

Global Compact

Communication on Progress



2013

We support the Global Compact and its principles

Statement of Support

UBEON BELGIUM has committed itself to the continued support of the UN Global Compact and its principles, as a member of the business community in particular and of society at large.

In order to integrate corporate responsibility in ubeon's activities, we have formulated a Corporate Social Responsibility policy. This policy serves as a reference point for ourselves and for our stakeholders with respect to the values that determine how we operate our business and how we build and maintain relationships with the world in which we operate.

Since 2007, ubeon has been an active sponsor of the GLOBAL COMPACT, its local network in Belgium and various other organisations that uphold and promote sustainable business practices.

Stephan Vanhaverbeke

President

23 april 2013

WE INVITE OUR STAKEHOLDERS TO PROVIDE FEEDBACK ON THE NATURE AND OPERATION OF OUR CORPORATE RESPONSIBILITY POLICY AND ACTIVITIES.

Since we want to “walk our talk,” we are gradually integrating the principles of sustainability in our company investments, day-to-day operations and initiatives towards our stakeholders and the business community at large (e.g. through education). We have formally subscribed to the ten principles of the UN Global Compact (www.unglobalcompact.org) meaning that we commit to applying them in our operations.

These principles, in the areas of human rights, labor, the environment and anti-corruption, enjoy universal consensus and are derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.

Leadership in action

- In 2009 ubeon developed the "3P+ Navigator", a systemic team-coaching instrument that helps teams and organisations to formulate CSR goals and actions.
- In 2010 ubeon played an instrumental role in the establishment of the GLOBAL COMPACT NETWORK BELGIUM, by inviting other local participants to form a Task Force.
- Since 2008, ubeon has been an active member of KAURI, the Belgian platform for Corporate Social Responsibility. Active membership means that we support the platform and participate in its activities, such as providing feedback on other members' CSR reporting through stakeholder dialog.
- Through our education and corporate consulting activities, we assist our clients in the formulation of their CSR related goals and policies.

Initiatives and progress relating to the ten principles

Principle 1

“BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS.”

UBEON BELGIUM explicitly supports and endorses the Voluntary Principles on Human Rights.

In 2009, we have integrated these principles in our Corporate Manual and Code of Conduct and made them available to all of our co-workers and stakeholders on our intranet.

Principle 2

“BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.”

In 2010, we have started to offer training and guidance to all of our co-workers so that so that everyone in our company is aware of, understands and acts in accordance with these principles.

In 2011, we have updated our legal framework so that it reflects these principles.

Principle 3

“BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING.”

UBEON BELGIUM has fully integrated these principles. We are fully compliant with the Belgian labour laws and regulations.

Principle 4

“BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR.”

UBEON BELGIUM, as a cooperative enterprise uses an alternative cooperative model. We recognize and respect the right of everyone to choose to be represented, either independently or collectively. Co-workers can choose to join unions or to participate in collective agreements.

Principle 5

“BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR.”

In 2010 we have included the preferred option for impartial mediation in case of conflict within our legal framework, in order to encourage open dialog.

Principle 6

“BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION.””

UBEON BELGIUM values diversity and differences. Hence, we do not discriminate on any ground, and certainly not because of age, origin, gender, orientation, preferences, politics or beliefs.

As an on-going effort, UBEON BELGIUM integrates these principles in our Code of Conduct, legal framework, policies and education.

Future plans

We are in the process of rolling out sponsorship programs for our co-workers, associates, partners and other stakeholders. Through these programs, people are supported in their personal and professional development.

Initiatives and progress relating to the ten principles

Principle 7

“BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES.”

Principle 8

“BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY .”

Principle 9

“BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES.”

UBEON BELGIUM encourages its clients, associates, partners and other stakeholders to take necessary steps relating to the betterment of our environment. We find it critical that our suppliers are compliant with environmental laws and regulations.

As a cooperative enterprise, UBEON BELGIUM is particularly challenged and aware of its own impact on the environment. Quite often, our co-workers need to attend meetings for which they have to travel long distances. We have deployed technological solutions towards online collaboration as an alternative to physical attendance to meetings.

Future plans

We have foreseen a relocation of our corporate offices in order to improve our environmental impact. Special areas of attention are: reducing traffic in residential areas, sustainable energy production and lower energy consumption.

Even so, we know that we still have a long way to go. In the coming years, ubeon will further investigate the options and formulate strategies and initiatives in order to take measures ourselves in order to generate more ecological processes and behaviour.

Principle 10
“BUSINESS SHOULD WORK AGAINST
CORRUPTION IN ALL ITS FORMS,
INCLUDING EXTORTION AND BRIBERY”

UBEON BELGIUM values transparency and transparent business practices. We do not participate in politics nor makes payments or try to otherwise influence to political leaders, parties or government officials or representatives.

Early 2011, UBEON BELGIUM has put into use online tools to stimulate transparency and open, constructive communication. These tools have been adopted successfully and further integration with our core systems is planned.

Future plans

As an on-going effort, we plan to further integrate this principle in our Code of Conduct and Operational Manual. We will also take steps to integrate transparency measures and guidelines within our legal framework.

THE UBEON PRACTICE:
WE SERVE WITH INTEGRITY
WE INVEST IN SUSTAINABLE PARTNERSHIPS
WE CONTRIBUTE TO VALUE
WE EMPOWER TO LEAD
WE DEVELOP SOUND SOLUTIONS
WE BELIEVE IN FUN
WE TAKE RESPONSIBILITY
WE BUILD ON TRUST
WE GO BEYOND EXPECTATIONS

We take 'responsibility' to action

ubeon is a cooperative enterprise of business experts, who work together to improve the business performance of organizations.

The ubeon vision emerged from the realization that more sustainable and systemic business strategies easily outperform strategies that do not systematically strive for sustainability.

Compounding years of experience and expertise from various business domains, our growing pool of business experts develop programs towards these systemic strategies that take into account all aspects of business.

From this synergy we generate pragmatic and hands-on approaches that meet the specific needs of our clients. Well devised, systemic strategies and practical, hands-on techniques enable our clients to tap into unsuspected resources within their own organization, market and industry. With excellent results.



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This Communication on Progress is available to ubeon stakeholders on the ubeon intranet and it will be presented during the next General Assembly of UBEON BELGIUM in June 2013.

This document will thereafter be published on our web site (www.ubeon.com).