



United Nations Global Compact
United Nations
New York, NY 10017
USA

Saarbruecken, 07 January 2014

Communication on Progress

Year: 2013

To whom it may concern:

Being a good corporate citizen is an ambition enthusiastically embraced at all levels within our company. As a member of a Global Compact, we believe that our business policies incorporate the ten principles. Our board fully supports our actions in working towards sustainability goals – in particular those contained in the UN Global Compact – and endorses the future priorities and specific targets we set out in our report. Through our support of the United Nations Global Compact, we also aim to move the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we summarise the progress we have made against these principles and we will continue to follow them up in the future.

Yours sincerely

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(Chief Executive Officer, IMC AG)

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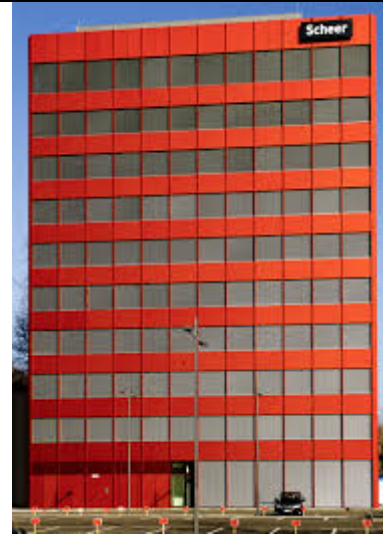
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	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
✓	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	<p>IMC acts in conformity with humans rights legislation and considers its prescriptions especially with regards to following points:</p> <p>Work Conditions</p> <p>It is one of the main objectives of IMC to create safe and healthy work environment for its employees according to existent international standards. Appropriate steps are taken to prevent accidents or injury for health arising out of or occurring during the work.</p> <p>In 2013, IMC's headquarters has moved to a newly built office, the Scheer Tower, which provides employees with a state-of-the-art working environment. In addition, almost all IMC subsidiaries have moved to new offices which meet highest standards for safe and sane working environments.</p>



In each subsidiary there is a security officer, who is trained in first aid and can be contacted in any case of injury. The security officer is also responsible for risks of injury or any dangerous situations. IMC employees have always access to drinkable water. Snack-bar, canteen and small kitchen with drinks are also available in every IMC building.

		<p>Wages and Salary</p> <p>IMC ensures “equal pay for equal work” using a transparent remuneration scheme for permanent staff irrespective of any personal circumstances such as gender. Requirements to be met for achieving different salary levels are clearly defined and available to all employees.</p> <p>Labour is being paid in conformity with national legal standards. Wages and salaries paid are enough to meet basic needs of the employees. Also IMC employees can benefit from special arrangements concerning retirement provisions and other compensations for capital accumulation purposes.</p> <p>All employees are provided with written information about wages and salaries to be paid during their employment time before they enter the employment.</p> <p>Wages and salaries are to be paid in case of force majeure circumstances, such as natural disaster, resulting in interruption of operations or financial crises influencing financial stability of the firm.</p> <p>Selected performance indicators:</p> <p>The following table shows the current distribution of staff according to gender and age criteria. It also shows IMC’s performance in achieving a gender-balanced workforce:</p>
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				2011	2012	2013
		Gender	Female (in %)	29	33	35
			Male (in %)	71	67	65
		Age groups	< 30 years old	20	24	26
			30-50 years old	75	71	69
			>50 years old	5	5	5

✓	Principle 2: Businesses should ensure that they are not complicit in human rights abuses;	<p>IMC respects and acts in conformity with the norms of applicable legislation in the regions it operates.</p> <p>IMC is committed to the concept of fair dealing. Each director, officer and employee should deal fairly with the Company's suppliers, customers, employees and competitors. No one should take their advantage of another by manipulation, concealing information, misrepresentation or other similar practice.</p>
✓	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>IMC accepts the right of employees to freedom of association and collective bargaining in accordance to local labour legislation. Employees have right to join or to form trade unions. Employees' representatives are not discriminated and have an ability to carry out their representative functions in a work place.</p>
✓	Principle 4: Businesses should support the elimination of all forms of forced and compulsory labour;	<p>All labour is sourced from the open labour market, employment is freely chosen and there is no forced, bonded or involuntary prison labour. All IMC employees are provided with labour contracts and may resign at any time they consider appropriate.</p> <p>In addition, IMC offers the following benefits to its staff:</p> <ul style="list-style-type: none"> - Accident insurance - Company pension scheme

✓	Principle 5: the effective abolition of child labour;	<p>IMC doesn't source workforce from a child labour. It acts in accordance to following rules:</p> <p>The course of action taken shall be in the best interests of the child, conform to the provisions of ILO Convention 138 and be consistent with the United Nations Convention on the Rights of the Child.</p> <p>Every employee under 18 should be enabled to attend and remain in quality education until no longer a child.</p> <p>Children and young persons under 18 shall not be employed at night or in dangerous conditions.</p>
✓	Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation.	<p>It is the policy of IMC to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.</p> <p>Abusive, harassing or offensive conduct by an officer and employee is unacceptable, whether verbal, physical or visual. All employees have to sign an anti-discrimination statement.</p> <p>Officers and employees should report any potential incident of harassment to the Human Resources Manager when it occurs. IMC emphasises that discrimination is unacceptable conduct which may lead to disciplinary action under the organisation's Disciplinary Procedure.</p>

		<p>IMC recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability.</p> <p>Selected performance indicators:</p> <table><tr><td></td><td>2011</td><td>2012</td><td>2013</td></tr><tr><td>Nationalities of full-time staff</td><td>21</td><td>24</td><td>29</td></tr><tr><td>Gender equality (% of female full-time staff)</td><td>29</td><td>33</td><td>35</td></tr></table>		2011	2012	2013	Nationalities of full-time staff	21	24	29	Gender equality (% of female full-time staff)	29	33	35
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✓	Principle 7: Businesses should support a precautionary approach to environmental challenges;	IMC promotes perceived attitude to resource management and resource expenditure in relation to environmental background. All operations have to be completed undue any negative impacts on human beings or environmental pollution.
✓	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;	<p>IMC continues the use of an additional line in all employees e-mail signature: <i>"Think again – do you really need to print this e-mail?"</i> to avoid waste of paper not only internally, but also outside the house.</p> <p>Travel policy of IMC underlines that employees must respect environmental standards when booking flights and hiring cars.</p> <p>IMC practices waste separation, according to the German law.</p>
✓	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	<p>The "Green IT" concept is widely advocated for IMC. Challenges, which result from complexity of environmental protection, have large influence on IT- development and usage spectrum:</p> <p>New media channels for educational programmes are offering chances to promote environmental protection.</p> <ul style="list-style-type: none"> • Learning Solutions become a core competence of Green IT because they can substitute business trips and face-to-face meetings, and hence they reduce CO2 emissions, the travel cost budget and the strain on employees, thus improving their work life balance.

		<ul style="list-style-type: none"> • The term “Green IT” marks information technologies which make significant ecologic contribution. Reducing a travel route by 1 km reduces the CO2 emission by an average of approximate 204 gram – in comparison to this, the energy use produced by the IT is negligible. A virtually conducted meeting or an e-learning course with 12 students would reduce the CO2 emission by 244 kg, given an average travel route of 1,200 km. • IMC has increased the use of Web Meetings and Virtual Classroom Sessions for internal communication and cooperation as well as for project coordination meetings with customers. This action reduces the need for travelling and contributes to the reduction of CO2 emissions. IMC intends to further expand its activities in this area in the coming years. • IMC supports the DHL GoGreen climate protection projects by combining its shipments with DHL GoGreen services whenever possible. DHL calculates CO2 emissions generated by transport using a method based on the ISO 14064 standard. In accordance with the specifications of the Kyoto Protocol; these emissions are offset by climate protection projects. • IMC, finally, has increased and intensified its business operations in the area of “cloud computing”, providing professional services to its customers via hosted IT environments.
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✓	<p>Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p>All directors, officers or employees shall comply fully with all laws affecting the business of IMC, including, without limitation, all laws prohibiting insider trading, money laundering, bribery, improper payments and anti-competitive activities.</p> <p>The consequences to the company and its directors, officers and employees of any departure from this policy can be very serious. If a criminal violation has occurred, the company will take appropriate steps to stop the criminal conduct and to prevent such conduct from reoccurring.</p> <p>In order to foster compliance with anti-corruptions rules in a broad range of business operations, IMC has developed an interactive training curriculum available for use in organisations of all kinds. In addition, IMC has broadened its product portfolio with an online compliance management system which is used by IMC customers in order to effectively provide compliance relevant training to their workforce.</p>
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