



## Message from the CEO and President

9th Oct 2009

In December, governments will come together to discuss and agree on a new Climate Treaty at the UN climate change conference. At MCI, we feel it is time that business and our industry came together and proactively collaborate to reduce global emissions, avert the worst consequences of climate change and create a more inclusive, responsible and ethical marketplace.

Starting in 2006, our leadership recognized that we must shoulder important responsibilities both to our stakeholders and to the communities in which we do business. We realized that by integrating sustainability into our business operations we could open doors to new markets and previously untapped opportunities. We determined that by placing a priority on smarter, more sustainable practices, our influence in the industry could make a positive and substantial difference in a non-traditional way.

To bring structure to our sustainability plan, we looked at the principles within the UN Global Compact. With its strong focus on human rights, environmental commitment and business ethics, it provided the right match for the values on which our company was built. With the Global Compact, we not only gained a renewed

Since that time, we have used the 10 Global Compact principles in the creation of our Corporate Social Responsibility Policy, Business Code of Professional Ethics ar

We realize that the future of our company is inextricably linked with healthy communities and a ready access to unspoiled natural resources.

Through this report, we wish to engage and inspire our stakeholders' communities and we welcome any creative ideas for our common improvement in this CSR journey. At MCI, we've learned that when people come together, magic happens!

Regards

Roger Tondeur - President  
Sebastien Tondeur - CEO

[In addition to this COP document, Please see our CSR report for more information www.mci-group.com/csr](http://www.mci-group.com/csr)



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**Human Rights**

**Principle 1: Business should support and respect human rights**

**Specific Commitment to Principle and Relevance to the company**

We respect and value the differences in people. This plays a central role in MCI values and guides us in business. Our company has a key role to play in the support of human rights worldwide. MCI's approach is about finding practical ways of promoting essential considerations and tactics within our sphere of influence, while at the same time ensuring we are not violating rights through any of our business operations

<b>Key Performance Indicator</b>	<b>Policies, Systems, Processes and Programs</b>	<b>Actions/Innovation</b>	<b>Performance</b>	<b>Next Steps</b>
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>MCI Group CSR Policy Staff training Executive Team Review</b>	Training classes provided target audiences with an introduction to Social Responsibility by drawing a direct link to UNGC principle 1.	At the time of this report over 50% of our staff had received introductory training in CSR and sustainability, totalling over 1200 learning hours received.	Create a 'train the trainer' guide to accelerate potential for staff training.  Create online training modules
<b>HR3. Number of social actions and partnerships per office</b>	<b>Social Partnership Policy (SPP)</b>	MCI has partnered with ConSideR, a Brussels-based NGO specializing in facilitating business links with humanitarian organizations. This intensive process resulted in a framework to guide future investment decisions	30 members of MCI team were involved in the shaping of the framework for a policy. We aspire to formalize the framework into a clear policy in 2010.	Create SPP document, rollout to CSR champions and office directors. Track local actions and support groupwide initiative.
<b>HR2. Percentage of significant suppliers (and their share of spend) that underwent screening on human rights and actions taken</b>	<b>MCI Supplier Code of Conduct</b>	MCI Group developed introduced a supplier code of conduct based on the UNGC 10 principles. At least 2 offices have conducted a formal process to interview and weight the performance of known suppliers.	At time of this report 7 agreements with major hotel chains included their signature on this document. MCI Group procurement will integrate this into other purchasing agreements in 2009 and 2010	Roll out via procurement teams for all group contracts Document percent of suppliers compliant with agreement and improve.



**What are Human Rights?**

Human rights are commonly understood as being those rights that are inherent to the human being (e.g., right to education, freedom of speech). The concept of human rights acknowledges that every single human being is entitled to enjoy his or her human rights without distinction as to race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.



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**Human Rights**

**Principle 2: Business are not complicit in human rights abuses**

**Specific Commitment to Principle and Relevance to the company**

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<b>Key Performance Indicator</b>	<b>Policies, Systems, Processes and Programs</b>	<b>Actions/Innovation</b>	<b>Performance</b>	<b>Next Steps</b>
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>Talent Training</b>	At the time of this report over 50% of our staff had received introductory training in CSR and sustainability, totalling over 1200 learning hours received.	50% of staff trained. Goal was to reach all MCI offices with training. All offices have received information but not all received training to support the information.	Develop online resources and training courses. Better integration with MCI Institute
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>MCI Group Employee Code of Conduct</b>	A unique Employee Code of Conduct was drafted to educate staff and to build a culture of respect for ethical practices, including Human Rights	As of report date, this policy has been rolled out to MCI Group Human Resources and is included in new hire orientations.	Introduce the Code of Conduct as part of orientation and training for all staff.
<b>HR2. Percentage of significant suppliers (and their share of spend) that underwent screening on human rights and actions taken</b>	<b>MCI Supplier Code of Conduct</b>	MCI introduced a supplier code of conduct which has been integrated to 7 key contracts and is available for local office use and reference	2 offices have conducted a formal process to interview and weight the performance of known suppliers.	Group procurement to integrate this into all group purchasing agreements Document percent of suppliers compliant with agreement and improve.



**What is complicity?**

There are several types of complicity.

**Direct Complicity**

Occurs when a company actively assists, directly or indirectly, in human rights violations committed by others. An example of this is a company assisting in the forced relocation of peoples in circumstances related to business activity (e.g., to enable construction of a pipeline).

**Beneficial Complicity**

Suggests that a company benefits directly from human rights abuses committed by someone else. For example, violations committed by security forces, such as the suppression of a peaceful protest against business activities or the use of repressive measures while guarding company facilities, are often cited in this context.

**Silent Complicity**

Describes a situation where a company may not be assisting or encouraging human rights violations, nor benefiting from the actions of those that commit abuses, but is viewed as staying silent in the face of human rights abuses. There is debate as to whether simply being present in a country can amount to complicity in the human rights abuses being committed. The social perception of silent complicity can be significantly damaging to a company's reputation and its relationship with shareholders. For example, inaction or acceptance by companies of systematic is crimination in employment against particular groups on the grounds of ethnicity or gender could bring accusations of silent complicity.



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**LABOR**

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

**Specific Commitment to Principle and Relevance to the company**

We emphasize professionalism, respect and equal opportunity in our approach to human resources. At MCI Group, active engagement and oversight are part of an integrated Human Resource procedure to ban discrimination and ensure equality and diversity in the workplace.

<i>Key Performance Indicator</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions/Innovation</i>	<i>Performance</i>	<i>Next Steps</i>
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the</b>	<b>CSR policy; MCI Code of Ethics for Employees</b>	In 2008, MCI developed a customized code of conduct for all MCI employees. The UN Global Compact served as the framework for the development of this policy.	As of report date, this policy has been rolled out to MCI Group Human Resources and is included in new hire orientations.	Include in orientation program for new MCI staff. Distribute to all MCI offices.
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>Training Courses CSR policy; MCI Code of Ethics for Employees</b>	In 2008, MCI developed a customized code of conduct for all MCI employees. The UN Global Compact served as the framework for the development of this policy.	At time of report, training material is complete. Number of hours of training by MCI Group HR and MCI Sustainability Services is below 20 hours.	Update training to include Human rights issues Update reporting system Document as a number of hours and chart improvement.
<b>HR1. Percentage of significant investment agreements that include human rights clauses or underwent Human rights screening</b>	<b>CSR policy Supplier Code Conduct</b>	Creating policy, with expected completion date of October 1, 2009	Policy drafted, approved and rolled out to MCI Group HR .	Integrate in all major investments and acquisitions



**What are Freedom of Association and Collective Bargaining?**

Freedom of association implies a respect for the right of employers and workers to join associations of their own choice. It does not mean that workforces must be organized or that companies must invite unions in. Employers should not interfere in an employee's decision to associate, or discriminate against the employee or a representative of the employee because of such association.

Collective bargaining refers to the process or activity leading up to the conclusion of a collective labor agreement. Collective bargaining is a voluntary process used to determine terms and conditions of work and the regulation of relations between employers, workers and their organizations.



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**LABOR**

**Principle 4: The elimination of all forms of forced and compulsory labor**

**Specific Commitment to Principle and Relevance to the company**

We emphasize respect and the importance of fairness in our approach to business. MCI business practices and procedures do not tolerate forced labor in our employment or that of our suppliers or clients. MCI will engage its sphere of influence to eliminate practices that condone or are complicit to compulsory labor in any form.

<i>Key Performance Indicator</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions/Innovation</i>	<i>Performance</i>	<i>Next Steps</i>
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>MCI CSR Policy</b>	MCI's CSR policy defines our commitments and clarifies our aspirations. It has been integrated into MCI's core mission, "The Painted Picture"	This document continues to grow and evolve and help define MCI culture and values. It was a critical support in the strategic planning process for MCI's 'painted picture' visioning process.	Include CSR Policy as core element to office training. Develop program to measure sustainable performance of MCI offices
<b>HR2. Percentage of significant suppliers (and their share of spend) that underwent screening on human rights and actions taken</b>	<b>MCI Supplier Code of Conduct Procurement processes</b>	Rolled out to key suppliers starting April 2009. Code has been submitted to hotel suppliers representing nearly 40% of MCI spend in this sector. To be rolled out to remaining key suppliers through June of 2010.	At time of this report 7 agreements with major hotel chains included their signature on this document. MCI Group procurement will integrate this into other purchasing agreements in 2009 and 2010	in 2009, Introduce to key partners in supply chain. Identify total number of contracts to identify percentage compliant and take action
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>MCI Professional Code of Employee Conduct</b>	MCI developed this document to clarify expectations of all MCI staff and to create a definition for responsible practices.	As of report date, this policy has been rolled out to MCI Group Human Resources and is included in new hire orientations.	Distribute in orientations for all new MCI employees. Share with all current employees. Track



**What is Forced Labor?**

Forced and compulsory labor were defined in ILO Convention No. 29, Forced Labor Convention, in 1930 as "All work and service which is exacted from any person under the menace of any penalty and for which the said person has not offered her/himself voluntarily."

The most extreme examples are slave labor and bonded labor; but debts, withholding of identity papers, or the lodging of compulsory deposits can also be used as means of forcing labor. Another form of forced labor is when workers are compelled, under threat of firing, to work extra hours to which they have not previously agreed.



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**LABOUR**

**Principle 5: The effective abolition of child labour**

**Specific Commitment to Principle and Relevance to the company**

MCI places a special focus on the welfare of children. MCI business practices and procedures do not tolerate child labor in our employment or that of our suppliers or clients, and will engage its sphere of influence to eliminate practices that condone child labor in any form.

Key Performance Indicator	Policies, Systems, Processes and Programs	Actions/Innovation	Performance	Next Steps
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>MCI CSR Policy</b>	MCI's CSR policy defines our commitments and clarifies our aspirations. It has been integrated into MCI's core mission, "The Painted Picture"	This document continues to grow and evolve and help define MCI culture and values. It was a critical support in the strategic planning process for MCI's 'painted picture' visioning process.	Include CSR Policy as core element to office training.
<b>HR2. Percentage of significant suppliers (and their share of spend) that underwent screening on human rights and actions taken</b>	<b>MCI Supplier Code of Conduct</b>	Developed in 2008, MCI's supplier code of conduct will help ensure that MCI's significant purchasing power is granted to suppliers and partners who show commitment to endorsing principles consistent with the UN Global Compact principles.	At time of this report 7 agreements with major hotel chains included their signature on this document. MCI Group procurement will integrate this into other purchasing agreements in 2009 and 2010	Identify total number of contracts to identify percentage compliant and engage remaining suppliers.
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>MCI Professional Code of Employee Conduct</b>	MCI developed this document to clarify expectations of all MCI staff and to hold them accountable to responsible practices.	As of report date, this policy has been rolled out to MCI Group Human Resources and is included in new hire orientations.	Distribute in orientations for all new MCI employees. Share with all current employees.



**What is Child Labour?**

ILO conventions recommend a minimum age for admission to employment or work that must not be less than the age for completing compulsory schooling, and in any case not less than 15 years. Lower ages are permitted – generally in countries where economic and educational facilities are less well-developed. The minimum age is 14 years and 13 years for "light work". The minimum age for hazardous work is higher at 18 years.



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**LABOR**

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

**Specific Commitment to Principle and Relevance to the company**

We respect and value the differences in people. We emphasize professionalism, respect and equal opportunity in our approach to human resources. Human Resource procedures ban discrimination and ensure equality and diversity in the workplace and in employment.

<i>Key Performance Indicator</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions/Innovation</i>	<i>Performance</i>	<i>Next Steps</i>
<b>HR4 – Total number of incidents of discrimination and actions taken.</b>	<b>CSR policy; MCI Professional Code of Conduct for Employees</b>	In 2008, MCI developed a customized code of conduct for all MCI employees. The UN Global Compact served as the framework for the development of this policy.	As of report date, this policy has been rolled out to MCI Group Human Resources and is included in new hire orientations.	Starting 2010, track/document incidents. Create action plan, by region. Improve results and Promote MCI as a preferred workplace.
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>CSR policy; MCI Professional Code of Conduct for Employees</b>	Formalize training sessions to be coordinated through MCI Geneva office and administered at the local level.	As of report date, this policy has been rolled out to MCI Group Human Resources and is included in new hire orientations.	Create "Train the trainer" product by November 2009



**What is Discrimination?**

Discrimination was defined in ILO Convention No. 111 in 1958 as: "Any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation."

Since that time, additional considerations have been included in some jurisdictions (e.g., sexual orientation, marital status, physical ability except where identified as a bona fide occupational requirement).



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**Environment**

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

**Specific Commitment to Principle and Relevance to the company**

MCI commits itself to adopt a growth and operations strategy that is based on environmental protection, resource saving, eliminating waste and actively supporting and promoting sustainable development.

We strive to make efficient use of natural resources and minimize the environmental impacts of our activities and operations

<i>Key Performance Indicator</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions/Innovation</i>	<i>Performance</i>	<i>Next Steps</i>
<b>EN7 – Initiatives to reduce indirect energy consumption and reductions achieved.</b>	<b>Green Office Program</b>	Created and implementing green office program to reduce resource consumption and CO2 emissions. Supported by PowerPoint document and training	Widespread implementation success. Excellent results in Barcelona, Dublin, London, Paris, Gva. Need to improve in other offices.	Implement full office measurement system
<b>EN18 – Initiatives to reduce greenhouse gas emissions and reductions achieved.</b>	<b>Green Office Reporting</b>	Collaborated with Green Globe International to measure and benchmark key environmental footprint indicators.	Data collection to transpire during fall of 2009	Evaluate findings and share best practices.
<b>HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</b>	<b>Green event training</b>	Train projects managers on sustainable event management	At the time of this report over 50% of our staff had received introductory training in CSR and sustainability, totalling over 1200 learning hours received.	Develop online training
<b>EN26 – Initiatives to mitigate environmental impacts of products and services, and</b>	<b>Sustainability Services Business Unit Sustainability Event Management Framework</b>	Create industry leading sustainability services consulting team that consults clients on reducing environment impact of their events.	Sustainable Event Management framework integrated into 2 major European events for more than 6000 delegates in 2 different countries	In 2010, Integrate CSR products into client proposals system wide. Each MCI office trained to deliver basic sustainable actions for events



What is the Precautionary Approach?

The precautionary approach is defined as: "Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation."



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**Environment**

**Principle 8 - Businesses should undertake initiatives to promote greater environmental responsibility**

**Specific Commitment to Principle and Relevance to the company**

MCI commits itself to adopt a strategy of growth that is based on environmental protection, resource saving, eliminating waste and actively supporting and promoting sustainable development.

Key Performance Indicator	Policies, Systems, Processes and Programs	Actions/Innovation	Performance	Next Steps
<p><b>EC8. Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.</b></p> <p><b>EN18 – Initiatives to reduce greenhouse gas emissions and reductions achieved.</b></p> <p><b>EN14 – Strategies, current actions, and future plans for managing impacts on</b></p>	<p><b>Service to professional organizations focused on growing the environmental responsibility of the meetings industry.</b></p> <p><b>Serve as professional speakers and educators</b></p> <p><b>Sustainability Services Business Unit Sustainability Event Management Framework</b></p>	<p>MCI's Group appointed a Group director of Sustainability. MCI senior leadership now serve as Board Members to such groups as the Green Meeting Industry Council and the Meetings Professionals International special task force on Corporate Social Responsibility.</p> <p>Participate in industry actions and educational events, with special focus on climate change issues</p> <p>Create industry leading sustainability services consulting team that consults clients on reducing environment impact of their events.</p>	<p>In these capacities, MCI influences policy and industry initiatives designed to educate planners and suppliers. MCI has been among the industries' most active advocates for sustainable development.</p> <p>Since 2007 we have given over 76 CSR industry presentations to over 9297 people. Many of the presentations to industry gatherings are shared as part of our 'Less Conversation, More Action' blog, a site developed to provide guidance for the creation of a more</p> <p>Sustainable Event Management framework integrated into 2 major European events for more than 6000 delegates in 2 different countries (planning process in 2008).</p>	<p>Initiate effort to see GMIC expand in Europe. Support MCI development of event measurement tool.</p> <p>Organize regional events to promote sustainable practices.</p> <p>Create simpler products and integrate into client proposals. Each MCI office trained to deliver basic sustainable actions for events</p>



**What does greater environmental responsibility mean to my business?**

- resource productivity,
- eco-efficiency
- cleaner production
- corporate governance
- life-cycles, business design,
- management systems
- multi-stakeholder,
- active dialogue



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**Environment**

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

**Specific Commitment to Principle and Relevance to the company**

MCI commits itself to adopt a growth and operations strategy that is based on environmental protection, resource saving, eliminating waste and actively supporting and promoting sustainable development. We strive to make efficient use of natural resources and commit to measuring our impact.

Key Performance Indicator	Policies, Systems, Processes and Programs	Actions/Innovation	Performance	Next Steps
<b>EN26. Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation</b>	<b>Green Office Program</b>	Created and implementing green office program to reduce resource consumption and CO2 emissions. Supported by Green Globe Index measurement and benchmarking, PowerPoint document and training	Widespread implementation success. Excellent results in Barcelona, Dublin, London, Paris, Gva. Need to improve in other offices.	Implement full office measurement system
<b>EN18 – Initiatives to reduce greenhouse gas emissions and reductions achieved.</b>	<b>Carbon Responsibility Protocols</b>	Partnered with The Carbon Consultancy to provide clients and planners with sensible tools to help reduce emissions and global warming impacts	Promoted in presentations and client offers. Industry slowly responding to influence.	Integrate CO2 emissions calculation options in registration pages developed by MCI offices.
<b>EN22 Total weight of waste by type and disposal method</b>	<b>Sustainable event management method</b>	MCI's SEM process includes the measurement of event related waste. This process requires a collaboration with hoteliers and event venues. Have documented measurements from 6 events.	Over 20000kg recycled for 1 event. Focus is on trying to integrate similar strategies for more events.	Take learnings to help lead international improvement in waste management practices. Share results from GMIC Trash Challenge.



What is meant by an "environmentally sound technology"?  
EST s are those that: "...protect the environment, are less polluting, use all resources in a more sustainable manner, recycle more of their wastes and products, and handle residual wastes in a more acceptable manner than the technologies for which they were substitutes. [ESTs] are not just individual technologies, but total systems which include know-how, procedures, goods and services, and equipment as well as organizational and managerial processes." (Agenda21, Chapter 34)



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**ANTI-CORRUPTION**

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

**Specific Commitment to Principle and Relevance to the company**

Throughout MCI we hold ourselves accountable to the highest standards of professional ethics and governance. Fraudulent business practices violate every value MCI embraces. MCI promotes fair play and ethical business practices as key stones to its brand reputation as a company that builds community.

<i>Key Performance Indicator</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions/Innovation</i>	<i>Performance</i>	<i>Next Steps</i>
<b>SO3. Percentage of employees trained in organization's anti-corruption policies and procedures</b>	<b>MCI Code of Professional Conduct</b>	Developed policy to clarify expectations and enhance leadership accountability.	As of report date, this policy has been rolled out to MCI Group Human Resources and is included in new hire orientations.	Include in orientation program for new MCI staff. Distribute to all MCI offices.
<b>SO3. Percentage of employees trained in organization's anti-corruption policies and procedures</b>	<b>MCI Code of Professional Conduct</b>	Developed policy to clarify expectations and enhance leadership accountability.	Trainings to begin 2010.	Build on findings from MCI Group rollout to new hire orientation sessions. Refine and distribute to all MCI offices.



**What is meant by corruption?**

Corruption can take many forms that vary in degree from the minor use of influence to institutionalized bribery. Transparency International's definition of corruption is "the abuse of entrusted power for private gain". This can mean not only financial gain but also non-financial advantages.

**... what about extortion?**

The OECD Guidelines for Multinational Enterprises define extortion in the following way:

"The solicitation of bribes is the act of asking or enticing another to commit bribery. It becomes extortion when this demand is accompanied by threats that endanger the personal integrity or the life of the private actors involved."

**... and bribery?**

Transparency International's Business Principles for Countering Bribery define "bribery" in the following way: "Bribery: An offer or receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of the enterprise's business."

The **UN Convention against Corruption** adopts the widest notion of corruption, which goes well beyond the traditional forms of bribery and embezzlement both in the private and public sectors. By global standards, corruption also means trading in influence, abuse of functions, illicit enrichment, obstruction of justice, laundering and concealment of ill-gotten gains.



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**Community Service and Social Responsibility**

Project	Challenge	Action	Results
Worldwide: Support American Society of Association Executives (ASAE) to develop and codify Social Responsibility Commitments	Create global coalition under ASAE umbrella to show industry support and commitment for CSR actions. Expand reach and visibility to elevate ASAE leadership and member engagement	MCI leads effort to organize global 'satellite' conferences with leading association industry members. MCI Buenos Aires coordinated MCI offices in Brussels, Shanghai, Singapore and Dubai create regional satellites to make event truly global in scope.	A successful first-ever event that provided a clear industry voice for the development of a framework using the power of Associations to create needed change in society.
Paris, France: Engage clients and create market awareness for MCI CSR competency	Leverage MCI Paris CSR commitment to create dialogue and engagement with clients for business development benefit and client reward.	Create CSR themed event with interactive art event, supported by the creation of a movie showcasing Green Office practices in a dynamic, exciting setting	A successful first-ever event that created sales leads and captivated the imagination of long time MCI Paris clients
Andean region, Peru. Combination Carbon offset and social action	Balance Group travel-related carbon emissions with investment in a socially meaningful project	MCI Group collaborated with NGO AccionNatura to measure travel-related carbon emissions and balance a percentage of the responsibility with an investment in solar kitchens for Peruvian villages to reduce their reliance on healthy trees for firewood	32 ovens purchased 100 families benefit Promote better health by reducing inhalation of wood based black carbon fires Reduced cost of energy Avoided deforestation by reducing need for firewood
Geneva, Switzerland: Support Philiias to organize an event to promote CSR development across business and NGO sectors	Support NGO Philiias to match needs in community with businesses interested in CSR partnerships	MCI Geneva leveraged their network and their position as a business leader focused on integrating CSR to bring talent and time to support the organization of a Business to NGO event.	A successful event which matched non profit CSR organizations with private industry for mutual benefit.
Dublin, Ireland: Charitable action to help raise money for local Autism Center	Raise Money and awareness for new children's hospital focusing on autism, the Solas Center	MCI Dublin collaborated with other community leaders and donated over 100 hours of labor and creativity to create and support organization of the Keith Duffy Masquerade Ball fundraiser event	€250,000 raised in 2006 €320,000 raised in 2007 The opening of the center reduced treatment and diagnosis time from 12 months to 3
Belfast, Ireland: Charitable action to help raise money for local Children's charity	Raise Money and awareness for Children's charity	MCI Belfast collaborated with other community leaders and donated over 100 hours of labor and creativity to create and support organization of the Never Mind the Business fundraiser event.	100 hours of time volunteered from MCI Belfast helped raise 35000€ in a single evening
Brussels, Belgium: Initiative to raise money for the International Red Cross	Creatively raise awareness and team spirit by developing a web based platform to encourage involvement	Leverage popularity of world's largest trading site to create a customized platform where MCI team could offer services, products or payments easily.	€616 raised for the International Committee of the Red Cross