

A hand is shown holding a small white ceramic pot. A small tree with green leaves is growing out of the pot. The background is a light, neutral color.

SPECIAL REPORT 2014 COMMUNICATION ON PROGRESS TICO Digital Group

Better AV Better City
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Time period from 11/2013 – 11/ 2014



Statement of continued support by the Chief Executive Officer

Dear Stakeholders,

TICO Digital Group affirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. We commit to make meaningful contributions to the surrounding environment and accomplish the UN Millennium Development Goals.

We acknowledge the importance to ensure own corporate practices fall in line with the principles advocated by the UN Global Compact. By embracing a broad perspective of Social Responsibility, TICO Digital Group continues to work to promote sustainable development.

Sincerely yours,

ZHOUSHOU, President
TICO Digital Group

Human Rights

Assessment, policy and goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

Detailed employees' rights and available resources within the organization (reference to the Universal Declaration of Human Rights) are included in the Employee Handbook of TICO Digital Group. It is regarded as a common standard of achievement for every employees and it is promoted in progressive measures.

The Employee Handbook is revised at a regular basis in order to make sure it is compatible with the company's growth and contains timely and accurate provisions for the interest of its stakeholders.



Implementation



Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

The labor contract of TICO Digital Group ensures the openness and transparency of both parties' rights. Employees are encouraged to discuss issues come across in the workplace so as to find out solutions.

For the Human Resources Department of TICO Digital Group, it is responsible for collecting employees' views and suggestions in a regular basis and then to follow up the cases with respect and privacy. Issues would be resolved in conformity with the country's laws and Universal Human Rights principles.





Measurement of outcomes



Description of how the company monitors and evaluates performance.

With the senior management supervising the related policies and ensuring that every employees and stakeholders are treated equally, TICO Digital Group has not encountered major incidents of Human Rights violation till to date. TICO Digital Group works to create a better business environment for own employees and business partners.







Assessment, policy and goals

*Description of the relevance of labour rights for the company (i.e. labor rights-related risks and opportunities).
Description of written policies, public commitments and company goals on labour rights.*

TICO Digital Group values our employees and realizes the importance to create an organization culture of integrity and respect so that employees enjoy the company benefit at the growth and productivity of the company itself. The Employee Handbook states clearly about the employee rights, responsibilities, compensation and benefits. TICO Digital Group will continue to provide a wider range of employees' benefit packages.

Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations..

TICO Digital Group has written guidelines about Labour Rights and in case of violation, issues would be resolved with the best interest of the neglected party.

Both formal and informal effective communication measures are available in workplace for the top management and the staff. Every employee is aware of the rights and responsibilities in workplace.

In the 14th October 2014, TICO Digital Group provided the staffs with once a year free routine physical examination which helped the Staffs to enjoy health right and to safeguard their interests.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Human Resources and senior management work together to make sure every employee is treated equally in workplace.

Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations..

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Measurement of outcomes

Description of how the company monitors and evaluates performance.

Human Resources and senior management work together to make sure every employee is treated equally in workplace.

Environment

Assessment, policy and goals

In the November 4, 2013, TICO chairman ZhouZhou participated in the 2013 Assembly election of North Area of Society of Entrepreneurs & Ecology (hereinafter referred to as “SEE”) which was held in Beijing and was successfully elected as one of the new Committee member of North Area of the SEE Working Committee.

生态协会华北片区换届选举



阿拉善盟
阿拉善盟阿拉善SEE生态协会

04日

选举



阿拉善盟阿拉善SEE生态协会
华北片区换届选举



In the November 9, 2013, TICO chairman Zhouzhou, as the supervisor of SEE, attended the fifth SEE Assembly election of the Council, the Board of Supervisors and the Rules Committee, and successfully was elected as the new member of a council of SEE. The conference also elected the fifth SEE president Ren Zhiqiang, Chief supervisor Qian Xiaohua and Rules Committee chairman Wang Weijia. In addition, chairman Zhouzhou listened to the working report of the fourth SEE Council, the Special Committee, the Board of Supervisors and the Rules Committee. Chairman Zhouzhou also provided suggestions for the internal governance of SEE.



阿拉善SEE生态协会
SEE CONSERVATION

20



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SEE CONSERVATION



阿拉善SEE
SEE CONSERVATION



As one of the initiators of SEE, TICO actively participates in the promoting of protecting China ecological environment by actual actions, takes part in various activities of SEE. Meanwhile, TICO positively adheres to the implementation of the green philosophy of “less is more” in the company, and strives to create moral, loving and responsible corporate culture. Public welfare is a long and arduous task. TICO will continue to shoulder the responsibility to work hard for the ecological environment and for the social public welfare.



Below are the simple guidelines to reduce energy consumption in the workplace:

- Turn off lights, air conditioning, computer and other electrical appliances, upon leaving the office;
- Shut the windows when using air conditioning;
- Reusable kitchenware;
- Use public transport, instead of taxis or Company cars, when commute to work/go out for business meeting;



In the 23rd May, 2014, the 51st session of the Africa Day celebrations were held in GBD public diplomacy & Cultural exchange Center. Chinese Foreign Minister MR. Yang Jiechi, Madagascar Ambassador to China and the head of the African diplomatic corps MR. Victor Sikonina attended and delivered a speech. There are nearly 1000 guests attending "Africa Day" public diplomacy activities, including 48 Ambassadors, more than 100 members of China's Ministry of Foreign Affairs, Ministry of Defense, the United Nations Development Programme .

AFRICA DAY

非洲日

GALA NIGHT

联欢

Beijing
北京







Below are the more CSR practice cases of 2014 by TICO Digital Group:

In the 25th Feb, 2014, TICO Digital Group attended the Global Compact Network China 2014 in Beijing to share the practice cases of "2013 best practices for environmental protection" by TICO, which gained great recognition and appreciation from the participants.



Below are the more CSR practice cases of 2014 by TICO Digital Group:

➤ TICO Digital Group set scholarships for the students of institute of Information Technology of Peking University. In the 22nd May, 2014, the 2014 TICO Digital Group scholarship awards event was held in School of Peking University



Below are the more CSR practice cases of 2014 by TICO Digital Group:

➤ In the 22nd May, 2014, TICO Digital Group organized Winning students of Pecking University together with TICO Volunteer s Association to XingZhi School for children of migrant worker to participate in the activity of Science and Technology Museum.



