

Antwerp, May 9th 2016

To our stakeholders,

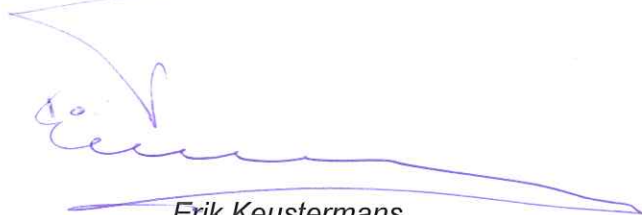
*It is my pleasure to confirm the Remant's Group further commitment to support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.*

*This updated communication on progress is the opportunity to describe our process to promote and support those principles within our sphere of influence with our business partners.*

*The Global Compact and its principles are one of the pillars of our company strategy, culture and day to day operations. We believe that our company group has to behave in a socially and ethically exemplary way and that our standards should tend to meet those essential principles.*

*You will find hereafter our 2016 COP describing our progress since our registration in 2015.*

Sincerely yours,



Erik Keustermans  
Permanent representative of Commitment BVBA  
Managing Director



## **COMMUNICATION ON PROGRESS (COP)**

### **HUMAN RIGHTS**

*Businesses should :*

- 1. support and respect the protection of internationally proclaimed Human Rights*
- 2. ensure that they are not complicit in abuses of human rights*

*The Remant Group follows the principle that all people are equal and must be treated equally. We support equal pay and work rights without any discrimination regarding age, race, gender, marital status, religious belief, ethnic origin or physical disability and require from our business partners that they act accordingly.*

### **Our commitment**

*Our commitment is to use our sphere of influence so that our employees and business partners respect the Universal Declaration of Human rights.*

### **Implementation**

*We are careful to comply with the legislation governing this area in Belgium and implemented procedures to control these issues with our Belgian subcontractors and whenever possible with our business partners abroad.*



## **LABOUR RIGHTS**

*Businesses should uphold :*

- 3. the freedom of association and the effective recognition of the right to collective bargaining*
- 4. the elimination of all forms of forced and compulsory labor*
- 5. the effective abolition of child labor*
- 6. the elimination of discrimination in respect of employment and occupation*

*The Remant Group provides its employees with a fair working environment and employment security and requires from their business partners that they act accordingly.*

### **Our commitment**

*In terms of labor recruitment, we strictly oppose against any discrimination.*

*The salaries of our employees are in strict accordance with the state regulations of the minimum security line salaries.*

*At the same time we maintain a high degree of attention for the health and safety of our employees and grant them fringe benefits such as health & disability insurance.*

*Moreover we continuously encourage our employees to follow additional training programs to the benefit of their personal skills and future professional career.*

### **Implementation**

*Our staff is restricted to office employees only (no workmen).  
For each office floor a responsible staff member followed a First Aid and AED-training, the First Aid kit was completed with the required contents and an Automated External Defibrillator was installed in our offices.*

*Fire extinguisher trainings and a yearly evacuation drill are also planned in the course of the year.*



## **ENVIRONMENTAL PROTECTION**

*Businesses should :*

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

*The Remant Group is a non manufacturing industry : we offer intermediary services and only have offices and no assets such as warehouses, vehicles, ...*

*However we are convinced that every bit helps and within our own specific circumstances we make efforts to prevent potential pollution and to minimize our impact in many areas . We continually establish, improve, implement and maintain environmental protection measures regarding waste separation & recycling and energy consumption.*

### **Implementation**

*Following actions have been taken :*

*At waste management level :*

- We actively cultivate our employees to keep digital instead of paper records of their files in order to reduce paper consumption and printing and in general we promote a responsible and appropriate print behavior*
- All our office garbage is being sorted and removed accordingly*
- Paper archives are being removed, destroyed and recycled by a specialized company*
- Used IT equipment, GSMs, PDA's and smartphones are being sustainably and responsibly removed by a specialized ISO 9001/14001 certified company with the proceeds going to a charity organization and giving equipment a second life*
- Toner cartridges are being removed and refilled by a specialized and licensed company (and afterwards put on the market again under another brand name)*
- Only recyclable coffee cups are being used*
- We provide fruit baskets with mainly organic and no air-freighted fruit to our staff members For every basket we consume our supplier (together with the charity "Ripple Africa") is carrying out an ongoing fruit tree planning program in Malawi (Africa) to mitigate the effects of deforestation and to provide an income support to local communities (200 trees in 2015 through our contribution).*

*At energy management level :*

- Traditional light bulbs are gradually being replaced by LED-lamps*
- More energy friendly fridges and dishwashers have been installed*
- At expiry date of the current electricity contract (end 2017) electricity providers with sources of solely or mainly renewable energy will be approached*



*At pollution prevention level :*

- *In order to reduce CO2-emission of our company car fleet we plan to implement in the course of the year a car policy with focus on reduction of CO2-emission*
- *We are examining the possibility to offer company bikes to staff members for which this mode of transport might be a viable alternative for their commuting*



## **ANTI-CORRUPTION**

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

*The Remant Group is being considered as an honest, fair and ethical business partner by our suppliers and customers. Our reputation is built on our values as a company, the values of our employees and our collective commitment to act with integrity throughout our organization.*

*We are committed to act professionally and fairly in all of our business dealings and relationships wherever we operate. We take a zero-tolerance approach to corruption in all its forms and do not accept it in our business or business partners.*

### **Implementation**

*We uphold all relevant laws to countering bribery and corruption in all the jurisdictions in which we operate and will actively co-operate with law enforcement authorities in the investigation and punishment of any act of corruption or bribery by any person employed by or associated with our company.*

*All Directors subscribed to the principles laid out in the Code Buyse and updated in the Code Buyse II, a corporate governance charter for non-listed companies. The management strongly upholds these principles which form an integral part of the management culture. (<http://www.codebuyse.com/en/default.aspx>).*

*Our AEO-(Authorized Economic Operator) certified operational subsidiaries subscribed an ethical chart by which their management and staff committed themselves to screen clients, sub-contractors and flows of goods and to report any abnormalities.*