

General

Period covered by your Communication on Progress (COP)

From:

14/12/2012

To:

14/12/2014

Statement of continued support by the Chief Executive Officer (CEO)

Please provide a statement of your company's chief executive expressing continued support for the Global Compact and renewing your company's ongoing commitment to the initiative and its principles (Please include name and title of the chief executive at the bottom of the statement).

Dear Stakeholders

ENGAGEO is an IT service companies of 5 millions € turnover.

ENGAGEO decided in 2011 to support the ten principles of the Global Compact with respect to human rights, labor standards, protection of environment and anti-corruption and to advance those principles within our company.

We are today happy to confirm our continued support for the Global Compact and renew our ongoing commitment to the initiative and its principles.

Sincerely yours,
Olivier GEHIN
Chairman & CEO

Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses (For more information on the principles, [click here](#))

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.

Examples

- Reference to (statement of support for) the Universal Declaration of Human Rights or other international standards
- Written company policy on respecting Human Rights and preventing potential abuses (e.g. in code of conduct)
- Policy requiring business partners and suppliers to adhere to the principles on Human Rights?
- Assessment of Human Rights related risks and impact in industry sector and country(ies) of operation (see Risk Assessment Report at www.humanrightsbusiness.org)
- Specific goals in the area of Human Rights for the upcoming year

Protection of Internationally recognized principles including Human Rights is expressly part of ENGAGEO values.

ENGAGEO requires its suppliers to adhere to this principle before starting a partnership.

All employees have been informed about our commitment to the United Nations Global Compact and what it means.

Implementation

Description of concrete actions to implement Human Rights policies, reduce Human Rights risks and respond to

Human Rights violations.

Examples

- Suggestion box, call center or grievance mechanism
- Awareness raising or training of employees on Human Rights
- Consultation with stakeholders and affected parties
- Allocation of responsibilities for the protection of Human Rights within your company
- Human resource policies and procedures supporting Human Rights

Employees and third parties can use any tool to report potential claims, such as hierarchy, employee representatives, external auditors, public authority.

A draft of “ENGAGEO Code of Conduct” is being developed. This will be completed and implemented in 2015.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Examples

- Specific progress made in the area of Human Rights in the past reporting period
- Information about how your company deals with incidents of Human Rights violations
- Investigations, legal cases, rulings, fines and other relevant events related to Human Rights
- Periodic review of results by senior management
- External audits of Human Rights performance

No claim regarding Human Rights was reported in the period covered by the COP.

30% of our suppliers signed a Human Rights attestation in 2012 compared to 0% in 2011

Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

(For more information on the principles, [click here](#))

Assessment, Policy and Goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities).

Description of written policies, public commitments and company goals on labour rights.

Examples

- Reference to ILO Core Conventions or other international instruments
- Written company policies to uphold the freedom of association and collective bargaining and the elimination of forced labour, child labour and employment discrimination
- Written policies that clearly state employee rights and responsibilities and their compensation and benefits
- Policy requiring business partners and suppliers to adhere to the Labour principles
- Assessment of labour-related risks in the industry sector and country(ies) of operations
- Specific goals in the area of Labour Rights for the upcoming year

Protection of Internationally recognized principles including Labor Standards is expressly part of ENGAGEO values.

Business Partners and Suppliers of ENGAGEO are requested to adhere to this principle.

ENGAGEO is compliant and apply labour rights and labour representation.

Implementation

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

Examples

- Suggestion box, call center or grievance mechanisms
- Awareness raising or training for employees on labour rights and policies

- Describe how the health and safety of all employees is ensured
- Describe how your company prevents discrimination of all kinds and ensures comparable pay for comparable work
- Consultation with employees and other stakeholders
- Allocation of responsibilities for the protection of labour rights within your organization
- Human Resource policies and procedures supporting the Labour principles
- Participation in international framework agreements and other agreements with labour unions

ENGAGEO values good labor relations and ensure that a continuous communication with employee exists. ENGAGEO fully respects labour rights and policies, health and safety rules according to French laws.

A manual risk assessments of employees has been developed in 2014.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Examples

- Demographics of management and employees by diversity factors (e.g. gender, ethnicity, age, etc.)
- Describe how your company deals with incidents of violations of Labour principles
- Investigations, legal cases, rulings, fines and other relevant events related to Labour
- Periodic review of results by senior management
- Specific progress made in the area of Labour during the last reporting period
- External audits (e.g. SA 8000)

No claim regarding breach of Labour principles was reported in the period covered by the COP.
30% of our suppliers signed a Labour principles attestation in 2012 compared to 0% in 2011

Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

(For more information on the principles, [click here](#))

Assessment, Policy and Goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection

Examples

- Assess the environmental footprint and impact of your company
- Written company policy on environmental issues, including prevention and management of environmental risks
- Policy requiring business partners and suppliers to adhere to the environmental principles
- Describe specific goals in the area of the environment for the upcoming year

Protection of Internationally recognized principles including Environment is expressly part of ENGAGEO values.

ENGAGEO ensures sustainability in the management of all its activities and is committed to minimize its impact on the environment.

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to

environmental incidents

Examples

- Awareness raising or training of employees on environmental protection
- Initiatives and programmes to reduce waste materials (e.g. recycling) and consumption of resources (energy, fossil fuels, water, electricity, paper, packaging, etc.)
- Activities aimed at improving the energy efficiency of products, services and processes
- Development and diffusion of environmentally friendly technologies

- Raise awareness among suppliers by asking them for environmental data on their products
- Environmental management system with objectives and procedures for evaluating progress, minimizing negative impacts and transferring good practices
- Allocation of responsibilities for environmental protection within your company

As examples of its “Green ambition”, ENGAGEO adopted in 2011

- a no company car policy;
- a no paper company policy was put in place through dematerialization software (electronic vendor invoice/ electronic customer invoice);
- a waste management policy ensuring that collection, storage, transportation and disposal of waste was properly managed and recycled as far as possible;
 - Usage of BIO product for offices cleaning;
 - Remote conferencing technologies.

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance

Examples

- Information about how your company deals with incidents
- Investigations, legal cases, rulings, fines and other relevant events related to environmental principles
- Specific progress made in the area of the environmental protection during the last reporting period
- Periodic review of results by senior management
- External audits of environmental performance

No claim regarding Environment was reported in the period covered by the COP.

40% of our invoices to customers are only sent electronically.

Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery (For more

information on the principles, click here).

Assessment, Policy and Goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment).

Description

of policies, public commitments and company goals on anti-corruption.

Examples

- Assessment of risk of corruption and bribery in the company’s industry and country(ies) of operation
- Written company policy of zero-tolerance for corruption, bribery and extortion
- Reference to (or statement of support for) the UN Convention Against Corruption and other international instruments
- Protocol to guide staff in situations where they are confronted with extortion or bribery
- Policy requiring business partners and suppliers to adhere to the anti-corruption principles
- Specific goals in the area of anti-corruption for the upcoming year

Protection of Internationally recognized principles including combating corruption, is expressly part of ENGAGEO values.

Implementation

Description of concrete actions to implement anti-corruption policies, reduce anti-corruption risks and respond to

incidents.

Examples

- Suggestion box, call center or grievance mechanisms
- Awareness raising or training of employees about company's policies regarding anti-corruption and extortion (e.g. mailings, internet, internal communication, etc.)
- Allocation of responsibilities for anti-corruption within your company

- Participation in industry initiative or other collective action on anti-corruption

ENGAGEO values anti-corruption principles and ensure that a continuous communication with employee exists on this subject.

Our suppliers are requested to sign a no corruption official report.

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

Examples

- Information about how your company deals with incidents of corruption
- Internal audits to ensure consistency with anti-corruption commitment, including periodic review by senior management
- Investigations, legal cases, rulings, fines and other relevant events related to corruption and bribery
- Specific progress made in the area of anti-corruption during the last reporting period
- External audits of anti-corruption programmes

No claim or request for monetary sanction for corruption was reported in the period covered by the COP.