

## GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS – SME VERSION

<b>Company Name</b>	Inventive Designers NV	<b>Date</b>	15 July 2010
<b>Unit (if applicable)</b>			
<b>Address</b>	Sint-Bernardsesteenweg 552 B-2660 Hoboken	<b>Membership date</b>	June 2006
<b>Country</b>	Belgium	<b>Number of employees</b>	28
<b>Contact name</b>	Anick Verstraeten	<b>Sector</b>	ICT
<b>Contact Position</b>	HR Assistant		
<b>Contact telephone no.</b>	+32 3 821 01 70		

**Brief description of nature of business**

Inventive Designers is a global provider of award-winning and innovative document solutions. Scriptura and DTM enable business users to create personalized, intelligent documents and electronic forms across multiple channels. IntelliStamp enables to protect any type of document with a hybrid signature that can be used both in electronic form and on paper.

**Statement of support**

Inventive Designers continues support of the principles of the UN Global Compact which are reflected in our daily way of working towards customers, business partners, suppliers and our employees. Please understand that the setup of policies and programs is not common in Belgium/Europe and seen the nature of our business (non-production environment), consequently, limited in processes/systems setup although company-wide respected by all members and stakeholders.

**Signature**

**Position**

John Debaud  
Director

<b>Principle 1</b>	<b>BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS</b>
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**Our Commitment or Policy**

Inventive Designers supports the Voluntary Principles on Security and Human Rights. These include the guidelines and restrictions on the use of force, training and ensuring that the equipment and facilities are not misused.

**A brief description of our Processes or Systems** We included a 'IT Security Policy' and 'Safety Policy' formally in our personnel meeting and published a softcopy electronically since then on our intranet, available for all employees.

**Actions implemented in the last year / planned for next year**

Next to the launch of the above-mentioned policies we released an update of our company Code of Conduct/Rules and Regulations, what we consider as a very important process in our organization. Part of our 5 most important 'Company Values' we have 'Integrity and Ethical conduct' as a highly-ranked value.

**Measurable Results or Outcomes**

Policies, Code of Conduct/Rules and Regulations are part of the day to day engagement of Inventive Designers staff at all levels in the organization.

<b>Principle 2</b>	<b>BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES</b>
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**Our Commitment or Policy**

All these topics are part of the Belgian constitution and are partially repeated in our general labour regulation policy, see also principle 1 above for further details.

<b>Principle 3</b>	<b>BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING</b>
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**Our Commitment or Policy**

Inventive Designers recognizes and respects the right of all employees to choose to be represented collectively, employees can choose to join unions or to participate in collective agreements. Seen the fact that we are a group of less than 30 employees there is a very open communication in our organization which results in the fact that apparently most of the people prefer a direct dialog.

<b>Principle 4</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR</b>
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**Our Commitment or Policy**

Forced and compulsory labour are not applicable, law in this respect is repeated in our company Code of Conduct. A flexible working schedule for each employee, where they can choose to start or leave within flexible hour margins and a maximum of 40 working hours a week compensated by 12 extra days of holiday are a good sample of the opposite way of working.

<b>Principle 5</b>	<b>BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR</b>
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**Our Commitment or Policy**

As 95 % of our employees are high-skilled technical ICT specialists, services-oriented or commercial employees, the average age of new employees is 22 (after university degree). We also encourage and implement programs offered by the government ('Werkkaart') to hire semiskilled employees and provide training on the job, also there minimum age is 18 years.

**A brief description of our Processes or Systems**

If applicable, for trainees or apprentices we respect the minimum age as regulated by law in Belgium (minimum age 16 years). We only have 1-2 apprentices per year for office tasks during a maximum period of 1 month, as also stipulated in the Belgian law.

<b>Principle 6</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION</b>
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**Our Commitment or Policy**

Inventive Designers employs on the basis of job requirements and does not discriminate on ground of age, ethnic or social origin, gender, sexual orientation, politics or religion.

<b>Principle 7</b>	<b>BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES</b>
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**Our Commitment or Policy**

Although we operate on a small scale a for environmental operations we find compliance with all environmental laws and regulations critical, not only as for the results of our own activities but also in the selection process of our suppliers.

<b>Principle 8</b>	<b>BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY</b>
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**Our Commitment or Policy**

The nature of our organization and the goals of the products that we distribute are environmental-friendly. We develop high-tech software and distribute our product / updates / support either through download pages on the internet or e-mail. One of the most important advantages of our software is that it enables the customer to reduce output, meaning paper/printed output, and to replace it by an environmental-friendly way of distribution : electronically in different ways and formats. Membership in high-tech leading industry associations demonstrates our excellence in the newest technologies and applications that obviously encourage the implementation environmental-friendly techniques e.g. W3C.

<b>Principle 9</b>	<b>BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES</b>
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**Our Commitment or Policy**

Membership in high-tech leading industry associations demonstrates our excellence in the newest technologies and applications that obviously encourage the implementation environmental-friendly techniques e.g. W3C. We are, on invitation, a member of different taskforces within the World Wide Web Consortium (W3C), the international organization that develops and sets the open standards.

<b>Principle 10</b>	<b>BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY</b>
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**Our Commitment or Policy**

Inventive Designers does not participate in party politics nor makes payments to political parties or individual politicians. 'Integrity and Ethical conduct' is a highly-ranked value in the 'company values'.

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**How do you intend to make this COP available to your stakeholders?**

This COP will be presented in the next Board of Directors, and registered as a topic on the list for the Stakeholders meeting (on a monthly basis).