



United Nations Global Compact Communication on Progress

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IMC information multimedia communication AG
Altenkessler Str. 17/D3
D-66115 Saarbruecken (Germany)
Phone +49 681 9476-0
Fax +49 681 9476-530
info@im-c.com

	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
☒	1: Businesses should support and respect the protection of internationally proclaimed human rights;	<p>IMC respects and acts in conformity with human rights legislation in all countries in which the company is active.</p> <p>Ethical Behaviour</p> <ul style="list-style-type: none"> IMC is committed to the concept of fair dealing. Each director, officer and employee should deal fairly with the Company's suppliers, customers, employees and competitors. No one should take their advantage of another by manipulation, concealing information, misrepresentation or other similar practice. <p>Safe & Healthy Work Places</p> <ul style="list-style-type: none"> It is part of IMC's principles to provide employees with a safe and healthy working environment, bearing in mind international standards. Adequate steps are taken to prevent accidents and injury to health arising out of, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working practice and environment. IMC has appointed for each subsidiary a security officer who is responsible for avoiding risks of injury (cables etc.) and is trained in first aid and can be contacted in any case of injury Access to clean toilet facilities and drinkable water is provided as required. <p>Wages & salary</p> <ul style="list-style-type: none"> Wages paid meet national legal standards and are enough to meet basic needs of the employees. All employees are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and the particulars of their wages for the pay period concerned each time that they are paid. IMC employees can benefit from special arrangements concerning retirement provisions and other compensations for capital accumulation purposes.
☒	2: and make sure that they are not complicit in human rights abuses;	<ul style="list-style-type: none"> IMC adheres to this principle through its compliance with all applicable legislation in the regions in which it operates. IMC is member of the "Fair Company" initiative launched by the German "Karriere" (career) magazine, which pleads for fair internships and real chances for university graduates. The members have signed up to the initiative by agreeing to the following principles: <ul style="list-style-type: none"> They will not substitute internships for full-time positions. They will not provide an internship in lieu of a full-time job to someone who applied for a full-time position. They will not seek to attract interns by making vague promises about a subsequent full-time position. They will provide internships primarily to assist professional orientation while a potential intern is undergoing a form of education. They will pay interns an adequate allowance

☒	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>IMC recognises the right of employees to collective bargaining and freedom of association in accordance with all relevant local labour legislation.</p> <ul style="list-style-type: none"> • Employees, without distinction, have the right to join or form trade unions of their own choosing and, where a significant proportion of the workforce agree, to bargain collectively. • The employer adopts an open attitude towards the activities of trade unions and their organisational activities. • Employees' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
☒	4: the elimination of all forms of forced and compulsory labour;	<ul style="list-style-type: none"> • All labour is sourced from the open labour market; employees are provided with labour contracts in accordance with relevant labour legislation. All employees are free to resign at any time. • Employment is freely chosen. There is no forced, bonded or involuntary prison labour.
☒	5: the effective abolition of child labour;	<p>IMC does not source workforce from child labour. IMC supports the following standards concerning the elimination of child labour:</p> <ul style="list-style-type: none"> • The long-term elimination of child labour should take place in a manner consistent with the best interests of the children concerned. • Companies should develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child. • Children and young persons under 18 shall not be employed at night or in hazardous conditions. • In any event, the course of action taken shall be in the best interests of the child, conform to the provisions of ILO Convention 138 and be consistent with the United Nations Convention on the Rights of the Child.
☒	6: and the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> • The Company is committed to providing equal opportunity in all aspects of employment. Abusive, harassing or offensive conduct by an officer and employee is unacceptable, whether verbal, physical or visual. Officers and employees should report any potential incident of harassment to the Human Resources Manager when it occurs. • It is the policy of IMC to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. IMC is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment. • IMC recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability. • All employees of the organisation are made aware of the elimination of discrimination: Employees have to sign an anti-discrimination statement. Thus IMC contributes to avoiding discrimination based on race, national origin, sex, religion, ideology, handicap, age or sexual identity. The signed declaration becomes

		<p>part of the personal file of each employee.</p> <ul style="list-style-type: none"> IMC emphasises that discrimination is unacceptable conduct which may lead to disciplinary action under the organisation's Disciplinary Procedure. Any complaints of discrimination will be pursued through the company's Grievance Procedure. According to the law, IMC has appointed an ombudsman as point of contact for Company members. This function is assumed by the Human Resources Department. The staff members are advised to immediately contact the head of the Human Resources Dept. in case of harassment or discrimination
<input checked="" type="checkbox"/>	7: Businesses should support a precautionary approach to environmental challenges;	IMC runs its resources respectfully without undue negative impacts on human beings and nature itself. For 2009, IMC plans to avoid waste of paper by introducing an additional line in all employees e-mail signature: <i>"Think again – do you really need to print this e-mail?"</i>
<input checked="" type="checkbox"/>	8: undertake initiatives to promote greater environmental responsibility;	IMC practices actively waste separation, according to the German law. Hence, paper, plastic, glass and organic waste are collected and disposed separately. Furthermore, our travel policy underlines that employees must respect environmental standards when booking flights and hiring cars.
<input checked="" type="checkbox"/>	9: and encourage the development and diffusion of environmentally friendly technologies.	<p>"Green IT" is a widely advocated concept for IMC. The complexity of environmental protection represents a particular challenge to learning – and to educational tools. New media channels for educational programmes are offering chances to promote environmental protection, e.g. whenever e-learning helps to avoid long-distance travelling and hence helps reducing carbon dioxide.</p> <p>Learning Solutions will become a core competence of Green IT because they can substitute business trips and face-to-face meetings, and hence they reduce CO2 emissions, the travel cost budget and the strain on employees, thus improving their work life balance.</p> <p>The term "Green IT" marks information technologies which make significant ecologic contribution. Reducing a travel route by 1 km reduces the CO2 emission by an average of approximate 204 gram – in comparison to this, the energy use produced by the IT is negligible. A virtually conducted meeting or an e-learning course with 12 students would reduce the CO2 emission by 244 kg, given an average travel route of 1,200 km.</p>
<input checked="" type="checkbox"/>	10: Businesses should work against all forms of corruption, including extortion and bribery.	All directors, officers or employees shall comply fully with all laws affecting the business of IMC, including, without limitation, all laws prohibiting insider trading, money laundering, bribery, improper payments and anti-competitive activities. The consequences to the company and its directors, officers and employees of any departure from this policy can be very serious. If a criminal violation has occurred, the company will take appropriate steps to stop the criminal conduct and to prevent such conduct from reoccurring.

IMC AG ■ Altenkesseler Str. 17/D3 ■ 66115 Saarbruecken ■ Germany

United Nations Global Compact
United Nations
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USA



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Year: 2009

STATEMENT

To whom it may concern:

Being a good corporate citizen is an ambition enthusiastically embraced at all levels within our company. As a member of the Global Compact, we believe that our business policies incorporate the ten principles. Our board fully supports our actions in working towards sustainability goals – in particular those contained in the UN Global Compact – and endorses the future priorities and specific targets we set out in our report. Through our support of the United Nations Global Compact, we also aim to move the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we summarised the progress we have made against these principles and we will continue to follow them up in future.

Yours Sincerely

Dr. Wolfgang Kraemer
(Chief Executive Officer, IMC AG)



information multimedia
communication AG

Altenkesseler Str. 17/D3
66115 Saarbrücken
Telefon +49 (0) 6 81/94 76-0
Telefax +49 (0) 6 81/94 76-530
eMail: imc@im-c.de

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communication AG**

Altenkesseler Str. 17/D3
66115 Saarbruecken/Germany

Tel. +49 (0) 681/9476-0
Fax +49 (0) 681/9476-530

eMail info@im-c.com
Web www.im-c.com

Commercial Register Saarbruecken
HRB 13 338
Ust. Id. DE 812 187 208

Executive Board
Dr. Wolfgang Kraemer (CEO)
Frank Milius
Dr. Volker Zimmermann

Chairman of the Supervisory Board
Prof. Dr. Dr. h.c. mult.
August-Wilhelm Scheer

Bank Details
Deutsche Bank AG
Kto. Nr. 2 545 440 02
BLZ 590 700 00

IBAN
DE71590700000254544002
BIC/SWIFT-Code: DEUTDE5M555