

SCOR SE

Julien Carmona
Chief Operating Officer

United Nations
Global Compact Office
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United States of America

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SCOR SE is pleased to renew its commitment to promoting and further advancing the 10 principles of the United Nations Global Compact, which the company first formally endorsed in 2003.

The Group is eager to renew its support for the Global Compact in order to help to establish a more viable global economy and to protect the environment. One of the Group's recent initiatives, which illustrates our commitment to acting as a responsible company, is the constitution of a Corporate Social Responsibility in 2010 reporting to the Group's Executive Committee.

Our Communication on Progress (COP) this year deals with the four overarching principles of the Global Compact (human rights, labour relations, environment and anti-corruption). We describe practical actions that have been taken over the course of the year, or in recent years and outline their underlying objectives. An update on the information communicated last year is also available in this COP.

Part of this COP also appears in the sustainable development section of SCOR's corporate annual report where additional information are available in particular with respects to our involvement in several research activities.

Yours faithfully



Julien Carmona
+33 (1) 46 98 79 33
jcarmona@scor.com

HUMAN RIGHTS

Principle1: *Business should support and respect the protection of internationally proclaimed human rights; and*

Principle2: *Make sure that they are not complicit in human rights abuse.*

As a reinsurance company, due to the main features of its activity and its employees' profiles, SCOR is not exposed to human rights concerns with regards to its own workforce. Margin of manoeuvre to promote the protection of human rights are sought in the supply chain management, mainly through the procurement policy but also through the design of products and services.

Implementing a procurement policy with a devoted clause to corporate responsibility

In order to promote and raise standards on this issue, SCOR has initiated a policy of selecting its intellectual service providers by drawing up a charter that complies with the 10 principles of the United Nations Global Compact. As a first step, SCOR has tested this initiative in 2009 on a limited scope: intellectual services providers in the field of information technologies that work for the Group and its subsidiaries in France. The 15 services providers required to comply with these principles have all signed the charter as part of their contractual duties.

Designing products and developing the expertise needed to push back the frontiers of insurability

Amongst the aspects that Human rights encompass, the Declaration proclaims the right to social security and to the economic, social and cultural right indispensable to human dignity and the free development of each individual's personality. Reinsurance companies, such as SCOR have a strong social value added function through their investment and the development of risk assessment that push back the insurability frontier of risk on a global basis.

Bringing insurance to people living in poverty or to people who have suffered severe health conditions and who need insurance cover in order to be granted a loan is an efficient way to secure the basic needs that are indispensable to the free development of each individual's personality.

Bringing insurance to people living in poverty

In 2009, SCOR has invested in a leading global investment funds *LeapFrog Investments*, whose mission is to meet the insurance and capital needs of 25 million low-income individuals from developing countries such as South Africa, Kenya, Ghana, Uganda, India, Pakistan, Indonesia and the Philippines. This is the largest global initiative in the microinsurance sector and is supported by leading financial companies.

This investment in Leapfrog is a demonstration of SCOR's support of a socially responsible sector such as microinsurance. The Group believes that the microinsurance sector is a market that has the potential to expand very quickly, as it represents more than one billion individuals without access to traditional insurance services such as life, health, disability and livestock insurance.

Developing tailored solutions for people who suffered severe health conditions

For many years SCOR, through its subsidiary SCOR Global Life, has been developing strong expertise in the field of risk assessment through a longstanding involvement in research and development and through partnerships with the world of medical research (cardio-vascular risks, Alzheimer's disease...). This consistent approach, applied over the years led to a new partnership early in 2011 on Human



Immunodeficiency Virus (HIV) with the team at the Université Pierre et Marie Curie at the Pitié-Salpêtrière hospital.

This regular dialogue with medical experts enables SCOR to anticipate the consequences of factors affecting the assessment of risks, and to monitor social, epidemiological, medical and therapeutic issues. For instance, in some countries granting of loans may be subject to the availability of a death or disability insurance cover that would be triggered in case of. People who have suffered severe health conditions may not be in the position to find a cover that meets these requirements. As the results of the researches SCOR has undertaken are translated into underwriting decisions and shared through various means with its clients, SCOR is able to develop tailored solutions that further expand insurability and in turn allow people to fulfil their projects.

LABOUR

Principle 3: *Business should uphold the freedom of association and the effective recognition of the right to collective bargaining*

Principle 4: *the elimination of all forms of forced and compulsory labour.*

Principle 5: *the effective abolition of child labour; and*

Principle 6: *the elimination of discrimination in respect of employment and occupation*

SCOR's Code of Conduct stipulates that the company *"is committed to providing a workplace environment that is free from physical hazards, all forms of discrimination and/or harassment based on gender, sexual orientation, race, religion, disability, or workers' or union representative mandates, and from any other abusive physical, verbal or visual conduct"*.

Enforcing a non-discrimination policy

Several initiatives on which SCOR has already reported in its previous Communication on Progress demonstrate the Group's consistent approach to society in terms of labour standards and human resources management. These last years, SCOR highlighted the company's activities in the field of non-discrimination. As part of its non-discrimination policy, SCOR has implemented an anonymous CV system for external job applicants on its corporate website and has reached an agreement with French employee representatives relating to the forecasting and planning of employment and skills which promotes recruitment equality, equal opportunities and training opportunities for men and women. Additionally, with regard to the integration and inclusion of disabled employees, SCOR has adapted the entrances, corridors and workstations at its headquarters in order to ensure access and mobility for employees with motor disabilities.

In order to further promote equal opportunity and diversity, SCOR has signed several agreements with union representatives in France and launched a study on the integration of disabled persons in the company. These initiatives took place in 2010:

- Professional equality between men and women: new agreement with union representatives in France including an innovative mechanism to remove any unjustified salary discrepancies. The principles of non-discrimination are highlighted in this agreement, and in the various key documents that embody the Group's human resources policy (appreciation and development appraisal, remuneration policy, Code of Ethics, etc.).
- Employment of seniors: signature of a collective agreement on the employment of seniors in France for the 2010-2012 period, including objectives to maintain the percentage of employees aged over fifty-five.
- Communication with the hearing-impaired: study launched with occupational medicine in 2010 on hearing-impaired employees and their line managers on the Paris site with the aim of fostering dialogue and the integration of hearing-impaired persons.

In addition, SCOR has established a remuneration policy applied uniformly between the Group's various Hubs and sites. This policy is transparent and is based on an annual individual appreciation and development appraisal. The document describing the remuneration policy is accessible to employees in all countries via the Intranet.

Promoting labour relations and dialogue between management and employees

SCOR applies local rules with regard to employee representatives, so dialogue between management and employees exists in most countries. Aside from its legal obligations and in order to secure adequate employee representation, SCOR's employees are invited, on a worldwide basis, to elect an administrator to represent their views before the Group's board of directors.

Moreover as a *Societas Europaea*, SCOR has set up a European committee covering all of its European subsidiaries including the one located in Switzerland. The European committee is made up of employee representatives from all of SCOR's European subsidiaries, who meet in order to exchange information concerning the Group, and to maintain an ongoing dialogue between employees and the management. In 2009, at least 73% of the Group's employees were covered by the European agreement on the involvement of employees within the Group.

In order to ensure that its employees are kept properly informed, SCOR has created a dedicated labour relations page on the company's intranet. On this page employees can find information relating to the Works Council and Health and Safety Committee meetings (France), collective bargaining and agreements. There is also a dedicated section for European labour relations and representatives (France). A specific page on the intranet is also devoted to the European committee.

Beyond the promotion of labour relations and dialogue between management and employees through the channels of locally applicable collective agreement with employee representatives, SCOR has conducted his first Group internal Global Employee Survey in 2010 on a Group-wide basis. 1,600 employees were surveyed in the Group's three main languages. Almost 70% of the Group's employees took part in the survey and the satisfaction rate reached 81%. The breakdown of results per Hub was distributed to all employees via the Intranet and was followed, when necessary, by discussions and meetings with a view to identifying progress avenues.

ENVIRONMENT

Principle 7: *Business should support a precautionary approach to environmental challenges;*

Principle 8: *undertake initiatives to promote greater environmental policy;*

Principle 9: *encourage the development and diffusion of environmentally friendly technologies*

Although SCOR is not an industrial company, its operations inevitably have an impact on the environment. SCOR believes that a company cannot develop in a sustainable manner without becoming involved with the society in which it operates. Consequently, since 2003 SCOR has implemented several initiatives designed to align its activities with the three universally accepted principles relating to the environment as part of its membership of the United Nations Global Compact.

In order to intensify the Group's environmental actions, SCOR decided in 2009 to appoint a manager in charge of coordinating and centralising all of the initiatives launched in this area under a single banner: GREEN SCOR. The project has three different dimensions, being at once:

- *a commercial strategy designed to define and improve the products and solutions that SCOR offers its clients in order to reduce the risks associated with environmental challenges,*
- *an internal management strategy designed to continue to reduce greenhouse gas emissions throughout the Group,*
- *a communications strategy designed to ensure that each person's environmental responsibilities are properly understood both inside and outside the Group.*

The priority status of sustainable development, climate change and socially responsible practices for the SCOR group was reaffirmed in 2010 by the decision of the Group's executive committee to set up a Corporate Social Responsibility committee. This committee aims to distribute best practices by sharing initiatives practised locally.

Main achievements in 2010

The tasks carried out in the environmental area in 2010 are a logical continuation of the first elements concluded in 2009:

- *Formalisation of an environmental reporting process and promotion of actions designed to reduce the energy intensity of the Group's activities (real estate, environmentally friendly site management, Green IT),*
- *Promotion of the principles of the Global Compact amongst the Group's employees and strengthening the Group's involvement in corporate and community initiatives in terms of climate change and, more broadly, the environment.*

Formalising an environmental reporting process

In this context, SCOR continued to implement and institutionalise an environmental reporting process, which should enable it to manage its sites in the most environmentally friendly way possible. Based on a pilot experiment conducted in 2008 and again in 2009, SCOR has decided to extend its environmental reporting process to all of its largest sites (i.e. those with at least 30 employees). This choice allows the SCOR group to hold information covering some 90% of employees.

The results of the 2009 campaign were used in 2010 to improve the quality of the data collected. In this respect, SCOR published an environmental reporting guide that details the various notions. This guide allowed for improved coherence of the data collected. The aim to set objectives for reducing the Group's environmental footprint was postponed by one year in order to benefit from a reference document to

SCOR SE

Immeuble SCOR
1, av. du Général de Gaulle
92074 Paris La Défense Cdx
Tél. + 33 (0) 1 46 98 70 00
Fax + 33 (0) 1 47 67 04 09
www.scor.com

RCS Nanterre B 562 033 357
Siret 562 033 357 00020
Société Européenne au capital
de 1 457 885 613,93 Euros

measure the progress made over time. The Group has also initiated several actions, particularly in the fields of real estate and information systems, from which substantial environmental benefits are expected in the long term.

Reducing energy intensity: real estate and site management

SCOR has begun a voluntary policy of reducing its carbon footprint in its main offices, notably focusing on the acquisition or rental of new premises that meet demanding environmental criteria. Alongside the relocation of the SCOR teams in the London Hub to a single site that has been awarded a “very good” BREEAM rating, and the beginning of construction in Cologne of a building that will respect the ecological building requirements of the European Commission, SCOR acquired a building undergoing renovation in Paris, designed with a view to HQE certification (“Haute Qualité Environnementale”). This building will eventually house SCOR's head office and its Paris employees. With these various projects, nearly 60% of staff will carry out their activities in buildings with environmental certification (Across the world, excluding employees of ReMark and subject to the stability of staff distribution by Hub before handover of the premises). In addition, there are plans to continue the HQE approach in the operation phase of the building in Paris. In Cologne, the operation will be completed with an ISO 14001 certification approach. It should also be noted that SCOR's office services department at the Zurich Hub, which is responsible for the operation of the building, is already certified ISO 14001. In North America, SCOR doesn't own the buildings where offices are housed; such certification (e.g. ISO, EMAS) rests with the building owner. However, SCOR strives to implement a number of green initiatives in the environment under direct control as illustrated during the recent renovation of the 2 floors office in New-York where more energy efficient equipment have been installed as well as technologies improving water conservation and air quality. Moreover, many Offices rented in North America have gained green credentials: in Canada (Toronto and Montreal) offices are located in Gold LEED buildings (Leadership in Energy and Environmental Design), and in Itasca the building is certified by the U.S. Green Building Council since 2011. The office in Miami is housed in a building that was granted the Southeast Regional Office Building of the Year Earth award 2010/2011.

In terms of investment property, SCOR applies a pragmatic and active policy designed to systematically take advantage of major renovation work in order to reinforce the heat insulation of buildings and improve the energy efficiency of technical equipment. The SCOR departments that manage the real estate held by the Group systematically conduct energy audit operations. These operations were initiated in 2010 over some 6,000m². In 2011, the operation will be extended to cover an additional 10,000m², or nearly 20% of the real estate held in France. These audits allow us to identify scenarios for improving energy consumption and reducing greenhouse gases. Alongside these operations, SCOR as a responsible lessor is gradually offering environmental annexes on target sites, in which tenants, lessors and site managers agree to the responsible use of the premises by regularly exchanging information relative to the environmental impact of the sites and the establishment of standards of use.

Reducing energy intensity: the Green IT initiative

The Group's IT Department is gradually stepping up the integration of environmental criteria into its projects. The Green IT initiative, initially launched in 2008, has a twofold objective.

To reduce the carbon footprint of the Group's IT systems

In an industry like reinsurance, the management of information systems represents an increasing proportion of overall energy consumption, notably due to the multiplication of applications, to the quantity of information processed and to the power of calculation required. The first investigation into this area,

conducted in 2008, and again in 2009 and 2010, estimated this proportion at over 40% for energy consumption alone.

The initiatives and projects conducted as part of the Group's Green IT policy cover all of the equipment in the Group's fleet and apply to a large extent to the Group's activities throughout the world:

- Servers and data-centres: since 2008, the Group has constantly stepped up the consolidation and virtualisation of its servers (50% in 2010). At the same time, the Group is progressively reducing the number of its data-centres and is aiming for total consolidation into a single, secure and green data-centre by 2012.
- Computers and laptops: the Group's desire to minimise the environmental impact of its IT systems has led it to prolong the lifespan of IT equipment up to a maximum of 5 years. In the past, SCOR renewed all of its IT equipment every 4 years. In 2010, the Group renewed its IT equipment, prioritising the acquisition of highly energy-efficient equipment (EPEAT Gold standard). In order to encourage the development of second lives for its equipment, the majority of the Group's entities have chosen to sell their old material to interested employees for a symbolic contribution and/ or have worked with recycling companies.

For these two operations (consolidation into a single green data-center and renewal of the IT equipment), the Group has quantified the energy gains and the reduction of ultimately resulting greenhouse gases for a full year on a Group wide basis (2340 Mw/h, i.e. 670 metric tons of CO₂ equivalent).

- Printers and consumables: the emphasis is on choosing energy efficient models with suitably adapted functions.

Moreover, the IT Department has maintained its policy of selecting its consulting service providers by drawing up an environmental and social charter that complies with the principles of the United Nations Global Compact. The 15 service providers used in France have all signed this charter.

Finally, in order to monitor the efficiency of the measures it has put into place, along with the commitment of the Group's employees to sustainable development, the IT Department has added environmental indicators to its existing indicators. The increased awareness of all the IT teams responds to a genuine operational objective with regard to the running of projects, notably in terms of choosing the technical platforms used to support business applications.

Taking advantage of technological progress to improve the carbon footprint of all of the activities conducted by the Group and its subsidiaries

With the acquisition of a fleet of high performance copiers, and following consultation with the French Committee for Hygiene, Safety and Working Conditions (CHSCT), it was decided to remove all of the 600 personal printers at the Paris headquarters over the course of 2010. This measure was implemented at the same time as the IT equipment was renewed.

In a sector such as reinsurance, a considerable proportion of greenhouse gas emissions result from air transport. In order to reduce its environmental footprint, the Group has drawn up a travel policy applicable to all Group entities. Concomitantly, seven videoconference rooms were opened in 2010 in order to promote dialogue between employees without travel between the Group's various sites.

Although it is still too soon to accurately evaluate the impact of these various initiatives, the initial results are encouraging. However, we need to wait a full year to really be able to measure the effects of rolling out the new terminals and videoconference rooms on the energy efficiency of the information systems

and of greenhouse gas emissions related to the use of air transport. In 2011, the IT Department will endeavour to quantify the impact of these measures and continue its awareness campaign to employees on best practices for using the IT tools at their disposal.

Promoting the environmental principles of the United Nations Global Compact

As a major reinsurance player involved in the coverage of natural events, SCOR very actively monitors the possible impacts of climate change. As well as monitoring the risks and opportunities linked to climate change as part of the steering of emerging risks (ECHO – Emerging or Changing Hazards' Observatory), SCOR has become involved with a number of corporate and community initiatives, notably the initiative conducted by the Geneva Association.

In 2009 SCOR signed the Kyoto Statement, launched under the aegis of the Geneva Association, of which the Group is a member. Through this Statement the SCOR group, along with other leading global insurers and reinsurers, undertakes to continue to reduce its carbon footprint and to play a decisive role in the fight against the risks linked to climate change, notably by developing research into climate change, by putting its expertise in the field at the disposal of its clients, by securing its investments in low CO2 technology and by working alongside the public authorities. SCOR is also an active member of the CC+1 working group of the Geneva Association and regularly takes part in events as a sponsor or speaker. SCOR was thus one of the 9 sponsors of the first climate change summit for the Asian insurance sector, which was held in Singapore at the beginning of 2011 on the topic "Climate change: facing the threats and seizing the opportunities".

Moreover, SCOR is actively involved in the reflections conducted by the Association française de l'assurance, which has published a professional charter geared towards sustainable development and which carries out specific studies in the field of insurance and innovation, regarding construction, socially responsible investment and environmentally-focused insurance products.

Alongside these specific insurance industry initiatives, SCOR is a member of the Club Tendances Carbone, which was founded in 2007 on the joint initiative of CDC Climat Recherche, BlueNext and Météo-France. SCOR has also joined AGRION, a worldwide network which brings together companies concerned by energy, "cleantechs", raw materials, mobility, urban management and sustainable development.

Backed by the information gathered from its involvement across the globe, SCOR shares the expertise it acquires, which is constantly being renewed, with its clients. In 2010, SCOR Global P&C dedicated one of its Campus seminars in its entirety to the challenges related to water management. This seminar and its principal conclusions were then transcribed in the Focus collection ("Water: a key industrial resource at the crossroads of risks and opportunities").

ANTI-CORRUPTION

Principle 10: *Business should work against corruption in all its forms, including extortion and bribery*

With a network of offices, subsidiaries and branches throughout the world, SCOR has a strong local presence that makes it particularly sensitive to the problems of compliance, particularly in the field of corruption, bribery and money laundering.

In light of this SCOR has developed internal policies designed to ensure that its employees behave responsibly in terms of how they manage the underwriting of risks. Beyond the “SCOR *anti-trust/competition policy*”, internal guidelines specifically set out anti-money laundering and terrorism procedures for both divisions (“SCOR *Global Life and Global P&C Anti-Money Laundering and Terrorism Financing Procedure*”). These procedures can be downloaded from the Group’s intranet and are reiterated in the various underwriting guidelines that are continuously updated in accordance with the Group’s strategy.

Reiterating SCOR’s commitment to conducting its business with integrity in its newly released Code of Conduct

SCOR updated its Code of Conduct in 2009, linking it to the Group’s Core Values and to all the relevant internal guidelines, including the aforementioned policies. Highly pragmatic, this newly released version of the Code is a useful guide that helps the Group’s employees to resolve any legal and ethics issues with which they may be confronted in their daily operations. In order to expand its reach and ensure that all SCOR’s employees are aware of their responsibilities, the Code has been translated into the three main languages with which the Group works (French, English and German). The Code defines rules, particularly with regard to anti-corruption, conflicts of interest and the acceptance of gifts and invitations, and emphasizes client knowledge as a key way to safeguard the reputation of the Group.

Enforcing these principles through a broad range of internal tools designed to prevent fraudulent behaviour that could harm the Group’s reputation

Beyond these formal and explicit guidelines, which are designed to ensure that its business is conducted with integrity, SCOR has developed a range of tools that aim to enforce the principles stipulated in the Code.

Conceived in 2009 and launched in 2010, SCOR has developed Group guidelines for reporting concerns. Submitted to and approved by employee representatives, the implemented procedure allows employees to report in good faith any suspected or actual wrongful conduct involving bribery, money-laundering or other serious offences to a dedicated contact (i.e. Compliance Officer) in each Hub alongside the usually available reporting channels. This procedure is thoroughly explained on the Group’s intranet, particularly in terms of its scope of application, which may differ from one region of the world to another in order to comply with national specifications.

Furthermore, SCOR’s employees are regularly informed about anti-corruption and fraud through periodic “*Legal & Compliance Newsletters*” sent to employees. These newsletters outline cases and trends on various compliance topics, including for instance money laundering and bribery. The newsletters can also be downloaded from the Group’s intranet.

In order to further prevent any risk of corruption, money laundering or terrorism financing, SCOR provides training addressing these issues to key employees (i.e. employees who may be more likely than others to be confronted by such risks because of the specificity of their role within the Group’s entities). In 2010,



over 30 training courses were held in different forms: workshops, e-learning, meetings/debates; over 700 Group employees (underwriters, underwriting assistants, accountants, claims managers etc.) benefited from this training programme at various different sites.