND RE-ENTRY WORKERS

Properties

Performance levels

	G1	G2	GR
Air- and water-tightness (ISO 374-2)	yes	yes	
Permeation (ISO 374-1)	Type C	Type B	Level 2 (K)
Pesticide permeation (ISO 19918)	$\leq 10 \mu\text{g}/\text{cm}^2$	$\leq 1 \mu\text{g}/\text{cm}^2$	$\leq 1 \mu\text{g}/\text{cm}^2$
Abrasion (EN 388)		2	2
Cut (EN 388)		1 or A	1 or A
Tearing (EN 388)			1
Puncture (EN 388)		1	1
Glove length (EN ISO 21420)	> 240 mm	> 290 mm	
Protected area			yes



CHEMICAL RISKS

ISO 18889:2019

This standard was rejected by CEN, in particular because of the GR level, but not exclusively...

The revision work is at a very advanced stage.

- Request to activate the PWI
- Public consultation launch as soon as possible

The draft maintains the GR level but adds an annex to justify its utility and the relevance of the protection provided.

RISKS OF EXPLOSION OR FIRE

EN 16350:2014

PROTECTIVE GLOVES – ELECTROSTATIC PROPERTIES

Gloves for explosive or flammable environments

- Often chemical sites
(pharmaceuticals, cosmetics, powders and explosives...)
- Also agricultural sites (dust, grain silos...)
- Refineries
- ...

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STANDARD



EN 16350



ELECTRICAL HAZARDS

EN 60903:2004

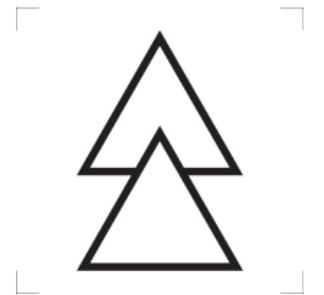
Live working – Electrical insulating gloves

The revision work has begun (CENELEC)

Next stage: formal vote

The standard will become EN IEC 60903

Stated objective: harmonisation of tests with those used for other PPE and tools dedicated to electrical hazards



SPORT-RELATED RISKS

EN 16027:2011 Protective clothing

Protective gloves for football goalkeepers.

EN 13546 + A1:2007 Protective clothing

Hand, arm, chest, abdomen, leg, foot and genital protectors for field hockey goalkeepers, and shin protectors for field players.
Requirements and test methods.

EN 13567 + A1:2007 Protective clothing

Hand, arm, chest, abdomen, leg, genital and face protectors for fencers
Requirements and test methods.

HARMONISED
STANDARD



EXTREME COLD RISK

ISO XXXXX – PROTECTIVE GLOVES AGAINST EXTREME COLD

Late October 2025, creation of a PG to develop a requirements and tests standard for protective gloves against extreme cold.

PG leader: Yiming Tang (Shanghai Institute of Work Safety).

TBA:

- Call for experts
- Start of work meetings in 2026



OTHER RISKS

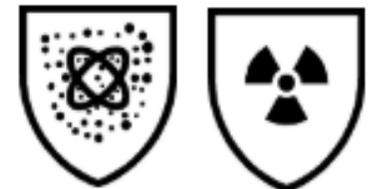
Gloves for protection against ionizing radiation and radioactive contamination (EN 421)

Gloves for protection against electric arc effects

Gloves for protection against lasers

...

THIS PRESENTATION IS NOT EXHAUSTIVE



TAKEAWAYS

- The EN ISO 21420 + A1 standard (general requirements) will be harmonised.
- Work on the prEN ISO 23388 draft (mechanical risks) will resume in 2026 for possible publication in 2027.
- The EN 13594 standard (motorcycle gloves) is undergoing revision. Probably not before 2027.
- The revisions of EN 659 (gloves for firefighters), EN 12477 (gloves for welders), EN ISO 374-1 (chemical risks) and EN ISO 374-5 (bacterial risks and viruses) should be published in 2026.
- The new EN 374-6 standard (gloves for hairdressers) has been published.



THANK YOU
FOR YOUR ATTENTION



Your contact:
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CERTIFICATION

William Gelas
Head of CE Marking

**INFORMATION ON PPE
CERTIFICATION**
under Regulation (EU) 2016/425



CONTENTS

About the department

A few figures

Digitisation of notices

Situation with PFAS

Discussion within the European Commission on whether removable insoles other than those originally supplied require certification

Module C2 - Remote sampling

Miscellaneous



ABOUT THE DEPARTMENT

The names and faces of your contacts



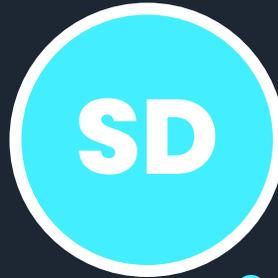
TEAM PRESENTATION



William
(Head of Certification)



Dalila
(Certification Assistant)



Sabrina
(Certification Assistant)



Nadia
(Certification Assistant)



Séverine
(Team Leader, China)



Salomé
(Team Leader, Europe)



Olivier
(Team Leader, MOTO)

TEAM PRESENTATION



Céline
(CE Expert, Clothing)



Lucile
(CE Expert)



Violetta
(CE Expert)



Fabienne
(CE Expert
Module C2 Coordinator)



Juliette
(CE Expert)



Lucile
(CE Expert)

TEAM PRESENTATION



Emeline
(CE Expert)



Samira
(CE Expert)



Eve
(CE Expert)



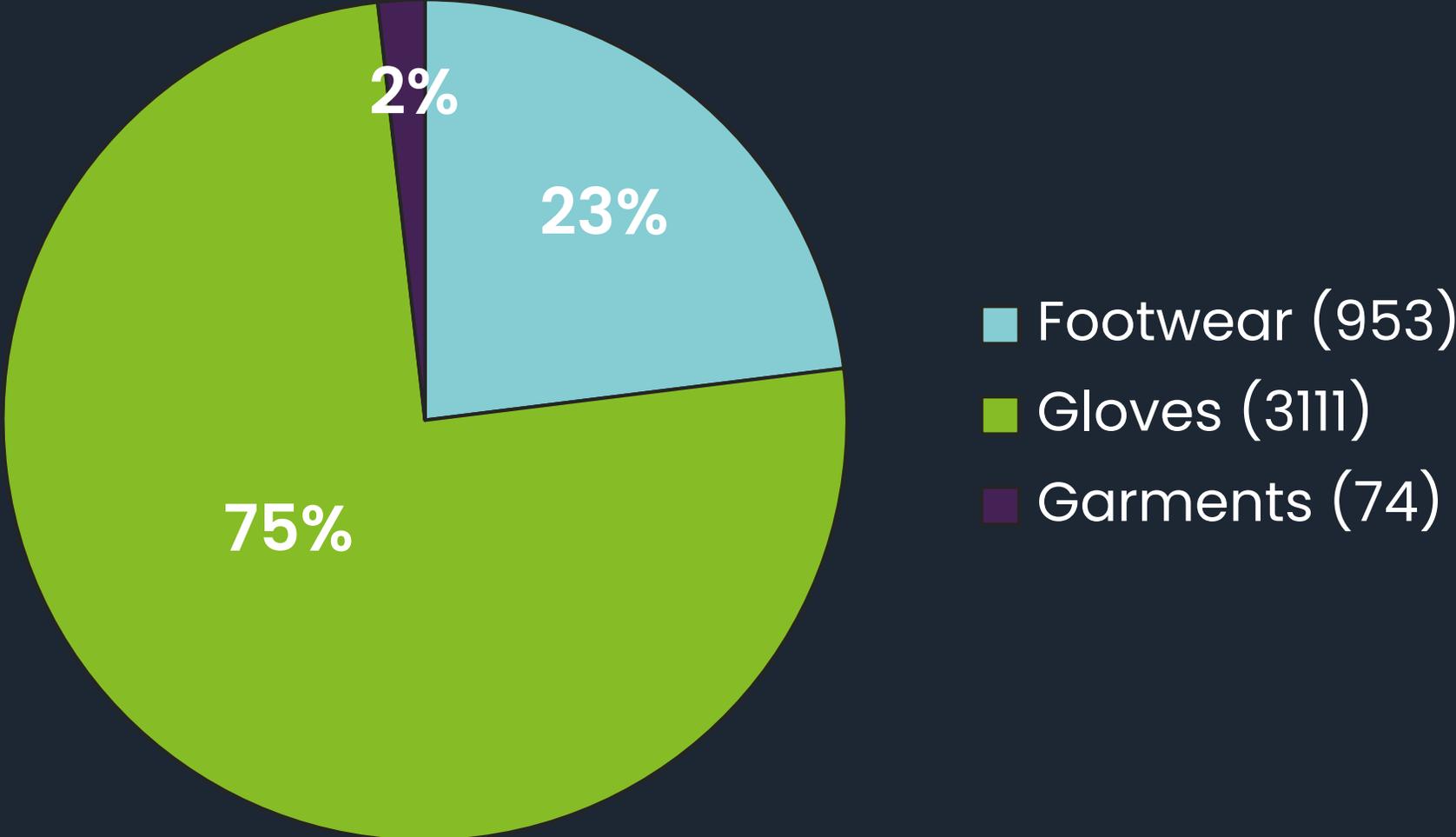
Grand
(External CE Expert)

A FEW
FIGURES

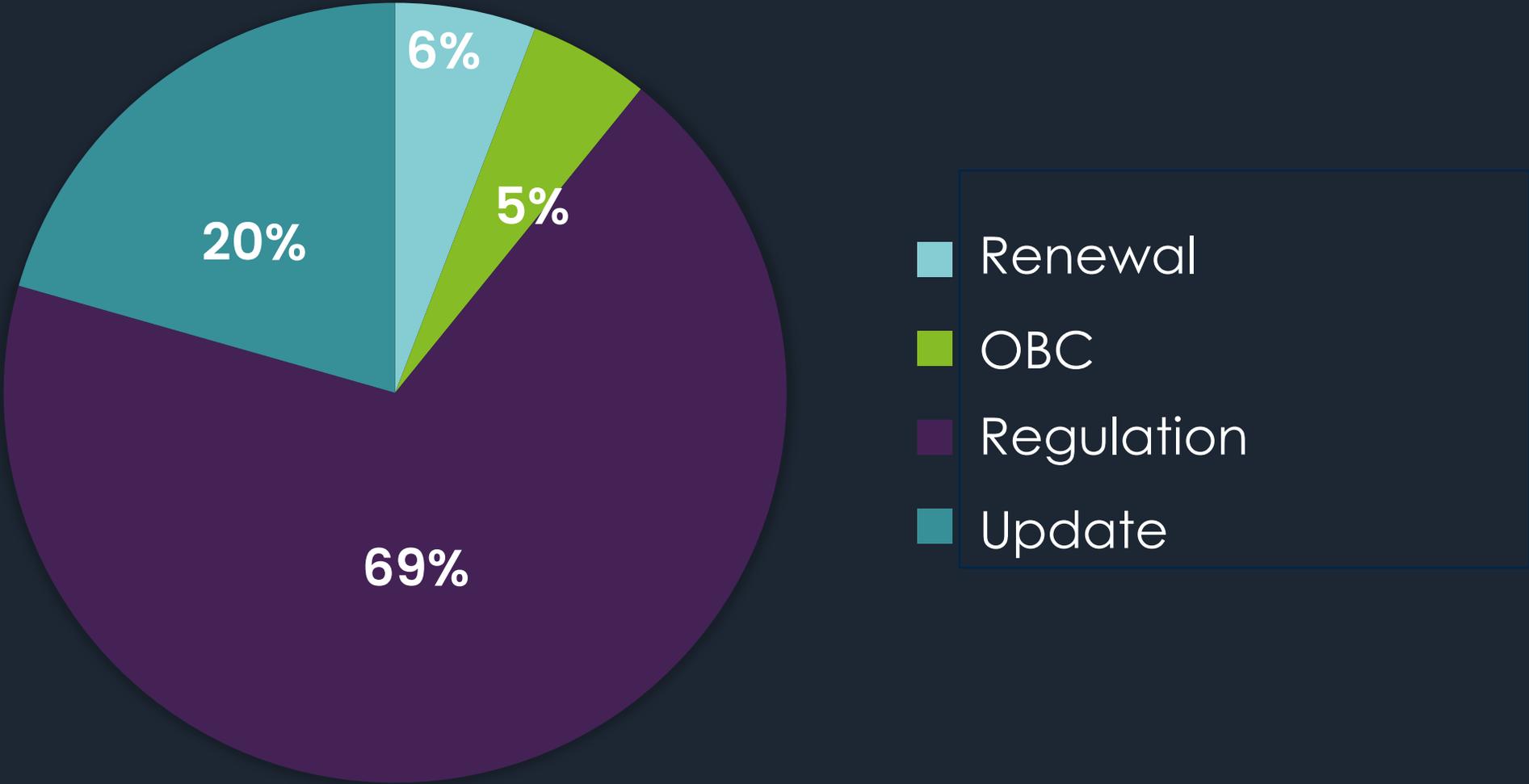
CTC



AET BREAKDOWN BY PRODUCT



AET BREAKDOWN BY TYPE OF REQUEST



DIGITISATION OF INFORMATION NOTICES

CTC



OMNIBUS LEGISLATIVE PROPOSAL COM(2025) 504

OF 21/05/2025

WHAT IS AN OMNIBUS LAW?



- A regulation whose main aim is to simplify, harmonise or adapt the regulatory framework to address specific issues while reducing the administrative burden for stakeholders.

AIM OF THIS DRAFT:

- To align the legislation of five regulations (including those for PPE and machines) with products in the digital era.

OMNIBUS LEGISLATIVE PROPOSAL COM(2025) 504

OF 21/05/2025

KEY MEASURES:

- Instructions and information may be provided in electronic format.
- The manufacturer takes the PPE's destination and intended end-user into account:

“In the case of PPE intended for consumers or that can, under reasonably foreseeable conditions, be used by consumers, even if not intended for them, the manufacturer shall provide, in paper format, or make them visible on the packaging, the instructions and information set out in point 1.4 of Annex II.. Such information shall be easily visible and legible for consumers.”

OMNIBUS LEGISLATIVE PROPOSAL COM(2025) 504

OF 21/05/2025

KEY MEASURES:

“When the instructions, referred to in the first subparagraph, are provided in electronic form, the manufacturer shall:

(a) mark on the PPE, or, where that is not possible, on its packaging or in an accompanying document, how to access them and how to request them in paper format;

(b) present them in a format that makes it possible for the end-user to print and download the instructions and save them on an electronic device so that the end-user can access them at all times, in particular during a breakdown of the PPE; this requirement also applies where the instructions are embedded in the software of the PPE;

(c) make them accessible online during the expected lifetime of the PPE and for at least 10 years after the placing on the market of the PPE.”

OMNIBUS LEGISLATIVE PROPOSAL COM(2025) 504

OF 21/05/2025

“However, the end-user may, at time of the purchase of the PPE, or up to six months after that purchase, request the instructions and information set out in point 1.4 of Annex II in paper format. Where the end-user requests those instructions and information set out in point 1.4 of Annex II, the manufacturer shall provide them to the end-user, free of charge, within one month of receiving the request.”

IMPLEMENTATION TIMEFRAME: ?

[EUR-Lex - 52025PC0504 - EN - EUR-Lex](#)

SITUATION WITH PFAS IN PPE



PFAS/PPE

IN FORCE

UPCOMING RESTRICTIONS

RESTRICTION PROPOSALS



PFCA C9-C14

(Perfluorocarboxylic acids, chains 9 to 14)
(Annex XVII REACH)

< 25 ppb for the sum of PFCA C9-C14 and their salts
< 260 ppb for the sum of related substances

PFHxA

(Perfluorohexanoic acid)
(Annex XVII REACH)

10/10/2026 (for the general public)

< 25 ppb for the sum of PFCA C9-C14 and their salts

< 1000 ppb for the sum of related substances

10/10/2027 (other than general public)

< 25 ppb for the sum of PFCA C9-C14 and their salts

< 1000 ppb for the sum of related substances

Exemptions:

PPE risk category III, Annex I, a), c), d), e), f), h), I)

ALL PFAS

(Annex XVII REACH)

Proposal expected Q3 2026

PPE exemption for up to 13.5 years

< 50 ppm total fluorine

< 25 ppb for each individual PFAS

< 250 ppb for the sum of individual PFAS



ALL PFAS

Law N° 2025-188 of 27 February 2025

1/1/2030

< 50 ppm total fluorine

< 25 ppb for each individual PFAS

< 250 ppb for the sum of individual PFAS

1/1/2030

Exemptions:

PPE risk category III, Annex I, a), c), d), e), f), h), I)

VARIOUS
INFORMATION



MODULE C2

Remote sampling

Remote audits (Module D) and sampling (Module C2) were put in place during the COVID-19 crisis

Confirmation that remote audits are not permitted except in exceptional circumstances.

However, remote sampling has continued for certain notified bodies under specific conditions and procedures.

Today, a draft Request for Use is pending approval to formalise the practice and control the risks inherent in remote sampling, particularly with regard to sample selection for testing to ensure production consistency.

The file will be reviewed by the PPE EG in April 2026.

PPE GUIDELINES

Version 5

The draft for Version 5 of the PPE Guidelines was presented at the last HCNB:

- Scuba diving regulators are PPE.
- Crampons for tree climbing are not PPE.
- Water polo caps are Category II PPE, because they protect the ears against mechanical shocks that could damage the eardrums.
- Finger protectors designed to facilitate cutting are Cat. II PPE.
- Back protectors for paragliders are Cat. II PPE.



PROTECTION OF THE SKIN AGAINST NATURAL UV RADIATION

The subject was included in the M571 request.

Discussions are on hold until further progress is made on the draft standard.

PLANNED ENTRIES IN 2026:

- EN ISO 21420:2020 + A1:2024 – Protective gloves – General requirements and test methods.
- EN 17353:2020 + A1:2025 – Protective clothing – Enhanced-visibility equipment for medium-risk situations – Test methods and requirements.

CE MARKING

The European Commission confirms that every item must be marked, even if sold in pairs.

REMOVABLE INSOLES

(orthopaedic)

The European Commission is currently considering whether replacement insoles replacing the original insoles require certification

The basis for the discussion is the PPE definition in the Regulation:

“For the purposes of this Regulation, the following definitions apply:

(1) ‘personal protective equipment’ (PPE) means:

(a) equipment designed and manufactured to be worn or held by a person for protection against one or more risks to that person's health or safety;

(b) interchangeable components for equipment referred to in point (a) which are essential for its protective function;

(c) connexion systems for equipment referred to in point (a) that are not held or worn by a person, that are designed to connect that equipment to an external device or to a reliable anchorage point, that are not designed to be permanently fixed and that do not require fastening works before use;”

REMOVABLE INSOLES

(orthopaedic)

COUNTERARGUMENTS PRESENTED BY CEN TC 161 WG 1 + 2:

- The insole itself provides no protection. The protection is provided by the combination of the shoe + insole.
- It is impossible to develop a standard that guarantees the protective performance of an insole, regardless of the footwear.
- If an insole manufacturer certifies its product with one or more footwear models, the results of the assessment are valid only at a given point in time. Should the manufacturer of one of the footwear models then modify a component of its sole, the initial results would no longer be valid.

REMOVABLE INSOLES

(orthopaedic)

COUNTERARGUMENTS PRESENTED BY CEN TC 161 WG 1 + 2:

- Currently, several of the standards applicable to safety footwear include an annex to manage the risks associated with replacing the original insole with a personalised removable insole.
- Currently, footwear may be certified with different insoles compatible with the footwear model.
- Currently, footwear standards require that instructions prohibit replacing the insole with anything other than an insole identical to the original.



THANK YOU
FOR YOUR ATTENTION



CTC

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