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Communication On Progress

n°6 - 2015/2016

Sustainable development, the energy that fuels our growth



Declaration of ongoing support for the principles of the Global Compact

Ayming, a business performance consulting group, was born from the merger between Alma Consulting Group and Lowendalmasaï, two European leaders in business performance consulting.

This new group supports its clients on a daily basis to help them emerge and to develop their global performance as well as make them a source of value creation in the long term.

When facing new environmental and social challenges, this value creation process can only be achieved as part of a policy favourable to social development and the environment; this approach not only reduces risks but also represents genuine opportunities.

Today, Ayming would like to renew the commitment demonstrated by Alma Consulting Group to the Global Compact over the last five years by affirming its support. The 10 principles of this pact, in terms of human rights, labour, environmental standards and anti-corruption, are perfectly in line with the Group's CSR strategy and commitments.

As Group Chairman, I am honoured to renew our commitment to the Global Compact, in order to promote its ten principles. I invite you to read our sixth "Communication on Progress", which sets out our achievements and progress in 2015, together with our new CSR roadmap for 2016.



Hervé AMAR
Président



Our CSR approach centred around the 10 principles of the Global Compact

	Social	Environment	Economic
Global Compact principles	n° 1-2: human rights n° 3-6: labour standards	n° 7-9: environment	n° 10: anti-corruption
Our commitments	<p>To support social development for employees through a human resources policy based on responsible recruitment, fair professional development for all, the appropriation and promotion of the company's fundamental values in everyday practices, and the integration of all social categories at all levels of the company.</p>	<p>To preserve the environment by changing our day-to-day behaviour (travel, use of equipment, recycling, etc.) and our purchasing practices, to make them more responsible.</p>	<p>To promote sustainable growth for Ayming and its clients, by means of responsible and ethical professional practices, together with the provision of new solutions in its business portfolio which are sustainable development-oriented, innovative and value-generating.</p> <p>Promoting the ten principles of the Global Compact among our clients, via our corporate communication (website, brochures, etc.) and among our suppliers, through awareness-raising and assessment.</p>
Our previous achievements	<ul style="list-style-type: none"> • Reinforcing the employability of our staff; • Integrating our HR teams into the Business Units; • Supporting our managers in the development of their managerial skills. 	<ul style="list-style-type: none"> • Replacing photocopiers: <ul style="list-style-type: none"> - reducing the number of photocopiers, - more energy efficient copiers; • Communicating about good printing practices; • Introducing organic food to the inter-company crèche; • Installing an eco-pulper in our company restaurant at Gennevilliers; • Reducing our carbon emissions. 	<ul style="list-style-type: none"> • Constantly improving our market positioning by: <ul style="list-style-type: none"> - continuously improving client relations, - covering the totality of the companies' expenses and investments, - an R&D centred on client needs.



Actions 2015 - Environment

Principles 7-9

Environment - The companies are invited to:

7. support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility;
9. encourage the development and diffusion of environmentally friendly technologies.

Our achievements in 2015:

- In 2015 we have completed:
 - our **energy audit**;
 - our greenhouse gas emissions assessment, leading to the **carbon footprint assessment**.

The highly convincing results of these 2 assessments have allowed us to comply with the applicable legislation but above all to **identify areas for improvement and actions to implement** to take our sustainable development process even further.

- In order to continue **reducing our CO² emissions**, previously implemented measures have been pursued throughout 2015.
 - In 2015, we were able to reduce our **corporate travel**:
 - train journeys by **10%**,
 - plane journeys by **22%**;by raising awareness amongst employees, promoting the various video conferencing systems and tracking our expenses and practices relating to corporate travel for each quarter.
 - We reduced the carbon emissions produced by our **fleet of cars** by **4%**, with an average of **106.1 g CO₂/km** at the end of 2015, through the reduction and replacement of the fleet.

The launch of working from home within the group has also allowed us to reduce our carbon emissions by **reducing the need for our employees to commute**.



2015 actions – Human resources management

Principles 1-6

Human rights: companies are invited to

1. support and respect the protection of internationally proclaimed human rights in their sphere of influence;
2. ensure they are not complicit in human rights abuses.

Labour standards: companies are invited to

3. uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. eliminate all forms of forced and compulsory labour;
5. abolish child labour;
6. eliminate discrimination in respect of employment and occupation.

HR indicators	2014	2015
International workforce	1260	1493
National workforce	932	1020
- % of permanent contracts	97.6 %	98 %
% women	55 %	57 %
% women managers	34 %	35 %
% turnover	11.2 %	9.2 %

The men and women that make up the group are its most important asset.

To ensure that each employee can achieve professional fulfilment both today and when faced with the challenges of tomorrow, we are committed to implementing a human resources management system that is part of a resolute and committed policy of social responsibility.

In 2015, our priorities were:

- **implementing home working**
- **implementing e-learning**
- **international development**

E-learning

The group developed **training via e-learning** in order to allow employees to learn **independently and at their own pace**.

International development

The group has identified international growth as a priority in order to ensure **employees from its subsidiaries are properly integrated**. This HR plan will be followed-up in 2016 by centralising resources available to employees (travel agency, fleet of cars, etc.)



2016 Action Plan

Social

Environment

Economic

n° 1-2: human rights
n° 3-6: labour standards

n° 7-9: environment

n° 10: anti-corruption

- Sign an agreement between the group's staff representative bodies and the Management on the Quality of Life at Work;

- Renegotiate the agreements for:
 - gender equality,
 - the cross-generation contract.

- Reduce CO² from:
 - our fleet of cars
 - our corporate travel,
 - and develop our fleet for car-sharing;

- International development and savings through the centralisation of resources available to employees:
 - Car fleet,
 - Travel agency,
 - Office furniture.

- Optimise our purchasing process for more responsible purchasing;

- Continuously improve client relations.





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About Ayming

Established in **14 countries** in Europe, North America and Asia, **Ayming** provides high added value consulting services to help its clients to improve and develop their value-creation performance in 4 major domains of expertise: **Human Resources**, **Operations** (strategic and indirect purchasing, WCR, Supply chain), **Finance** and **Innovation**.

The improvement of a company's global performance is maximised by managing and preventing risks (**secure**), optimising processes, organisational structure and financing (**accelerate**), and finally by understanding and foreseeing its development (**anticipate**).

This is why we offer our clients a global approach to consulting for improving performance: **Business Performance** consulting.

Ayming has a unique way of doing its job: **Open performance**. Open performance is about opening up the scope of possibilities for its clients' performance, being innovative where you least expect it by considering performance at every level of the company.

Ayming's priority is to develop a close relationship with its clients, by being constantly at their service and creating a long-term partnership.

The group is **OPCQM qualified** by the Office Professionnel pour la **Qualification** des Conseils en Management (the French management consulting regulatory body), a member of **Syncost** and **Syntec Conseil en Management** and is **ISO 9001 certified by AFNOR Certifications**.

The Group is a member of the professional associations Syncost and Syntec Management Consultants.

For further information: ayming.co.uk



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