



Paris, 10th December 2012

GLOBAL PACT

Update

The true future is today

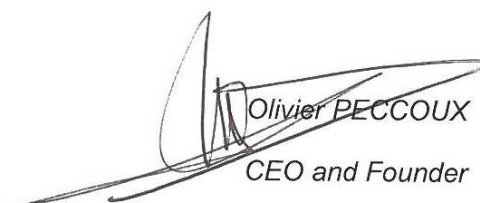
Since its first subscription to the United Nations Global Pact in 2007, SAB Group has actively committed itself to progressively promoting its principles. In its constant quest for improvement, it supports the full range of the 10 principles, embraced by the fundamental values within our company (*Human rights, Work standards, Environment and Anti-corruption measures*), and is proud to present to you its 5th report.

SAB has fully grasped that economic development on its own is not sufficient to sustain the company, and, armed with this conviction, has therefore desired to integrate a sustainable development programme within its governance.

Each site within the group, spread throughout several continents and subject to differing cultures, is aware of this level of commitment and lends its full support to the Company's Sustainable Development Committee by initiating actions targeting the values expressed by the Global Pact.

There is no lack of good ideas, but the true challenge is to put them into practice and to keep to them once they are established. During 2012, in a still difficult economic environment, and despite pressing profitability targets and stiff competition within our market sector, SAB Group has nonetheless been able to fulfill its pledge to improve in matters related to sustainable development.

In compliance with this programme, I have no hesitation in reconfirming our total commitment to the Global Pact.



Olivier PECCOUX
CEO and Founder

En peu de temps parfois on fait bien du chemin, même si ce chemin est long du projet à la chose. Molière

BRIEF SUMMARY OF GROUP ACTIVITIES

For more than 20 years, SAB has published its software packages designed for the banking, insurance and financial sectors. In particular, it is the leading European publisher of integrated software for retail and corporate banks through its SAB AT solution, and for private banking and securities management through its SAMIC solution.

SAB also offers its « Business Kits », and strong references within the management of banking relationships, private and business lending, payments, securities, savings, and reporting systems.

More than 150 references have been obtained since the formation of the company. 580 staff, with a high value-added level of functional and technical skills and spread throughout 9 sites - France(4), Lebanon, Monaco, Tunisia, Tahiti, UAE/Dubai (opening in 2012) - apply an expertise to which 100 clients based in 25 countries worldwide now refer.

PRINCIPLES SUPPORTED

Continuation of the actions already installed plus some new initiatives form the basis of the support given by Groupe SAB to the 10 principles of the Global pact this year.

Principles 1 and 2

Companies are invited to promote and to respect the protection of international rights concerning human rights within their sphere of influence, and to ensure that their own companies are not party to any human rights violations.

- Our company, which fully respects French legislation incorporating all international conventions, is not exposed to any situations concerning principles 1 & 2 (human rights) and has no knowledge of being, or having been, exposed to any situations concerning principle 10 (anti-corruption). In this it is fortunate, and cannot therefore comment on any progress made in these areas.

Principle 3

Companies are invited to respect freedom of association and to recognize the right of collective bargaining;

- Organization of an annual meeting attended by all permanent company staff members called to announce company results and the strategy put in place for the year to come, in order to demonstrate transparency in our actions.
- Regular meetings with the Works Council, staff representatives, the CHSCT, and the Sustainable Development Committee.
- Quarterly publication of company activities and news updates within the internal magazine.

Principle 4

Elimination of any form of forced or mandatory labour;

- Upon their enrolment, the company issues each new member of staff with a work contract describing the work conditions, termination conditions, plus a job description.
- On their first day, new members of staff receive an intranet download of the welcome booklet issued by the Human Resources software. A customised access to this tool is given to them so that they can browse it at their convenience. It is also an opportunity to introduce the Sustainable Development philosophy to the new member of staff (several pages within the software are dedicated to the subject of Sustainable Development under the heading of « communication »).
- The company undertakes to provide members of staff with the best possible working environment (either permanent or temporary, according to function), own telephone line, and Internet/Intranet access in order to allow the accomplishment of their tasks.

Principle 5

The effective abolition of child labour

Our company, which fully respects French legislation incorporating all international conventions, is not exposed to any situations concerning principle 5. Because of this, it applies provisions afforded under the Work Practices Code in force in France, and respects articles L4153 within it.

Principle 6

The elimination of employment and occupational discrimination.

- Work contracts are normally open-ended (99%), with a few others fixed for a determined period to cover high levels of work generated by temporary projects or to replace a company employee during a long-term absence.
- After hiring, the initial training is given a high profile. Training is then on-going and is geared to the specific motivations and skills of individual employees and the requirements of the company, in particular with regard to the re-structuring or development of its business.

During 2011, the percentage of the payroll dedicated to training on SAB France sites was 3.69 %, which is greater than double (130%) the minimum legal requirement (1.6%). After a drop in 2010, explained by less hiring during the 2009-2010 period, many more members of staff were trained in 2011, following an increase in hiring and the creation of new sites. The training of members of staff at other Group sites outside France which do not adhere to any minimum legal requirement must also be factored in. This involves 25 members of staff (61.5 days/430.5 hours), representing a grand Groupe total of 195 members of staff trained.

SAB France Training Summary

	Number of employees trained	Number of training days	Number of training
2007	148	642	4 494
2008	133	799	5 595
2009	142	746	5 226
2010	92	276	1 932
2011	170	666	4 659

- At the end of each year, employees undergo an individual performance review with their superior officer in order to summarize the role of each one during the past year and in preparation for the year to come.
- The number of employees « of more than 50 years of age » is slightly greater each year, although this is due to the progression of time rather than the hiring policy. If the reference age is moved to 45 years of age, the percentage increase then becomes 29.5 % within an overall growth of 18.5 % in the SAB-SAMIC France workforce.
 - The Over 50s planning currently undertaken by SAB France (2010-2012) has been updated and validated by staff representatives for the 2013-2015 period. From this, a skills assessment is in course of definition (several meetings have taken place between the Human Resources Management and members of staff over 45 employed in the various technical, functional and administrative areas of the company. The aim of this assessment is to assist the younger seniors (from the age of 45) to organize the second phase of their careers, and the more advanced in age to stay longer in employment and to pass on their skills to the best degree.
 - Part-time work contracts are now granted to senior members on the same basis as to young members mainly with very young children.
 - The company is mainly comprised of a young population, but the years go by and, comparatively recently, a few young retirees, not wanting to retire completely, have wanted to extend their service. They are now involved in one-off briefs and, by this, remain in contact with the young teams to transfer their knowledge and business know-how.

- Since being formed, SAB has pursued a very open policy concerning its recruitment, characterized by a rich mix of human diversity: nationalities, cultures, languages, men / women parity. This factor is as important in our internal communications as it is in our communications with clients based throughout the world, and allows the Group to naturally absorb local differences.

12 nationalities within the Group

Sites Nationalities	SAB France	SAMIC Monaco	SAB Lebanon*	SAB Tunisia**	SAB Pacific	SAB Inter-national	TOTAL
French	277	50			2		329
Madagascan	2	1					3
Lebanese	4		162			1	167
Belgian	1						1
Spanish	1						1
Tunisian	0	1		74			75
Canadian	1						1
Portuguese	1						1
Singaporean	0					1	1
Turkish	0					1	1
Pakistani	0					2	2
Philippino	0					1	1
* 12 Lebanese have dual nationalities : 1 American, 5 Canadians & 6 French ** 2 Tunisians have dual French-Tunisian nationalities							583

This « business mix » also allows a more in-depth approach to our sustainable development plan, since each country has its own sustainable development policy initiated by its own governing body.

- Within a male-dominated industry, our business can declare a parity of 42% women to 58 % men.

	SAB France	SAB/SAMIC Monaco	SAB Lebanon	SAB Tunisia	SAB Pacific	SAB International	TOTAL
Women	102	13	90	33	1	2	241
Men	185	39	72	41	1	4	342
TOTAL	287	52	162	74	2	6	583

- Teaching partnerships have been applied from school to university levels and (2 sandwich courses, 8 work experience programs during the last 18 months) ; we have taken in :
 - High school pupils and students, mainly at the company's Head Office, for work experience lasting from between a few weeks and several months or more (a professional contract lasts for 2 years).
 - Adults seeking re-employment have completed a training course lasting several weeks, some of whom have been hired at the start of the work experience or several months afterwards, upon direct application.

- 1/2 day company presentations for 1st.year IT / IUT students.
- Within the framework of apprenticeship tax, our support involves local actions near to our city-based sites, and we have selected a broad diversity of themes with a direct link to Sustainable Development fundamentals. The following have been adopted :
 - development of a « bee intoxication warning » system and an « open-air theatre » with an access ramp for handicapped people (2 horticultural secondary schools involved)
 - installation of a sustainable workshop to raise the awareness of young school pupils towards Sustainable Development.
 - programme against the exclusion and unemployment of young men in great difficulty between the ages of 18-25, within the « Defence, 2nd.chance » campaign by EPIDE (Etablissement public d'insertion de la Défense)

Principle 7

Companies are invited to apply a prudent approach when dealing with problems concerning the environment

- Electrical and electronic waste products are subject to recycling in line with the regulations currently in force, and several actions undertaken during the course of the last three years and still pursued today have enabled them to be reduced:
 - Central processing units and PCs have been leased for 3 years (on a one-year renewable basis); their recycling is therefore guaranteed by the manufacturer-supplier,
 - Screens purchased every 3 years and retained for their whole life-cycle. The oldest ones are then assigned to the second-hand market in order to be re-used,
 - Hardware reduction has been adopted in accordance with requirements, and, upon the opening or re-development of each site, only hardware or systems which observe sustainable development are installed, and we always looking towards technology to enable us to use virtual servers.
 - Almost all used consumables are collected by the suppliers and service providers (toner, ink, cell phones, maintenance products, electrical hardware)

Other waste products not covered by service providers are sorted and collected either by voluntary agencies (batteries), or by specialist services (paper, cardboard boxes, plastics) and, at certain Group sites, in partnership with local authorities who make collection facilities available to companies.

- The use of electricity is also being monitored and consumption monitoring has been applied to all sites.
 - Lighting, heating and air-conditioning are all subject to reminders concerning reasonable levels of usage.
 - Keeping equipment (screens) in standby mode during the day and switching off the majority of electrical hardware at the end of the day are widely recommended (computers, printers, photocopiers, video projectors, etc.,...)

- Certain actions initiated at two Group sites during 2011, have been extended into 2012 :
 - 'multi-interruptor' lighting throughout the premises to enable reduced lighting when appropriate
 - Lighting using movement detection in busy areas
 - Progressive replacement of incandescent light bulbs by LED

Results are very variable from one site to another due mainly to a significant growth in overall effective usage (+16%) and the presence of external providers for nearly a year, leading to a large number of offices to be heated and hardware deployed at the administrator and network host sites.

It should be noted that, during the course of the year, which has been particularly cold during the winter months for city-based sites and particularly hot during spring for the Mediterranean sites, demand for heating and air-conditioning has increased. These factors have not permitted any lowering of the consumption recorded for previous year.

In addition, due to technical problems during the year, SAB Lebanon and SAB Tunisia have not been able to communicate all of their results, and any known figures would not be significant and cannot therefore be posted.

Electricity consumption in KW

	2010	2011	2012
SAB Fontenay	304 011	288 164	271 253
SAB Vannes	406 606	400 856	421 036
SAMIC/SAB Nice	299 966	238 610	223 058
BPM Meylan	---	23 361	26 258
TOTAL	1 010 583	950 991	941 605

Principle 8

Undertaking of initiatives which tend to promote a greater responsibility towards the environment

- Again, and still in line with our agenda, is the reduction in paper consumption, the main rule being « not to print unless necessary ».
- Paper version of the internal journal discontinued ; available to be read on-screen using the Human Resources management tool,
- More digitization by the administrative services :
 - The standardization of invoice payments using transfers, started in 2011 and representing 1,300 transfers in replacement of the same number of cheques has been extended into 2012, covering practically all payments effected by SAB. To that should be added the fact that the majority of client reminders has also been discontinued.
- For national inter-site mail transmissions, staff on business trips carry the internal mail with them. For all other deliveries, the Post Office « lettre verte » (green letter) is used as standard.
 - Reduction in paper documentation used for training purposes, as much as possible being stored on the server,

- Electronic greeting cards for the last 3 years,
- Paper: a global saving of a 27 % in consumption throughout Group sites (not including the latest site created in 2012, for which there are no significant figures and for which usage represents 1.5 % of global usage). SAB Tunisia has recorded a sharp increase –the tripling of usage at this site in 2 years has caused, amongst other things, a significant number of paper transmissions at the administrative level – however; the overall number of printed sheets per member of staff remains the lowest within the Group.

A small decrease in consumption can be noted for the older, non-head office sites, due to the fact of having reached their maximum in terms of savings. Conversely, the latest sites created have more trouble controlling their consumption due to the progressive installation in their structuring.

Please note that digitization, a good practice for reducing paper consumption, can be used to print end documents (invoices, train and plane tickets, etc., ...); SAB does not exclude itself from this process and has been printing the few documents which were formally being delivered to it by mail for several years now, as part of the asserted company effort to maintain low levels.

N° of sheets of paper printed/person/year

	2008	2009	2010	2011	2012
SAB Fontenay SAGIC France	3328	3840	2979	2089	1 442
SAGIC Monaco SAB Nice	4119	3846	3061	2125	1 167
SAB Vannes	1682	1548	945	826	581
SAB Lebanon	1138	902	814	628	605
SAB Tunisia	---	---	282	192	568

- All avenues have been explored in order to boost the plan :
 - The buying policy of the Group has been oriented towards suppliers who have their own sustainable development plan; initiated in 2008, this buying policy has grown year-on-year (paper originating from FSC-labeled forests (Forest Stewardship Council using fibers coming from forests managed in a sustainable fashion), products coming under the heading of « ecolabel » maintained products, printers able to print on both sides and with a standby mode, etc...)
 - Car-sharing is growing each year and has become commonplace where public transport does not exist or is not well developed (home-office journeys and hotel-office journeys while on inter-site business trips).

Car-sharing monthly results

	2008	2009	2010	2011	2012
Number of kms "saved/month"***	4 700	5 500	11 400	14 405	25 650
Quantity* of non-emitted CO2	719 kg	841 kg	1 744 kg	2 204 kg	3 924 kg

* The average car emits 153g of CO2/km

** saved = not travelled by the cars of passengers being given a lift

- The use of public transport is accentuated at other sites where car usage is not common (large towns where public transport is well developed). This applies to both home-office and airport/station-office journeys.
97 % of head office staff on the Ile de France possess a « navigo pass ». This is a very worthy « green » practice, which communicates the conditions under which the most frequent journeys are made,
- Journeys by foot and bicycle are becoming more and more popular for home-office travel where distance and traffic conditions permit (town walking and cycle tracks in particular),
- Attendance at the annual Sustainable Companies Trade Fair,
- Organization of the annual seminar with our clients concerning the three pillars of sustainable development. In June 2012, this was again organized at a venue accessible to all forms of public transport, where a fair-trade caterer prepared an entirely organic buffet including chocolates offered to participants which were manufactured by a re-habilitation group agency.
- A sustainable development awareness course for each member of staff : an introduction to the subject at the administrative briefing stage, followed by a presentation of the plan during the month after starting, plus additional information distributed by the sustainable development committee member at the staff member's work site. To achieve this, all sites will have their own representatives, including the latest two opened. Access to the full text using Human Resources service software is now available to all sites.
- Constant information concerning our plan, focused both externally (« sustainable development » section on our www.sab2i.com internet website) and internally (a forum in the quarterly Group journal, a panel displaying the commitment of the President, and the use of a dedicated messaging system),
- Responses to any questionnaires concerning our commitment, received from clients/suppliers, prospective clients, and certain Global Pact subscribers, representing 6% of Groupe SAB clients and 25% of suppliers/providers,
- Collection of packing cases at one of our sites in partnership with the urban community (9 subscribing companies, including SAB, in the same geographical area).

Principle 9

Encouragement for the development and distribution of technologies which respect the environment

- The installation of new communication devices (web-conferencing, IP telephones, teleconferencing), first initiated in 2009, has been pursued and their usage has continued to grow. The growth in teleconferencing (via external numbering) has increased strongly due to its usage during meetings held between 3 sites, which is becoming more and more frequent as the number of Groupe outposts increases. But whether it involves IP telephones (via external numbering) or teleconferencing, these methods of communication are a not insubstantial alternative to short-term business trips.

Communication devices usage frequency

telecommunication method*	2010	2011	2012
web-conferencing	30	44	35
IP telephones (3 sites max.)	259	352	225
teleconferencing (3 sites +)	11	72	332
TOTAL	300	468	592

*concerns one site

The self-evident result has been a substantial decrease more or less in line with in business trips for each site.

During the course of last year, a slow-down in air travel was pursued in favour of rail travel. The decrease is more real than visible, due to the significant increase in usage and the growing number of sites within the Groupe, year-on-year. The geographical positioning of the Group will not allow a transfer of air travel to rail travel between remote sites, but the new means of communication have already taken over to ensure an overall decrease in business trips.

The same thing applies to distant clients with whom web-conferencing and IP telephone meetings are conducted whenever possible, taking into account the relevant time zones.

Changes in the number of national business trips

Mode de transport	2009	2010	2011	2012
Train	1 024	607	642	688
Avion	587	599	453	400
TOTAL	1 611	1206	1095	1088

** national & international flights

- The mentioning of SAB products within the AFDEL guide is a recognition of the « eco-responsible » added-value of Groupe SAB.
This added-value, defined within the « Work process » section, is the result of two SAB applications called « FlowMind » and « SaaS », which have continued to develop since their initiation in 2010 :

- FlowMind, installed during 2010 and integrated into the latest software version, allows a reduction in documentation.

Projects are in progress within the business line or administrative processes of client establishments; one client is applying it to credit administration, bank product subscriptions, and accounts and transfers management, and another to holiday requests.

The automation of the transfers process using Flowmind allowed a reduction of around 18,000 incoming faxes during 2011 for one of our clients. This reduction has since become 180,000 during 2012, a tenfold decrease.

FlowMind also makes a contribution to reducing the circulation of paper between distant participants, and there can be no doubt that it is a very ecological tool.

- SaaS, meaning « Software as a Service » or services upon demand, is a concept involving a subscription to software rather than the purchasing of a license.

By enabling a common usage of resources on servers shared by multiple companies, a significant impact has been made on the consumption of electricity. Following its first deployment at a payments establishment during 2011, the flexibility and rapid deployment of this tool has recently convinced three other companies to entrust the management of their information systems to Groupe SAB.

Principle 10

Companies are invited to take action against corruption in all its forms, including extortion and bribery.

SAB has not been exposed to situations involving corruption. However, it still offers its clients an application which allows them to install an anti-money laundering policy within the sphere of obligations for which they are liable. These banking obligations fall within three levels of surveillance: basic, routine, or heightened vigilance. For a bank, its client knowledge is founded mainly on the establishment and checking of identification prior to the start of the relationship. This accurate knowledge, regularly updated, will enable any atypical transactions which might be linked to criminal activities to be detected and any suspicious circumstances to be reported.

SAB lends its expertise to bank services both in respect to client knowledge (regular review of third parties management, published or internal blacklist controls) and transactional controls (the CTO module which enables suspicious transactions to be detected, the Profiles module which highlights clients conducting themselves in a way which is different to that defined by themselves, and, finally, the Dormant Accounts module which enables the surveillance of re-activated dormant accounts).

To what has already been stated, we should add those gestures in favour of sustainable development, initiated several years ago, but which have since been improved and spread more widely throughout the Group sites:

- Use of « fair trade » products manufactured by drinks distributors,
- Collection of plastic bottle tops contributing to the purchase of wheelchairs for handicapped people,
- Participation in local actions on national or international days (Sustainable Development Week, Waste Collection Week, etc.,))
- Installation of a beehive on the roof of the SAB Head Office at Fontenay in 2011, in order to contribute to the maintenance of bio-diversity. As a further action during 2012, a educational workshop has helped members of staff wishing to do so, to better understand this initiative.

All of the « good practices » previously described, installed during the last few years and improved over a period of time, are in the spirit of the real conviction to support the sustainable development plan shown by the Group since it first signed up to the Global Pact.

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