

United Nations Global Compact

Communication on Progress 2014/2015

Human Rights

Mazars as an international organisation is thriving to implement processes to comply with the Human Rights development agenda set forth by the Global Compact. To reaffirm its commitment towards such principles of equality, Mazars is also a signing member of the UN Women's Empowerment Program since December the 15th, 2013.

Businesses should support and respect the protection of internationally proclaimed human rights.

We firmly believe that companies that demonstrate respect for human rights are those that will experience long-term growth and success, as they will generate trust with wider societal stakeholders such as: employees, communities, customers and suppliers.

As a professional services firm, we have developed Human Rights consulting and assurance services, which range from training through interactive workshops of management boards and worker groups, undertaking human rights due diligence, mapping out risks and opportunities related to human rights via a risk assessment, designing and assisting in the implementation of appropriate procedures and controls to mitigate against adverse human rights impacts, to developing a communications strategy which relays a business' commitment to human rights and how it is addressing the risk of its impacts.

These services are currently being deployed on an international level.

We have also developed our Human Rights assurance methodology, which has been tailored to align with the objectives of the UNGPs and the UNGP Reporting Framework. This methodology was rewarded with an International Accounting Bulletin Innovation award in 2012.

Human Rights

Businesses should make sure they are not complicit in human rights abuses.

We have launched the “Business. For Good™” initiative, which encourages business leaders to ‘think and act long-term’ in order to enhance business performance and pursue profit responsibly for the benefit of companies, their stakeholders and wider society. Within the framework of this comprehensive program, we have worked with The Economist Intelligence Unit to publish a report on Human Rights and Business, launched in London on March 2015, and engaged a global conversation on the current state of human rights and business.

Representatives of Mazars also attended the United Nations Forum on Business and Human Rights in Geneva on December 1-3, 2014 to demonstrate our support for the idea that business has an important human rights role.

As one of LinkedIn’s Influencers, on June the 29th, 2015, Philippe Castagnac, the firm’s CEO and Chairman of the Board, published a paper entitled « *From CSR to Shared Value: How Respecting Human Rights is Actually Sound Business Investment* ».

(<https://www.linkedin.com/pulse/from-csr-shared-value-how-respecting-human-rights-sound-castagnac?trk=prof-post>)

In the UK, we advise companies on how to best comply with the requirements of the UK Modern Slavery Act 2015.

In his Leadership blog, Richard Karmel, the firm’s Head of Global Human Rights services, expands upon how businesses would be able to create more value for themselves and their stakeholders if they were to apply a human rights lens to all of their operations. Read more at <http://www.richardkarmel.co.uk>.

In full compliance with the Group’s commitment to promote human rights as a sound business principle, our Hamburg office, in Germany, recently wrote an article emphasizing the role of human rights for international small and mid-sized enterprises. This article appeared on the www.business-humanrights.org blog.

In November 2015, WeiserMazars LLP was named the first recipient of the Corporate Leadership Award from the Center for Holocaust, Human Rights & Genocide Education (Chchange) in appreciation of the firm’s exceptional philanthropic initiatives and commitment to human rights.

Labour

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Businesses should uphold the elimination of all forms of forced and compulsory labour.

Business should uphold the effective abolition of child labour.

As a professional service firm, our reputation and methods are based on human capital. Our HR policies are designed to attract and retain talent in very specific and targeted areas of expertise.

All our HR policies apply all local labour regulations in every country. However where local law conflicts with international best practices we thrive to align with international standards. We also established of specific bodies to consult staff members, such as the « Comité d'Entreprise » (work council), in France.

We follow good governance codes where applicable (the Republic of South Africa, Sweden, the UK, the Netherlands), and the Group has also applied some of the more stringent laws globally, for instance with the appointment of two external members to its Governance Council, the body that oversees global management.

All operations are subject to public scrutiny in our Group Transparency Report, available on our corporate website. Where applicable, local Transparency Reports are also published on a yearly basis. To this day 14 local transparency reports have been published for the year 2014/2015 and will shortly be accessible on local websites.

<http://www.mazars.com/Home/News/Our-publications/Transparency-reports>

Labour

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

Mazars is present in 77 countries and applies Group policy to prevent any form of discrimination.

As a matter of fact, Mazars signed a Charter in favour of diversity at Group level and applies it in all of its offices around the world. While diversity projects are piloted at Group level on behalf of the Group HR Department (Diversity Guide, Study on Generation Y, etc.), they are applied locally after consideration of local cultures and initiatives. Mazars' central HR Department nevertheless ensures that all local HR departments abide by fully non-discriminatory policies. All of these adaptations are implemented under the umbrella of our Partnership Social Responsibility (PSR) policy.

As an example, Mazars in France has chosen to work on work-life balance, by allowing fathers to take parental leaves, or by allowing its staff to work from home one day a week, whenever possible.

At Group level, an action plan to mentor and coach high-potential women has been deployed, in order to guarantee that more of them can become partners. As a matter of fact, the 2015 roster of new partners includes 10% more women than the previous year.

The progress made is now systematically assessed at local and global levels by the Group's Diversity Committee, sponsored by one of the Group Executive Board member.

Mazars has also been acting to support the integration of people living with a handicap. To this end, we created "*You Hand'Mazars*", an initiative which is the source of various projects, such as:

- Recruiting employees living with a handicap and assuring that they are fully integrated into their teams,
- Adapting buildings and workspaces to employees living with a handicap,
- Implicating all HR actors so that all employees can in turn be sensitized,
- Supporting local and national associations, and
- Developing infrastructures of support for persons living with a handicap.

As part of its journey towards integrated reporting (<IR>), Mazars is looking to use the Integrated Reporting framework to guide the future of its own reporting.

Environment

Businesses should support a precautionary approach to environmental challenges.

Even though, as a professional service provider, we do not conduct activities or manage industrial processes that have a major impact on the environment, Mazars has instituted a set of policies that contribute to the conservation of the environment as well as to the reduction of the Group's personal impact on natural resources.

As an example, Mazars in France put a plan to reduce its carbon emissions into place. In choosing its suppliers and sub-contractors, Mazars heavily takes into consideration the latter parties' social and environmental performance results.

In this sense, Mazars favours the usage of technologies that are not only adapted to its needs but also that fully respect the environment. Mazars involves all of its employees in this process via:

- Better waste management,
- Stricter control of (energy, water, etc.) consumption,
- Essential practices for energy conservation, and
- Best practices: offsetting of carbon emissions, contribution to reforestation.

As another example, Mazars in the Netherlands has implemented follow-up and monitoring processes for environmental issues and has become the first country within our partnership to publish a GRI-compliant annual report. We fully intend to capitalize on this expertise to further pursue the global collection of environmental data and gradually be able to publish consolidated indicators and to determine which are the areas in which action plans are needed in the coming years.

In addition, as a professional service firm, we have developed a CSR assurance offer, which we have deployed to over 120 clients in France in 2014/2015. On top of this specific assurance offer, we provide CSR consulting services to help clients set up their own CSR reporting processes, through a team of dedicated specialists.

Environment

Businesses should undertake initiatives to promote greater environmental responsibility.

We firmly believe the promotion of greater environmental responsibility should rely on tangible initiatives. Since 2004, our commitment to the environment has been formalized in our Partnership Social Responsibility (PSR) policy. As a matter of fact, the fight against climate change is one of the four pillars of our PSR. The Group provides guidelines and leaves countries free to use the most relevant levers to best answer this global challenge: green IT, local providers or green vehicles, etc.

In France, as one of the founding members of « *Obsar* » (the « *Observatoire des Achats Responsables* »), we focus on responsible procurement and the daily implementation of energy-saving practices, such as lights being automatically turned out after 8pm, recycling ink cartridges, bulbs and batteries, and using recycled paper or paper issued from sustainably-managed forests.

The Group's headquarters' "Green Committee" comes together every year in order to follow up on the (above-mentioned) environmental protection measures that are put into place.

Mazars' commitment to the protection of the environment is a global one. For example:

- Mazars in China supports the Million Tree Program,
- Mazars in the Netherlands publishes a yearly national report on climate change in line with the GRI (Global Reporting Initiative),
- Mazars in the Czech Republic has taken various key steps on this matter: recycling plastics and ink cartridges, reverting to local suppliers for water and tea, etc.,
- Mazars in Russia has developed its own "Green" Charter,
- WeiserMazars (in the US) has created a "Go Green" dedicated team, and
- Mazars sponsored the "*Global Youth, Climate and Employment*" survey that was presented at the COP21 in Paris from November the 30th to December the 11th, 2015.

In the UK, we have elected to sponsor initiatives that raise awareness about sustainable development and help improve local standards of life on a long term basis. In 2014/2015, examples include helping The Wildfowl & Wetlands Trust in its goal to provide a high tech learning session (Exploring Conservation) that will bring science and conservation to life by encouraging children to explore their environment using the latest technology, and sponsoring Humanity First, for the digging of 5 water wells in the Tharparkar district of Pakistan, where 200 children died in the last 3 months. The wells will benefit around 4,500 people and 5,000 livestock.

In partnership with the association "*Planète Urgences*", Mazars employees can use their vacation time to travel either in France or abroad and participate in a solidarity-based project of their choice, with the Group covering the costs of travel.

As a professional service provider, we offer green ideas and solutions that support the competitiveness and image of our clients and help them integrate sustainable development into their strategies and operations.

Environment

Businesses should encourage the development and diffusion of environmentally friendly technologies.

As an organisation, Mazars strives to develop technologies that are relevant to its business and more environmentally friendly.

As a professional service firm, we apply the same dematerialisation principles with our clients, with all the needed security measures to ensure confidentiality.

Anti-Corruption

Businesses should work against corruption in all its forms, including extortion and bribery.

Integrity and irreproachable ethics have always been at the heart of our values. Our profession has been severely hit by scandals that caused one of the largest audit and accounting firms to crumble and the entire world economy to experience a severe downfall. So we believe we are uniquely placed to know that business ethics and transparency are absolute musts, and that any wrongdoing in these areas can ultimately result in threatening our own survival as a firm.

As a consequence, we do have a “zero tolerance” policy for unethical behaviours and this is reflected in our whistleblowing procedures, for both staff and clients.

As a professional service firm that is committed to promoting transparency, trust and security in business, we have developed an Anti-Bribery and Corruption Services team that has, for over 15 years, been helping companies to design, assess and continuously improve their anti-corruption programs.

In 2013, Mazars developed its own anti-corruption certification offer, established in compliance with national and international laws and regulations: French law, the UK Bribery Act, the US Foreign Corrupt Practices Act, the OECD Anti-Bribery Convention, etc., and endorsed by an International Advisory Board and the French Justice Ministry.

Since then, we have certified some of the most robust anti-corruption programs. Thanks to our international expertise and thorough knowledge of international and local anti-corruption laws, we are able to conduct internal control reviews in the frame of statutory audits and advisory assignments to assess and improve anti-corruption programs. We cover all major sectors, from Energy to Financial Services.

To celebrate the 10th anniversary of the UN’s Anti-Corruption Day on December the 9th, 2014 Mazars in the UK held an International Anti-Corruption Day event at Tate Modern in London. This event included a panel of experts who discussed the ongoing international anti-corruption effort and their hopes for progress over the next ten years.

Finally, in order to fight any type of abuse we have also implemented group-wide whistleblowing procedures for both our staff and our clients and stakeholders. These procedures have been deployed in 2014 and both external and employee complaint forms can be downloaded from all our Mazars’ websites. (<http://www.mazars.com/Complaint-form>) All claims are directly processed through the Group’s Chief Compliance Officer (CCO) except when stated otherwise by the local regulation.