



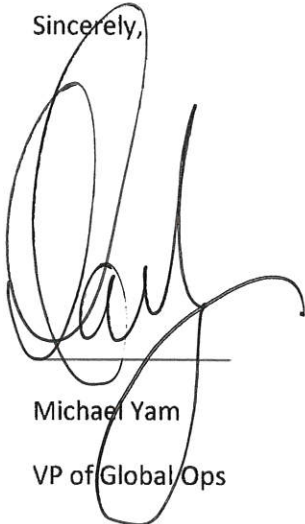
Date: 24th April 2016

Communication on Progress – 2016

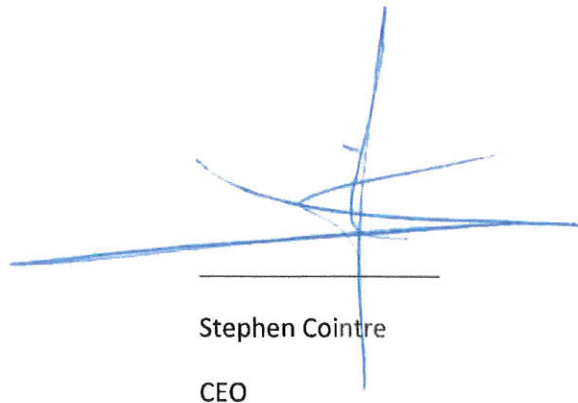
It is with great pleasure that we inform you the support of Elixim SA to the ten principles of the Global Compact which centre on human rights, labour, environment and anti-corruption. We always strive to make the Global Compact and its principles part of the strategy, culture, and daily operations of our Company and to engage in collaborative efforts that advance the broader goals of the United Nations. Elixim SA will continue its support of public accountability and transparency, and therefore, commits to report on this information to our stakeholders.

In this annual Communication on Progress, we describe our gradual integration of the Global Compact and its principles into the everyday ethos of company.

Sincerely,



Michael Yam
VP of Global Ops



Stephen Cointre
CEO



Company Overview:

Elixim, a Swiss based company, operating in several European countries, develops since 2004 a wide range of corporate office management services representing the brand image of its customers and to deliver real added value for the first moment on.

As one of the most innovative companies in the field of facility management, Elixim SA is also recognized to be one of most agile, flexible and reliable.

Our name encompasses our uniqueness: we are Elixim

Elixim SA takes care of every detail of the Office Management (Welcome Desk, Call Centre, Administrative Support, Housekeeping, Catering, and Conference Centre, with finesse and attention, seeking at all times to provide satisfaction to our clients and stakeholders.

By choosing Elixim, our clients are able to focus on the relevant business and their core activities.

Human Rights (Principle 1, 2)

Elixim SA continues to foster high ethical values and expects the same of all its employees. The company's Code of Business Conduct requires all employees to treat co-workers, customers, and themselves with dignity and respect regardless of gender, race, sex, disability, sexual orientation, age, faith, ethnic origin, national origin and marital status. The company relies upon each employee to incorporate these values into their everyday actions whilst employed by Elixim SA.



Priorities for 2016

- Our core ethical and sustainability priorities will remain unchanged during 2016 and human rights will continue to form an important part of our risk assessment and mitigation process, with the implementation of a newly implemented control assessment for businesses operating in high-risk countries in 2016.
- complete a review of our policies, standards and business processes to help ensure that we do not allow modern slavery to exist within our business or supply chain
- Continue to build awareness of human rights issues and responsibilities across the business
- Carry out human rights risk assessment in key business areas

Key Highlights for 2015:

- Embedded human rights standards and awareness within key business policies and processes, including:
- Implement and observe codes of conduct which are designed to protect employees from harassment or discrimination in any form, and to provide equality of opportunity.
- Ensure that all employees are fully aware of such codes and that they comply with them.
- Operate a remuneration policy that is competitive and rewards good performance.
- Ensure that all employees know what is expected of them in their job, and are able to measure their performance.
- Provide a framework which will assist employees to develop their capabilities.
- Provide a safe work environment for its employees and ensure that employees fully understand their own responsibilities in regards to health and safety matters.
- Aim to develop policies that will support employees in balancing their work and domestic responsibilities

Labour – Principle 3, 4, 5 and 6



Elixim SA employees continue to commit to the elimination of direct and indirect forms of discrimination in relation to employment; furthermore all employees enjoy the freedom of association without the fear of implication on their employment. Our policy continue to emphasise that all job applicant and employees are treated in the same way regardless of sex, sexual preference, race, ethnic origin, colour, religion, disability, martial status or union membership status.

Priorities for 2016:

- Continue to strengthen business policy and procedures to guide equal employment opportunity practices, not depending on the gender, age, cultural, geographic, socio-economical origin, or religion of the employees.
- Review current Human Resources Management policies and procedures, which make qualifications, skills and experience the basis for the recruitment, placement, training and advancement of staff at all levels in the company.

Key Highlights for 2015:

- Re-deployed version 2 of work experience programmes in various areas to assist employee welfare and sustainable employment based on the positive feedback towards end Q1 of 2015.
- Continue to develop Human Resources Management policy on no discrimination and equal opportunity program, including such points as equal job and professional opportunities not depending on the gender of employees at all levels; opportunity of a further education program in local and international institutions as a training opportunity to both young and older employees; encouragement of flexible working hours for women employees with children, etc.
- We had held 10+ educational or awareness programs in 2015 with the themes of HR



This is our Communication on Progress in implementing the principles of the United Nations Global Compact and supporting broader UN goals.

We welcome feedback on its contents.



management, Art of HR, Labour Code, Rights Protection, Gender Issues, Empowerment including equal job and professional opportunities at all levels in the organizations, without discrimination due to gender, age, race, cultural, geographic or socio-economical origin, religion, or others, of the employees inside and outside of the country to clients.

Environment - Principle 7, 8 and 9

Although Elixim SA operates globally, our organizational footprint has a minimal impact on the environment. Nonetheless, Elixim SA recognises its responsibility to do everything possible to make a positive contribution to the environment, and takes steps however small to release that aim. We continued to be accredited with ISO 9001, 14001 and OSHA 18001 under Swiss TS, which highlights our continual commitment to the core UNGC principles.

Priorities for 2016

- Increased energy efficiency
- Reduce amount of printed collateral and seek to host digitally where possible
- Reduced waste
- Increase recycling

Key Highlights for 2015

- Improved work flow program to allow suppliers to improve environmental performance
- Trained employees in advanced environmental awareness among private and public sectors
- Ideas and proposals on environment issues developed
- Over achieve our recycling target by 15%

Bribery and Corruption – Principle 10



Elixim SA is against all forms of corruption, extortion and bribery and committed to operating in a compliance with all anti-bribery laws to which it is subjected. At Elixim, all transactions and business relationships are monitored closely by senior management team and take the necessary commitment to taking anti-corruption measures and eliminating any display of corruption. We believe that transparency is the only way forward for a better economy.

Renewal of Commitment

Elixim SA remains committed to the UN Global Compact and its principle which it continues to implement where the company opera