

ACTUARIS S.A.

“Le Valvert”

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FRANCE

The Global Compact Office

United Nations

Room S-1881

New York, N.Y. 10017

USA

Lyon, le 29 octobre 2009

Objet : Communication sur le progrès 2009

Madame, Monsieur,

Conscient de la responsabilité et du rôle que jouent les entreprises dans l'amélioration des conditions de vie et de travail dans le monde, le cabinet ACTUARIS est fier d'adhérer au Global Compact des Nations Unies et de promouvoir ses 10 principes directeurs.

Cette initiative des Nations Unies correspondant tout à fait à notre culture d'entreprise et aux valeurs soutenues par l'équipe dirigeante, l'ensemble des collaborateurs d'ACTUARIS aspire à perpétuer et développer les actions visant à sensibiliser et responsabiliser les sociétés de notre secteur d'activité.

C'est donc avec grand plaisir que nous adressons au bureau du Global Compact notre “Communication sur le Progrès” 2009, reprenant les grandes lignes des initiatives menées à bien ou soutenues par ACTUARIS.

Vous renouvelant l'assurance de notre engagement, nous vous prions d'agréer, Madame, Monsieur, l'expression de nos salutations respectueuses et dévouées.



Pierre ARNAL
Actuaire Associé
Directeur Général



GLOBAL COMPACT – COMMUNICATION ON PROGRESS



“Businesses should uphold the elimination of discrimination in respect of employment and occupation.”

ACTIONS

ACTUARIS is a fast growing young firm since its creation in 1997 and has reached a new stage of its development with now 56 employees based in two locations: Paris and Lyon.

Although the sector of financial consulting is very competitive and renowned for its very high work pressure and profit driven management style, ACTUARIS top management has strived to keep a convivial atmosphere and to focus on the human beings.

This has been achieved through several initiatives:

- A watchful respect of the parity between men and women among each department and at every level of management. Women and men bring different kinds of skills and approaches to a team and the combination of the two is beneficial for the firm in every case. Even in the top management of the firm, two out of the four Partners are women. And overall, there are 30 women out of 56 employees, dispatched between the teams of consultants, IT, Accounting, Administration and Marketing.

An article has been written on ACTUARIS about this particular point: “La revue du Courage” of July 2009 contained a special 4 pages investigation on parity and Pierre Arnal, CEO of ACTUARIS, was interviewed about his initiatives and feedback from ACTUARIS.

- A harmonious balance between professional and private spheres with flexible working hours or part-time work contracts for employees with children or who wish to conciliate their job with a university degree or a hobby.
- A recruitment policy based on the competences and know-how-to-be skills without any regard to the origin or gender.

ACTUARIS is proud today to show that the variety of people which forms the firm is its greatest competitive advantage and added value. The best reward of this policy is the fidelity of the employees, with an employee turnover particularly low in this sector, and the long term partnership with its clients.



Group Christmas card 2009

ENVIRONMENT: PRINCIPLE 8 & 9

“Businesses should undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies.”

ACTIONS

For its clients of the French insurance industry as well as for its associates, ACTUARIS strives to promote a variety of initiatives and ideas to make them aware of issues related to the environment. Even though ACTUARIS is a small sized firm, we strongly believe that there are no “small initiatives” and that we can take steps to better support the Ten Principles.

This is why ACTUARIS management also decided to cancel plane trips and to prefer train for business travels, especially for the numerous trips to and from London in *Eurostar*. If a consultant asks for a plane ticket, it requires the agreement of the CEO before it is booked. Most Partners have also chosen to drive hybrid cars to reduce carbon emissions.

ACTUARIS offers presents to its best clients and its employees each year for Christmas. Since our engagement in favour of the environment and our support to the Global Compact initiative, we have decided to use this occasion to raise our clients and associates’ awareness of the environment issues.

In order to achieve this, we selected several objects or devices that each focus on a particular issue, and joined a message explaining our choice:

- A bottle of biodynamic red wine, with a guide explaining the principles of biodynamic agriculture which was part of a “*panier gourmand*” containing different products with the fair trade certification and a message which detailed the programs that the Fair Trade Foundation supports in developing countries.
- A solar powered battery charger, for cameras or cell phones. This device was sent to our clients with a message about sustainable development and energy issues.
- An ACTUARIS metal mug was offered to all our associates in order to stop using plastic cups for drinking in the offices. This decision was following a series of measures taken by the management to enhance recycling, promote the use of public transportation by paying part of the ticket, restrict the use of air conditioning and the use of indoor plants to improve air quality and help removing indoor air pollutants.

Furthermore, ACTUARIS actively promotes the principles of the Global Compact in house and in the French insurance market. We mention our participation and support to the Global Compact in a dedicated page of our website, also on our client presentations, our conferences and on our corporate documents. We also produced a press review with all our articles in 2009 and we dedicated a full page for the Ten Principles of the Global Compact.

COUNTRY: France

KEY WORDS: non-discrimination, parity, recruitment, environmental awareness.

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