

ANNUAL REPORT FOR GLOBAL COMPACT



2011-2012

OAKRIDGE

SCIENCES & SERVICES

COP 2012 / Statement by the CEO

Orléans, France, June the 28th, 2012.

One year ago, OAKRIDGE has joined the United Nations Global Compact initiative.


I hereby, Cyrille MOLINA, declare today that OAKRIDGE continues its support for the Global Compact and I renew my commitment to the initiative and its 10 principles.

The UN Global Compact is now part of the Company strategy. During this first year, we have been focused on establishing the links between the principles and our activities. We have done an update of the situation and we have listed the axis of progress.

The next major challenge for us now is to spread the spirit of the initiative within the company culture and in our day-to-day operations.

I am definitely committed to the Global Compact and with this first Communication On Progress, I intend to display to our sphere of influence and to the public the willing of OAKRIDGE to advance the 10 principles, with respect to human rights, labour, environment and anti-corruption.

Cyrille MOLINA,
CEO.





This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact**.

We welcome feedback on its contents.

In July 2011, Oakridge joined the United Nations Global Compact. The CEO has explained this Oakridge commitment to all the employees during the annual “Garden Party”, in March 2012. A voluntary employee has been then nominated “COP Manager”.

We have already communicated to all our stakeholders and we communicate to our future customers.


In accordance with our investigation perimeter and our international development, we have analysed all the principles and we have concluded that we can justify of future actions for 6 principles. The 4 others are, for the moment, out of our perimeter of intervention (cf. Table under).




The first semester of 2013 will be dedicated to analyse these actions done during the end of 2012.



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HUMAN RIGHTS		
Principles	Actions	Status/Deadline
Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights	We will check which commercial partners have signed the UNGC or have undertaken others similar commitments regarding principle 1.	
Principle 2 Make sure that they are not complicit in human rights abuses.	<i>In our current perimeter of intervention, we are not concerned by this principle.</i>	

LABOUR		
Principles	Actions	Status/ Deadline
Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Practical actions : 1-Our employees got elected staff representatives. They make monthly meeting with the CEO to tackle any subjects that could improve their global situation. During this meeting, staff representatives speak in name of the employees.	
	2- Organize new election of staff representatives	 December 2012
Principle 4 The elimination of all forms of forced and compulsory labour	<i>In our current perimeter of intervention, we are not concerned by this principle.</i>	
Principle 5 The effective abolition of child labour	<i>In our current perimeter of intervention, we are not concerned by this principle.</i>	
Principle 6 The elimination of discrimination in respect of employment and occupation.	Practical actions : We will check which commercial partners have signed the UNGC or have undertaken others similar commitments regarding principle 6.	 September 2012

ENVIRONMENT		
Principles	Actions	Status/Deadline
Principle 7 Businesses should support a precautionary approach to environmental challenges	Practical actions : Apply a precautionary approach in the supply chain by including specific criteria in the purchasing process	Discussed → Decided → PLANED → On-going → Done → September 2012
Principle 8 Undertake initiatives to promote greater environmental responsibility	Practical actions planed to take : 1- Consider environmental impacts when purchasing office items : including specific criteria in the purchasing process	Discussed → Decided → PLANED → On-going → Done → September 2012
	2 - Adapt heating system command to working hours.	Discussed → Decided → Planed → ON-GOING → Done → December 2012
	3 – Keep Wireless Antenna off while not necessary	DISCUSSED → Decided → Planed → On-going → Done → December 2012
	4 – Ask our UNGC signatory clients to authorize our employees using their company transportation network	Discussed → Decided → PLANED → On-going → Done → July 2012
	5 – Instead of classic gifts vouchers for Christmas and new year holidays, assess the possibility to offer our employees “green” gift vouchers.	DISCUSSED → Decided → Planed → On-going → Done → December 2012
Principle 9 Encourage the development and diffusion of environmentally friendly technologies.	<i>In our current perimeter of intervention, we are not concerned by this principle.</i>	

ANTI-CORRUPTION		
Principles	Actions	Status/Deadline
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.	Practical actions : Write a charter	<div> <div>Discussed</div> <div>DECIDED</div> <div>Planed</div> <div>On-going</div> <div>Done</div> </div> <div>December 2012</div>