

# United Nations Global Compact

## ICUnet.AG's Communication on Progress for 2009-2011

Already before joining the United Nations Global Compact Network in April 2009, it was a major concern to ICUnet.AG to firmly integrate the ten Global Compact principles in its general orientation. In the last two years we have pursued this endeavour even more active.

### Human Rights (Principles 1 and 2)

The protection of international human rights is one of our fundamental concern. Therefore we apply the Allgemeine Gleichbehandlungsgesetz (AGG, General Equal Treatment Act), which highlights the importance of Articles 1 to 3 of the German Constitution (inviolability of human dignity, free development of the individual, equality), strictly to our company. Our employees receive regular training on this subject.

When selecting our partners and consultants we ensure ongoing adherence to human rights. To the best of our knowledge, there is no breach of human rights within our worldwide partner network.

Our Managing Board also looks after the personal well-being and the opportunity of free deployment for all employees. In practice, this is implemented through our internal rules of procedure as well as through regular interviews between Managing Board, Heads of Department and employees. These interviews offer a guarantee that ICUnet.AG is not involved in human rights abuse. Additionally, an in-depth employee survey by an external expert, made in the end of 2010, assists us in guaranteeing that human rights are being applied in all areas of our company.

### Labour (Principles 3 to 6)

As one of the first companies ever, ICUnet.AG was awarded with the European Diversity Leadership Honours in early 2011. This confirms our great efforts in the fight against all forms of discrimination at the workplace. To our company, diversity is definitively of very high importance: With a women's quota of 70 percent and with a Fourth of our employees originating from foreign countries, our company is at the forefront in Europe. We therefore support the ILO Declaration on Fundamental Principles and Rights at Work actively.

In joining the "Fair Company" initiative we are also committed voluntarily to ensure particularly fair working conditions. This means that we will neither replace full-time positions with interns or permanent temporary workers nor lure interns with the vague prospect of a full-time job nor put graduates off with an internship when he applied for a permanent job. We will offer internships primarily for vocational orientation and pay interns an adequate allowance.

### Environment (Principles 7 to 9)

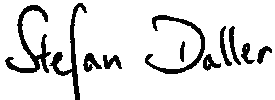
ICUnet.AG takes initiatives to promote greater environmental responsibility and encourages the development and diffusion of environmentally friendly technologies. That way we urge

all our employees and partners to save energy and preserve resources, e.g. in not printing emails or other documents if this isn't really necessary. We do very thorough waste separation in all of our offices in order to improve recycling possibilities. Furthermore ICUnet.AG encourages the development and diffusion of environmentally friendly technologies.

### **Anti-Corruption (Principle 10)**

ICUnet.AG refuses any kind of corruption, be it when dealing with suppliers, government officials or partners.

Passau, October 2011



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