

June 10, 2016

Wilson Learning Worldwide Inc.

**GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP) 2016**

COP Period Covered: April 1, 2015 to March 31, 2016

Statement of Our Mission by the Chief Executive Officer (CEO)

We, as a company, have reached a turning point because we are now expected to respond not only to economic and environmental changes, but also to natural disasters. Now companies are severely evaluated not only by their profitability but also by their response to social values of the public.

Wilson Learning Worldwide Inc. has since our founding been on a mission of "Helping People and Organizations become as much as they can be through Performance with Fulfillment". Our strategy has these three components:

(1.) Focus on Customers' Issues:

We help solve each customer's unique problems.

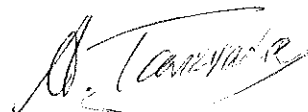
(2.) Momentum on Globalization:

Currently serving 40 countries, we encourage further expansion into new markets worldwide. We are recognized as being "the Smallest Global Company in Japan".

(3.) Technology Driven:

We respond to the challenges posed by new Information Technology (IT).

Based on the three basic strategies above, we address human rights, labor, environmental impact, corruption, and any new challenges as they may arise.



**Akio Tamesada
Managing Director /President**

1. Human Rights Principles:

(1) Policy:

Wilson Learning Worldwide Inc. adopted a Code of Ethics in 2008. In Article 14 (Code of Conduct as a Member of Society), we stated that: "(1.) A person subject to this Code must not discriminate on the basis of gender, age, nationality, ethnicity, religion, physical attributes, or other such factors both within and outside of the company".

It requires that Executives (Directors and Auditors), regular company employees, contract employees, and temporary employees of the company and outside the corporate group, support and respect Human Rights and not be complicit in any abuse of Human Rights.

(2) Implementation:

One of our employees participated in the subcommittee of Human Rights Education of Global Compact Network Japan for a year, engaged in human rights issues, and shared the annual report among company members. We have posted our Code of Ethics on the intranet and required all employees to abide by it. We are a small company, but we develop multinational businesses globally. In our company meetings, we interact without any form of discrimination and, thereby, strengthen our network.

(3) Measurement of Outcomes:

As mentioned above, we familiarize our employees with Human Rights principles. We need to monitor more of every employee's actual performance to make sure they are sensitive to all forms of discrimination in the work place.

We will plan to familiarize our employees with the Human Rights Principles in managers' meetings and/or morning gatherings periodically next year.

2. Labor Principles:

(1) Policy:

Our Mission is, "Helping People and Organizations become as much as they can be through Performance with Fulfillment".

We create an equal and reliable relationship between employer and employee and promote all qualified workers according to the principle of Equal Opportunity for all.

(2) Implementation:

We respect basic Human Rights. We adopt a discretionary labor system called "Flex System" because we need to adjust to flexible hours as a feature of our consulting services. Even though life styles may change, we always maintain a friendly, relaxed working environment.

Our company makes child care leave available to all our employees. Employees who have infants are also permitted to work a reduced schedule. It is an ideal arrangement for employees to be able to work and also raise their children. We abide by Principle 5 of The United Nations Global Compact which forbids the illegal use of child labor.

(3) Measurement of Outcomes:

We will reform our own personnel system next year. We will carefully analyzed our labor conditions and examine the issues in all our companies including our subsidiaries. We will determine how best we can manage working hours, improve labor conditions, and inform our employees of their labor rights.

3. Environmental Policy:

(1) Policy :

We will try hard to “save electricity”, “reduce printing and useless paper”, and “recycle”. We will emphasize “the development and diffusion of environmentally friendly technologies” as stated in Principle 9 of the United Nations Global Compact.

We will encourage the introduction of “Information Communication Technology (iCT)” to reduce CO2 emissions by eliminating unnecessary transportation. In daily life, we will work on limiting the use of electricity and recycling to avoid waste.

(2) Implementation:

We started a Business Improvement Committee to save electricity, reduce printing, and recycle to encourage our employees to consider environmental issues.

We offered “Information Communication Technology (iCT)” in the same way as we would teach in a classroom seminar.

(3) Measurement of Outcomes:

Our clients are getting interested in “Information Communication Technology (iCT)”, but we need to set numerical targets and promote environmentally friendly technologies. We will consider the numerical targets for cases introduced.

4. Anti-Corruption Activity:

(1) Policy:

In 2008, we created a Code of Ethical Conduct which requires executives (Directors and Auditors) and regular, contract, and temporary employees, and all other persons in our Company Corporate Group to work to prevent corruption in all its forms including extortion and bribery.

(2) Implementation :

We held a Compliance Seminar for all employees to learn our company’s fraud policies and procedures during this period. We also set up a compliance hotline system to facilitate the early detection and correction of improper acts and provided a comfortable environment based on the Whistleblower Protection Act for whistle-blowers to reinforce compliance by all our management.

(3) Measurement of Outcome:

We had no cases related to corruption or law violations in this fiscal year. We will continue to maintain our perfect record.

We will plan to familiarize our employees with Anti-Corruption Activity Principles in the managers’ meeting and/or the morning gathering next year.

Corporate Information

Company Name: Wilson Learning Worldwide Inc.

Address: 1-10-6, Roppogi, Minato-ku, Tokyo, Japan 106-0032

Number of Employees: 50 (124 including overseas operations)

Gross Capital: JP ¥ 1,174,110K

Major products and services:

■ Consulting and Solution Development and Delivery for Human Resources Development and Organization Development

- ◇Leadership Effectiveness
- ◇Selling Effectiveness
- ◇Individual Effectiveness
- ◇Assessment and Measurement
- ◇Development and Implementation of Education Systems
- ◇Organization Innovation

■ Skill Diagnosis by a Comprehensive Human Resources Development Platform, Development and Delivering e-Learning courses, and providing seminar operation management services

- ◇Human Resources Development Platform
- ◇e-learning Contents
- ◇Learning Outsourcing Services

The Structure of the Governance: It is composed of these three bodies:

Board of Directors: Decision making of the important agenda.

Corporate Officers Committee: Reporting the operations handled by Corporate Officers and discussion and decision making of the agenda.

The Chairman doesn't become an officer.

There are one part-time director and two part-time Audit & Supervisory Board Members.

Reference Information

Major Overseas Subsidiaries:

Wilson Learning Corporation

Wilson Learning Worldwide Inc.

8000 W 78th Street Suite 200 Edina,MN 55439 USA

Wilson Learning Europa Ltd.

23 London End Beaconsfield,Bucks ENGLAND HP9 2HN

Wilson Learning China,Ltd.

Level 17, Silvercord Tower 2, 30 Canton Road, Tsimshatsui, Kowloon, Hong Kong

Wilson Learning Australia PTY LTD.

Australian Technology Park, Suite 7007-Locomotive Workshop, 2 Locomotive Street,
Eveleigh, NSW 2015 AUSTRALIA

