



**COMMUNICATION ON PROGRESS (COP)
SUPPORT OF THE UNITED NATIONS GLOBAL COMPACT (UNGC)**

Member: AMPLEXOR International S.A.

Reporting period: September 2015 to September 2016

Published on September 16th

2015 has been an important year given that euroscript International SA, Infotehna, Foreign Exchange Translations and Amplexor were all re-branded to AMPLEXOR International. An Integrated Management System was designed and implemented throughout the group harmonizing processes. In this sense, the Corporate Social Responsibility approach was fully revised and a new methodology was considered to ensure the group pays particular attention to the impact of its activities considering the four main themes of the United Nations Global Compact (UNGC): human rights, working standards, the environment and the fight against corruption.

In a world subject to ever increasing international competition, placing corporate responsibility is a core value for our organization and is reflected by our Sustainability Model (engaging our people, managing our carbon footprint, contributing to society, and creating economic value). Backed by a functional organizational structure and an enhanced portfolio of products and solutions, the company continues to transform itself towards continuous improvement. AMPLEXOR International S.A., by embracing the values of the UNGC and displaying a responsible attitude, is ready to respond to the social, environmental and economic challenges of the world today.

This COP presents some of the initiatives we have implemented according to the Global Compact areas. Besides kicking off several initiatives, we implemented a series of indicators that allow us to control and monitor our performance concerning sustainable development. We are happy to report on the evolution of the last three years, as well as presenting the new actions carried out through 2016.

I am personally committed to supporting the Global Compact and acknowledge that we all have a role to play in this initiative. Respecting the ten principles of the UNGC and engaging our stakeholders is very important to us.



Mark Evenepoel
Chief Executive Officer

WHO WE ARE



Growing Steadily

Since 1987

Workforce
 **63%**  **37%**

Incidents
 **0**

Emissions
CO2 300 923Kg

Electricity Consumption
 **1.7 MWh**

Recycled Paper
 **84 %**

Turnover
 **99%**



Engaging our People / Contribution to Society

- Collecting food or donations for:
 - ❖ Families in difficulty
 - ❖ Children (to help with their education)
- Team building activities to promote the wellbeing of employees and their relation with colleagues: yoga sessions, special events...
- Access to sport activities: either organized in the company or a discount offer to join a sport club near the office. Fruit baskets for the use of employees.
- Language courses offered to employees.
- Translations offered to organizations/workshops that address community issues.
- Regular visits and support to Orphanages.
- Regular visits and support to Cancer Institutes.
- Support to AIDS affected people.
- Participation in Blood Donation Camps.

Managing Our Footprint

- Sorting waste recycling paper and plastic. Information sheets handed to raise awareness on energy use. An external company collects all of our destroyed paper and recycles it, providing us with a report on how many trees this has saved.
- Looking for offices in 'low energy buildings' or buildings with 'high energy performance'.
- Replacing water coolers with water fountains.
- Optimizing travel for all employees and promoting the use of Public Transport.
- Promoting the use of technology to decrease travel.
- Performed Energy Audits.
- Flood Relief support for employees and local community during Chennai Floods
- Volunteer for Largest Human Flag formation in Chennai that set a Guinness Record
- Environment cleanliness and Climate change support through efficient Waste Recycling, Save electricity and Save Water.
- Tree Planting in colleges promoting Climate change initiatives
-

Economic Value Creation

Extensive global presence and using new technologies to promote company growth and sustainability.

1 Principles regarding Human Rights and Labour Rights

The following principles are covered:

- **Human Rights Engage our People**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, and

Principle 2: make sure that they are not complicit in human rights abuses.

- **Labour**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Policy and goals

AMPLEXOR aims to be recognized as an organization that is transparent and ethical in all its activities, as well as a company which provides a positive contribution to the community in which it operates. This is reflected in our CSR Policy, Human Rights Policy and our Code of Conduct which focus on the fair treatment of all its employees, business partners and clients (ethical business practices). These policies have been developed following ISO 26000 and the requirements have been embedded into the different Processes of the company.

As the market leader in global solutions for lifecycle management of content, AMPLEXOR believes that the men and women of the Group are its key asset for development and seeks to promote equal opportunities and decent work.

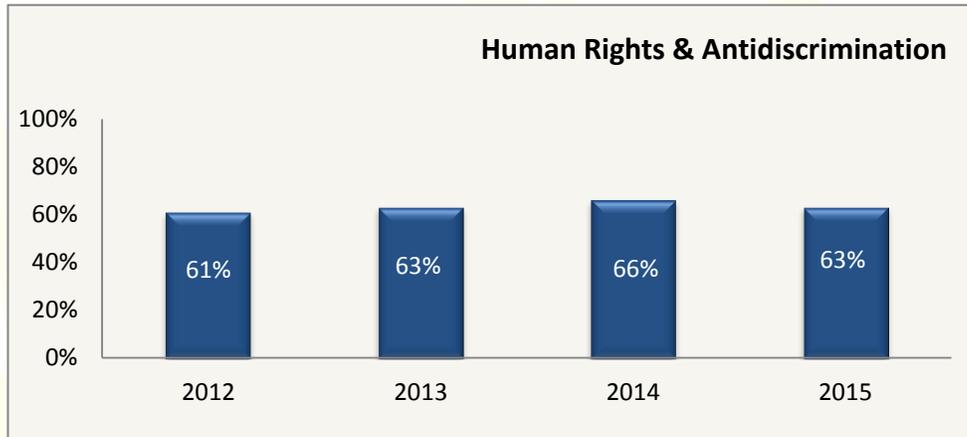
Implementation and measure of outcomes

The respect of labour and human rights principles is part of AMPLEXORs philosophy. To underline their importance, trusted representatives have been nominated e.g. Representative for equal rights for women; Health and Safety Officer. In addition to the Personnel delegation and the HR department, these persons monitor the actual situation, propose actions for improvement and are available at all times for the reception and handling of complaints.

Presentation of results

Anti-discrimination and human rights:

The aim is to make sure that there is an even number of men and women within the company. The chart shows the number of women as a percentage of the total number of company employees.



Overview for 2015:

Those entities whose main activities are Language Services or Content & Document Management have a higher percentage of female representation, as women predominantly select these related professional career paths. On the other hand, fewer women go for IT related careers, which prevail within our System Integration and Consultancy division.

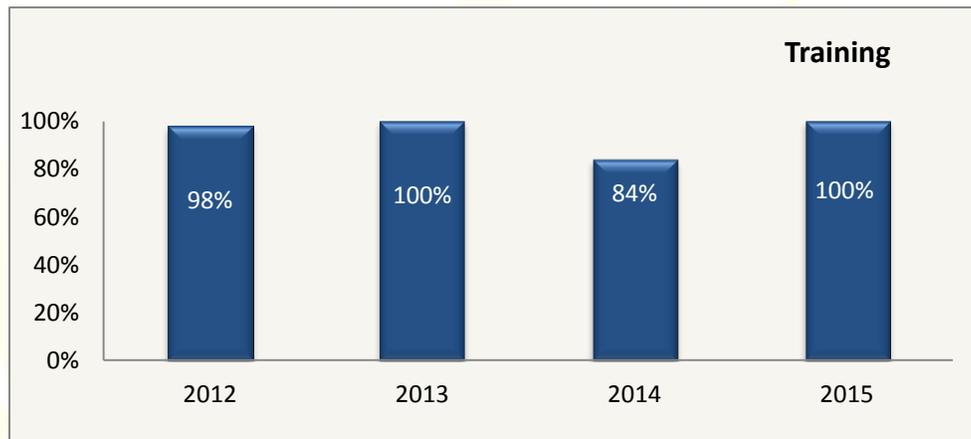
Overall and given the nature of the service lines within the company, 66% of women are in line with what is expected.

Target value for 2016: 60%

Trend in 2016: During the first half of the year, this trend has been confirmed; the percentage of female personnel is 60%.

Training:

The aim is to enhance employees' skills by way of training. The chart shows the number of actual training hours as a percentage of the planned number of hours.



Overview for 2015

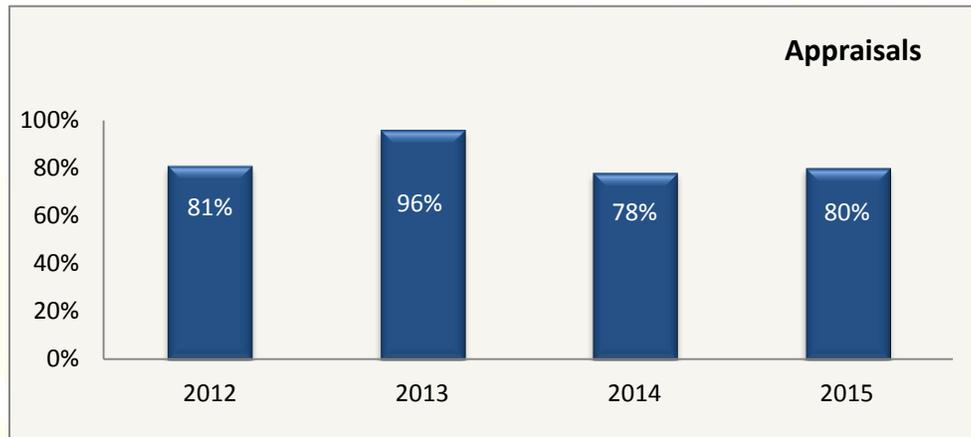
During 2014 many departments within the company were re-organized or relocated, all these changes have led to a significant increase in Training at a global level during 2015. Every new joiner and existing employee has received training on the new Integrated Management System and on the processes applicable to them.

Target value for 2016 : 100%

Trend in 2016: During 2016 following further implementation of the Integrated Management System and continuous improvement we expect to obtain 100%.

Company appraisals:

The aim here is to promote personal development and well-being. The chart shows the number of employees appraised as a percentage of those who are eligible to receive an appraisal.



Overview for 2015:

Results increased from 2014, given the fact that during 2014 many departments within the company were re-organized or relocated. As a consequence in 2015 there was more consistency in teams and so Appraisals have increased.

Target value for 2016 : 100%

Trend in 2016: A new system of appraisals will be implemented for 2017, enabling managers and employees to manage their evaluations and targets online. We expect 2016 appraisals to already reflect this change of system, making it easier for managers and employees to fulfill the process.

Occupational health & safety:

The aim here is to reduce the number of days lost to sick leave. The chart shows the number of days lost due to illness in relation to the number of days actually worked.



Overview for 2015

The illness rate during 2015 decreased, fewer long-term sick leaves were registered.

Target value for 2016 : < 3%

Trend in 2016: During 2016 a new system has been set up in place to control absences and employee leaves. By the end of 2016 we will extract the information from the system to analyze and evaluate the illness rate.

2. Environmental principles

The following principles are covered:

Environmental

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally-friendly technologies.

Policy and goals

AMPLEXOR aims to be recognized as an organization that is transparent and ethical in all its dealings, as well as a company which provides a positive contribution to the community in which it operates. This is reflected in the 'Managing our Footprint'. Our CSR Policy, Risk management Guideline, Car Policy and Work Environment Policy include high standards in all matters regarding environmental protection. Taking as a reference the requirements from ISO 26000 related to environmental protection.

AMPLEXOR wishes to actively contribute to preventing global warming by reducing the company's environmental impact. In order to do this, AMPLEXOR seeks to minimize its gas emissions, reduce energy consumption and promote green purchasing.

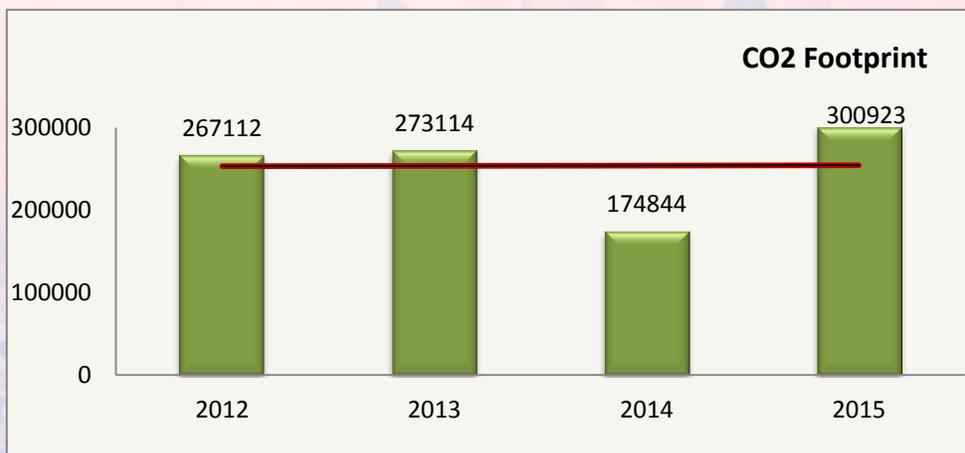
Implementation and measurement of outcomes

Although our business sector is not defined as a 'polluting industry', a group-wide investigation has been started to check the existing hardware and eventually replace it by environmentally-friendly hardware.

We have invested in equipment and licenses for organizing video and telephone conferences, limiting business travel and thereby reducing our carbon footprint.

CO2 footprint:

The aim here is to reduce the company's carbon footprint. The chart shows the CO2 emissions generated during business travel.



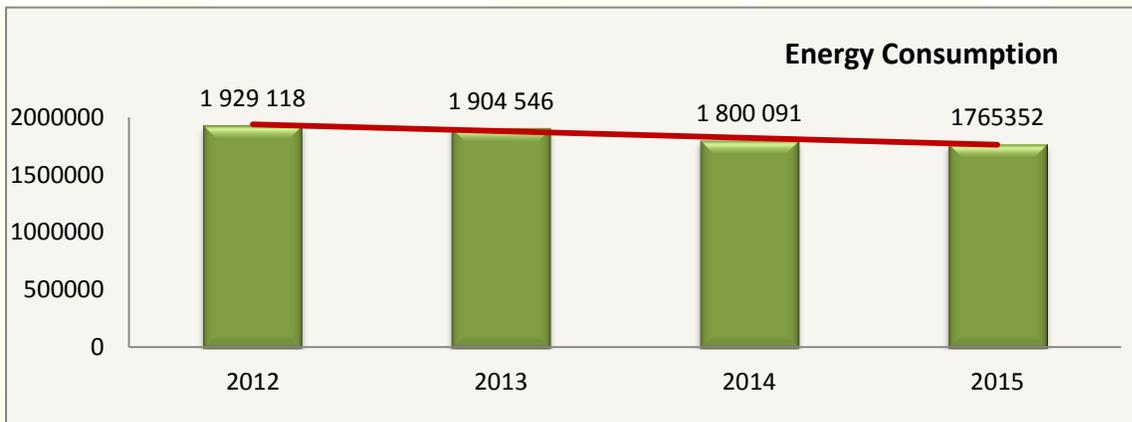
Overview for 2015: 3% reductions compared to last year.

During 2015 there was a significant restructuring of the company and the implementation of the Integrated Management System was done. This led to a significant increase in CO2 emissions due to the fact that a lot of travelling was made to ensure proper implementation.

Target value for 2016: Not defined, at present only an overview of the situation with the new organization set in place. Main objective: <270 000 kg

Energy consumption:

Here, the aim is to reduce energy consumption. The measurement used concerns electricity consumption in KWh.



Overview for 2015

Significant reduction in energy consumption, linked to the restructuring of the company.

Target value for 2016: Not defined, at present only an overview of the situation with the new organization set in place. Main objective: <1.9 Mw

Green purchasing:

The aim here is to encourage green purchasing. The chart shows the amount of recycled paper purchased in relation to the total amount of paper purchased (in kg).



Overview for 2015:

During 2015 a decrease of green purchasing was registered. This decrease has been due to the reorganization of teams and departments that has changes the total materials needs.

Target value for 2016: 100%

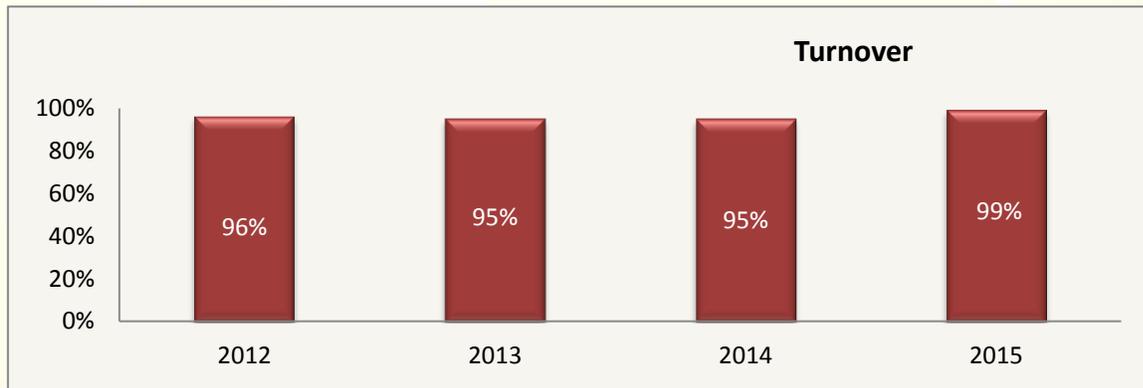
Trend in 2016: Currently the consumption of green paper is similar to that of 2015. A new purchasing process and Work environment Policy has been implemented in order to promote and enforce green purchasing.

3 Anti-corruption principles and sustainability

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

Turnover:

The aim is to secure the company's long-term future. This is measured by calculating actual turnover against predicted turnover.



Overview for 2015

Turnover has increased in 2015 due to the acquisitions of other companies into the group.

Target value for 2016: > 100%

To date, this indicator is stable, at this point of the year.

Incident management:

The aim here is to bolster the implementation of the 10 principles in the UNGC. Incidents related in some way to the latter must be recorded (www.unglobalcompact.org).

Overview for 2015

No incident recorded in 2015.

Target value for 2016: 0 Incidents

Trend in 2016.

To date, no information regarding incidents as defined in the UNGC has been reported.