



GLOBAL IP

Global IP's
Communication of Progress
2012-2013



1 Statement of continued support by the Chief Executive Officer (CEO)

I am pleased to confirm that Global IP supports the Ten Principles of the United Nations Global Compact with respect to Human Rights, Labour, Environment and Anti-Corruption.

With this communication we express our intent to advance those principles within our sphere of influence.

We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. Global IP will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication of Progress.

In this annual COP, we describe our company's efforts to implement the ten principles and improve the integration of the Global Compact principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Mr. Jesús Barber Marqués
Chief Executive Officer

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2 Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed Human Rights;

Principle 2: make sure that they are not complicit in Human Rights abuses.

2.1 Assessment, Policy and Goals

National laws already contemplate actions and procedures to protect Human Rights. Global IP's Social Accountability Policy describes our internal policy regarding Human Rights.

Global IP supports and respects the protection of international Human Rights within the sphere of our influence and ensures that we are not complicit in Human Rights abuses. The Social Accountability Policy contemplates:

- Forced Labor
- Child labor
- Health and Safety
- Minimum wages
- Non Discrimination
- Working hours
- Freedom of Association
- Harassment or Abuse

2.2 Implementation

All employees are aware and have access to Global IP's Social Accountability Policy. Staff is encouraged to discuss issues encountered in the work place in order to find adequate solutions and prevent similar situations from happening in the future. The future strategy of Global IP will be to obtain certification for SA 8000.

2.3 Measurement of outcomes

The Human Resources department receives feedback from employee's suggestions and issues, and work to improve the quality of the work environment. Global IP has not encountered any incidents regarding Human Rights violations.

3 Labour Principles

Principle 3: Businesses 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;

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

3.1 Assessment, Policy and Goals

Global IP's Social Accountability Policy describes our internal policy regarding Labour Rights. Global IP's Health, Safety and Environment (HSE) Management Standards document describes health and safety standards and procedures.

We are aware of labour-related risks and conduct our business in accordance with Spanish laws and the previously mentioned Social Accountability Policy.

3.2 Implementation

All employees are aware and have access to Global IP's Social Accountability Policy.

All employees are aware and have access to Global IP's Health, Safety and Environment (HSE) Management Standards document.

Employees are to report any problem areas immediately. If areas of concern pose a threat to the health and safety of an individual, that individual must report immediately to the supervisor on site.

The Human Resources department is responsible for receiving and dealing with employees issues in the workplace.

3.3 Measurement of outcomes

Global IP is proud to encourage freedom of speech and diversity in the work place, having employees from different nationality, religious and educational backgrounds.

The Human Resources department works to ensure that all employees are treated equally in the work place.

The future strategy of Global IP will be to obtain certification for SA 8000.

4 Environmental Principles

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

Principle 8: undertake initiatives to promote greater environmental responsibility; and

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

4.1 Assessment, Policy and Goals

At Global IP we believe that commitment and protection of people and environment is a key factor to success in future development and continuous improvement of our products and services.

Global IP's Health, Safety and Environment (HSE) Management Standards document promotes sustainable environmental practices as part of our commitment, beliefs and values. It provides a set of consistent and objective requirements that have mandatory application across all the Global IP businesses.

These include:

- Air protection.
- Preservation of biodiversity.
- Protection of water resources.
- Land protection.
- Subsoil protection.
- Waste management.

4.2 Implementation

All employees are aware and have access to Global IP's Health, Safety and Environment (HSE) Management Standards document.

Apart from the HSE document, Global IP has placed simple guidelines to reduce energy consumption in the work place, such as turning off lights and equipment when not needed, reducing the use of the printer, use of recycled paper, separating an recycling waste, using reusable cutlery and crockery, setting the heating to appropriate temperatures, etc.

4.3 Measurement of outcomes

We haven't registered any incident related to environmental principles.

Since the application of these measures, the electricity bill has been reduced as well as paper waste. Recycling paper has become a policy we are used to in our daily work. Senior managers in the company are aware of these policies and are vigilant with its fulfillment.

5 Anti-Corruption Principles

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

5.1 Assessment, Policy and Goals

Global IP recognizes the “UN Convention against Corruption”.

Global IP’s Social Accountability Policy incorporates the basic principles related to corruption and other prohibited business practices

The transparency principle means that no customers or suppliers are treated differently than others, reducing the element of corruption greatly.

5.2 Implementation

As a result of the Company’s policy, all employees are made aware of consequences related to corruption and bribery violations.

Contracts with customers are written simply and clearly. In pre-contractual and contractual relationships with customers, transparency is promoted.

Customers are informed of the various alternatives, especially regarding services, products and rates.

5.3 Measurement of outcomes

Global IP has not experienced any cases of corruption.

Senior management ensures that junior and mid-level employees are not put in situations where they can prove guilty or victim of such violations.