



NetDimensions' UNGC Communication on Progress (COP) 2016

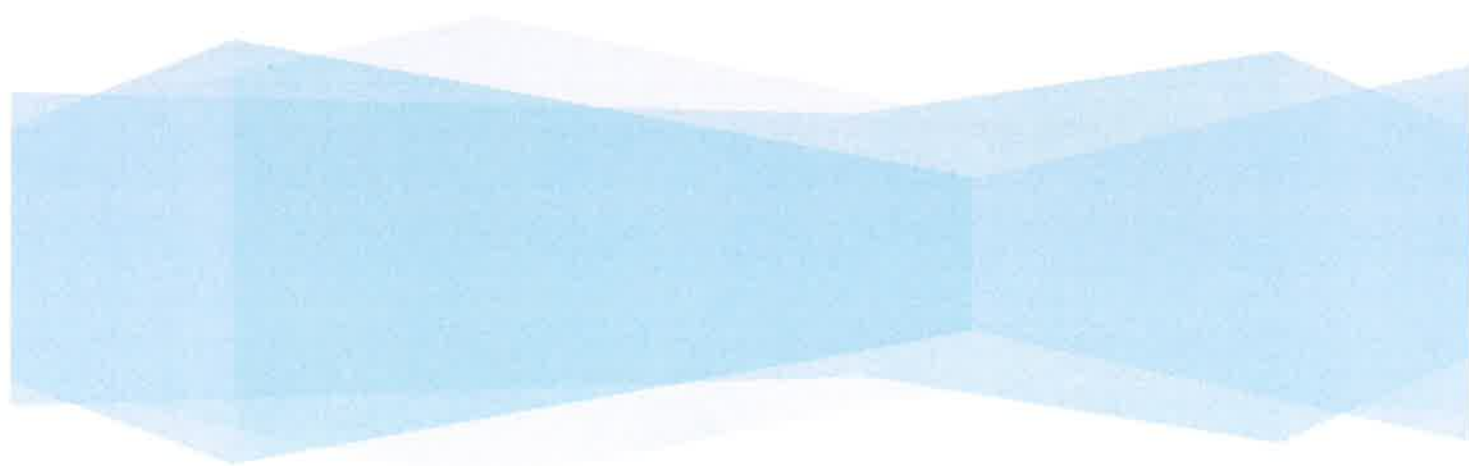


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1. CEO Statement

CSR continues to be of great importance to NetDimensions and we again managed to demonstrate this during 2016 by organizing a significant number of CSR events and initiatives throughout the year propagating sustainable and responsible business practices both within our organization and our value chain.

Confirmation of our ongoing efforts was received through two Bronze Medals awarded to NetDimensions by Ecozine as part of the Hong Kong Cleanup Challenges and another Silver rating by EcoVadis, a global CSR assessment company providing supplier sustainability ratings for global supply chains.

Moving into 2017, we shall continue to commit to the Ten Principles under the United Nations Global Compact, improve our companywide CSR practices and build towards a better and more sustainable society and business environment.

We thank our employees and partners once more for their continuing support to our CSR efforts and look forward to our successful continuation of this exciting and important journey.

Sincerely yours,



Mr. Jay Shaw
CEO & Managing Director

2. About NetDimensions

Established in 1999, listed on the London Stock Exchange (AIM: NETD) and trading on OTCQX (OTCQX: NETDY), NetDimensions is committed to leadership in performance, knowledge, and learning technology. Our global solutions help organizations achieve productivity & efficiency improvements, cost reduction, risk management, and cultural & process innovation.

Through our own offices worldwide, as well as through a global reseller network that extends to over 40 countries, NetDimensions serves hundreds of clients with millions of active users globally, 24/7.

Today, NetDimensions provides secure, flexible, and practical talent management solutions to personalize learning, share knowledge, enhance performance, foster collaboration, and manage compliance for employees, customers, partners, and suppliers. We focus on highly-regulated industries with demanding operational and compliance requirements.

3. Executive Summary

Similar to last year, we kicked off our CSR efforts for 2016 with the Walk for Millions Walkathon in Hong Kong. We had 31 participants whom together raised around US\$1,800, to which another US\$750 was added by NetDimensions, yielding nearly US\$2,600 in aggregate to charities in Hong Kong.

We then organized a food and museum drive in the Philippines where we invited 30 kids from families who are beneficiaries of the Department of Social Welfare and Development to a local museum, also providing these children with a nutritious meal and museum related guidance and education.

In March, NetDimensions sponsored the Heep Hong Society of Hong Kong once again to organize a full day activity for children with Autism Spectrum Disorder (ASD), Attention Deficit/Hyperactivity Disorder (ADHD), specific learning difficulties, and other special needs. The event was hosted at the Garden of Life, an animal farm in Yuen Long, Hong Kong, and nearly 30 children and their families, as well as 10 NetDimensions volunteers (some of whom were accompanied by their families), joined the event.

As part of our NextSteps 2016 event in April, NetDimensions' annual global user conference, conference delegates participated in a "casino night" playing games of chance with fun money. The top three performers were jointly awarded with donating US\$1,000 to three charities chosen by them, resulting in a US\$500 donation to the Susan G. Komen Breast Cancer Foundation, a US\$250 donation to the Canadian Cancer Society, and another US\$250 donation to Kumansansa – Children of Zambia. We also donated US\$250 to the Phoenix Foundation Uganda, US\$500 to the charity Haven in the USA which offers aid to Haiti following the devastating impact of Hurricane Matthew, and started purchasing fair trade coffee at our Philippines offices from local fair trade vendor Coffee For Peace.

During the summer, we committed around US\$1,300 to sponsor – in collaboration with the Hong Kong Rugby Union Community Foundation – the Astig Pinay Exiles Rugby Team, a newly established rugby team composed of (currently) nine domestic helpers in Hong Kong. Our sponsorship enabled the team to purchase rugby kits and gear, rent rugby pitches, participate in rugby tournaments, and go through formal rugby coaching training. According to Amnesty International, domestic helpers in Hong Kong are often at risk of serious human and labor rights violations. In addition, integration of foreign domestic helpers in Hong Kong with other local communities is almost non-existent. This initiative is looking to enhance integration of domestic helpers into Hong Kong's society.

In September we once again organized voluntary staff blood donations at our Hong Kong and Atlanta offices, with 13 donating participants in total. Blood donor

organizations globally recently highlighted an almost 30% drop in the number of people donating blood globally compared to a decade ago. NetDimensions once more wanted to emphasize the tremendous importance of the donation of blood and by doing so saving people's lives.

In November, around 20 NetDimensions volunteers, some with their family members, set out to cleanup a 4.5 kilometer stretch of the Shek O - Siu Sai Wan Trail on Hong Kong Island in an event co-organized with Hong Kong Cleanup. After about 2.5 hours of walking the trail, the NetDimensions team collected 1,390 pieces of trash weighing a total of 46kg. Our efforts in this regard were rewarded with two bronze medals by Ecozine Hong Kong in the categories "Largest Team – Country" and "Most Trash Collected – Country".

Throughout the year, we – like previous years – continued to work with LINGOs and again saw them increasing the use of the NetDimensions-donated NetDimensions Talent Suite Learning Management System ("NTS") substantially. LINGOs now has a total of 80 of their member NGOs (and approximately 23,000 active users) working with our NTS system.

In addition, during 2016 we continued building our internal CSR documentation and frameworks, through the introduction of a CSR sensitive NetDimensions Global Purchasing Policy, expansion of our global data protection policies and training materials, extension of our CSR KPI monitoring, and introduction of a sales proposal CSR appendix for sharing with clients and prospects.

Finally, towards the end of the year, NetDimensions was again awarded with a Silver rating by EcoVadis, a global CSR assessment company providing supplier sustainability ratings for global supply chains, meaning that we again scored comfortably in the top 30% of companies evaluated by EcoVadis. Where the rating was previously only granted to NetDimensions Limited, the rating for 2016 has been extended to the entire NetDimensions Group of Companies. This as well provides an objective demonstration of NetDimensions' substantial and change-making CSR efforts and we hope to continue making progress in this regard.

The following sections summarize NetDimensions' engagement with the United Nations Global Compact in 2016 in more detail. They also reflect on CSR goals we had set in 2015 for 2016 and set new goals under the Ten Principles for NetDimensions to strive for in 2017. NetDimensions will continue to communicate on progress under the United Nations Global Compact, and aims to continuously improve its business practices and environment in line with the Global Compact.

4. Human Rights

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

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

4.1 Introduction

Respect and support of Human Rights continue to be key to our philosophy on how we do business and treat our employees, partners and counterparts. Over the course of 2016 we took a number of steps to promote the UNGC principles related to Human Rights in our business and value chain. Below is a summary of our achievements in this area and of how we lived up to the measurements we had set ourselves for the year in our COP 2015. We will also set new goals for 2017 to continue our efforts to enhance, respect and/or improve human right in our company and business environment.

4.2 Achievements

4.2.1 Blood Drive

13 employees from NetDimensions' Hong Kong and Atlanta (USA) offices voluntarily donated blood to local blood banks in September 2016 in their support and respect of human rights and health. We believe blood donations are very important because blood is a unique fluid required for people to live that cannot be made other than by a human body itself, hence can only be obtained through donations, and can save people's lives.



4.2.2 Heep Hong Society



協康會
Heep Hong Society

In March, NetDimensions sponsored the Heep Hong Society of Hong Kong once again to organize a full day activity for children with Autism Spectrum Disorder (ASD), Attention Deficit/Hyperactivity Disorder (ADHD), specific learning difficulties, and other special needs. The event was hosted at the Garden of Life, an animal farm in Yuen Long, Hong Kong, and nearly 30 children and their families, as well as 10 NetDimensions volunteers (some of whom were accompanied by their families), joined the event. The event was a great success and both the children attending and NetDimensions staff members involved had a very enjoyable and educational afternoon.

For over half a century, Heep Hong Society has been providing professional training and education in Hong Kong to children of different abilities and their families, with the mission of helping these children develop their potential and lead a fulfilling life.



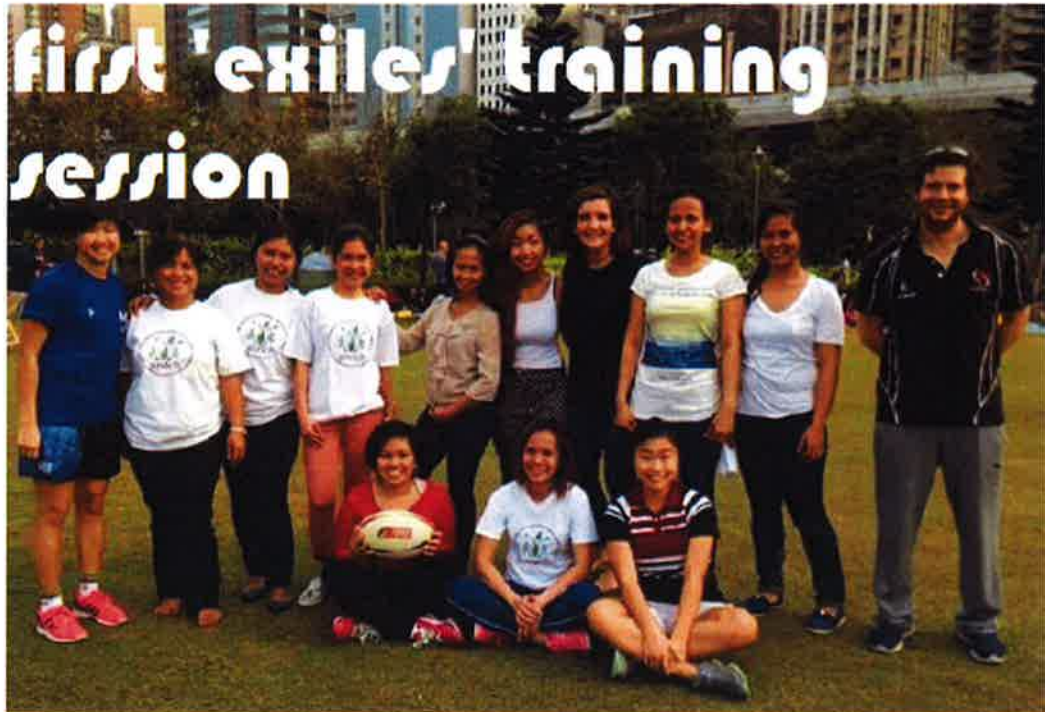
4.2.3 Astig Pinay

There are well over 300,000 foreign domestic helpers in Hong Kong (mostly from the Philippines and Indonesia). According to Amnesty International, domestic helpers in Hong Kong are often at risk of serious human and labour rights violations. In addition, integration of foreign domestic helpers in Hong Kong with other communities within Hong Kong society is almost non-existent.

In cooperation with the Hong Kong Rugby Union Community Foundation, NetDimensions is sponsoring the Astig Pinay Exiles Rugby Team, a newly established rugby team composed of (currently) nine domestic helpers in Hong Kong. Our sponsorship enables them to purchase rugby kits and gear, rent rugby pitches, participate in rugby tournaments, and go through formal rugby coaching training.

The aim of the initiative is to promote personal development and integration of domestic helpers in Hong Kong by enhancing each team member's strength, skills and self-confidence, as well as promoting and establishing interaction with other communities in Hong Kong.

Our hope is that the team shall grow in size, and that this initiative shall also lead to other, similar teams being established in Hong Kong in the near future.



4.2.4 Donations

As part of our NextSteps 2016 event in April, NetDimensions' annual global user conference, conference delegates participated in a "casino night" playing games of chance with fun money. The top three performers were jointly awarded with donating US\$1,000 to three charities chosen by them, resulting in a US\$500 donation to the Susan G. Komen Breast Cancer Foundation, a US\$250 donation to the Canadian Cancer Society, and another US\$250 donation to Kumansansa – Children of Zambia. We also donated US\$250 to the Phoenix Foundation Uganda and US\$500 to the charity Haven in the USA which offers aid to Haiti following the devastating impact of Hurricane Matthew.



4.2.5 Fair trade Coffee

To show respect to local coffee farmers and their rights to a fair existence, NetDimensions continued to use 100% fair trade coffee in its Hong Kong offices. We also started purchasing fair trade coffee at our Philippines offices from an organization called Coffee For Peach (CFP), which started off as an Income Generating Program of a peacebuilding movement in the Philippines and now is an independent commercial business, also training coffee farmers in the different provinces of the northern Philippines.

4.2.6 CSR and Ethics Training

Throughout the year, we (re-)trained 99% of our global staff in Ethics, anti-bribery and CSR principles through our own NetDimensions Talent Suite Learning Management System.

4.2.7 Walk for Millions – the Community Chest of Hong Kong

Similar to last year, we kicked off our CSR efforts for 2016 with the Walk for Millions Walkathon in Hong Kong. We had 31 participants whom together raised around US\$1,800, to which another US\$750 was added by NetDimensions, yielding nearly US\$2,600 in aggregate to charities in Hong Kong.



The Community Chest of Hong Kong is an independent, Hong Kong-based non-profit organization. As one of the most important charities in Hong Kong, The Community Chest serves as an umbrella organization to provide grants to a wide range of charities and community projects, especially in relation to elderly

services, family and child welfare services, medical and health services, community development services and the environment.

4.2.8 Food Drive

In February, NetDimensions co-sponsored a community event for children in Manila, Philippines.

Museo Pambata ("Museum for Children"), in coordination with the Department of Social Welfare and Development (DSWD) and NetDimensions, gave a free museum tour on February 20th to a group of 30 children.

The children belong to less fortunate households in Culiat, Quezon City. They are beneficiaries of the Philippine government's Pantawid Pamilyang Pilipino Program ("Bridging Program for the Filipino Family") wherein families below the poverty threshold are given allowances so that they can send their children to school and afford their daily basic needs.

A number of NetDimensions employees volunteered to interact with and act as tour guides to the children to enrich their experience and answer their questions. NetDimensions also provided the lunch meals to all participants after the tour.

The event was a success, and both children and adults enjoyed the tour and experience. The children were visibly excited as they discovered various areas of the museum, which included interactive displays. The children could role-play, listen to multimedia, and learn better about their country through pictures and murals.



4.3 Measuring Goals set for 2016

#	2015 COP Goal	% Achieved	Summary
1	100% of our staff shall have (re-)completed the updated Business Conduct, Ethics and CSR awareness course	99%	99% of NetDimensions staff members (re-)took this course through our internal NetDimensions Talent Suite Learning Management System during the year
2	Organize at least 3 CSR events/efforts in relation to these principles	100%	Counting the Blood-drive, Walkathon, Heep Hong society volunteering event, Food Drive as CSR events, we organized 4 CSR events in relation to these principles last year
3	Submit the COP2015 to UNGC and remain an active participant under the UNGC	100%	We submitted our COP2015 to UNGC on 5 February 2016
4	Increase total annual CSR spending (calculated in time and budget) compared to 2015 by at least 10%	0%	We decreased our company-wide spent (calculated in time and budget) on CSR efforts by around 31% during 2016 compared to 2015. This number may however be distorted now that other than the blood drive, all CSR events organized were held during the weekend, hence time spent by our colleagues is not included in the CST spending calculation.
5	Change 100% of NetDimensions' global coffee bean consumption to fair trade coffee beans	98.92%	Percentage of fair trade coffee beans out of the total consumed worldwide grew from 74% in 2015 to 98.9% in 2016

4.4 Setting goals for 2017

We target to achieve the following in 2017 in relation to UNGC's Principles in relation to Human Rights:

1. Organize and/or organize at least 3 CSR events/efforts in relation to these principles;
2. Submit the COP2016 to UNGC and remain an active participant under the UNGC;
3. Increase total annual CSR spending (calculated in time and budget) compared to 2016 by at least 10%;
4. Maintain the use of fair trade coffee beans in NetDimensions' global coffee bean consumption as a percentage of all coffee beans used above 95%.

5. Labor

Principle 3: Business 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 labor

Principle 5: The effective abolition of child labor

Principle 6: The elimination of discrimination in respect of employment and occupation

5.1 Introduction

We support the Principles above and believe that labor conditions should be fair and respectful towards employees' rights and status as free individuals. NetDimensions will not tolerate or accept any forced, compulsory and/or child labor within its company and value chain. Below is an overview of our 2016 efforts in relation to the UNGC Labor-related Principles and related goals we had set for the year.

5.2 Achievements

5.2.1 LINGOs

Throughout the year, we continued to work with, and support LINGOs and again saw them increasing the use of the NetDimensions-donated NetDimensions Talent Suite Learning Management System substantially. LINGOs now has a total of 80 of their member NGOs (and approximately 23,000 active users) working with our NTS system.

As communicated in our 2013 COP, NetDimensions committed to providing its proprietary developed learning platform NetDimensions Talent Suite free of charge to NGO LINGOs and the Last Mile Learning initiative which will make world-class courses and learning opportunities available online at no cost in areas such as basic finance, basic management, project management and other development-specific topics.

These courses are delivered to users via the NetDimensions Learning Management System and accessed through either the Global Last Mile Learning portal or national portals run by local associations and training providers. All content on the platform will be available in various online formats as well as in packages of facilitation and participant materials for face-to-face instruction. All materials are available in a variety of languages.

The core learning paths of Last Mile Learning can be used to develop key management skills in young developing economy entrepreneurs, local NGOs and government ministries as well as locally established non-profits and businesses.



5.2.2. Enhancement data protection documentation

Partly in preparation of the EU General Data Protection Regulation which will become active on 25 May 2018, we substantially increased our internal data protection policy and training framework during 2016 in, *inter alia*, the area of human resources.

5.2.3. Staff Satisfaction Survey

NetDimensions' HR Department performed an extensive staff satisfaction survey during 2016 in which employees were provided with a fair and anonymous opportunity to evaluate NetDimensions' performance as an employer. 93% of our staff members made use of this opportunity and provided helpful input which should help making NetDimensions a better employer and company. Compared to the last staff survey which we performed in 2014, the response level was significantly higher and the outcomes were more positive.

5.3 Measuring Goals set for 2016

#	2014 COP Goal	% Achieved	Summary
1	With regards to LINGOs: a total of 80 NGOs having implemented/started using the system with a total of 22,000 active users on the NetDimensions provided NTS platform	100%	By the end of 2016, 80 LINGOs member NGOs started using the system and a total of 23,000 active Users used the system
2	Prepare a first GRI Level C Report to be published externally, either as a formal part of our 2015 Annual Report, or as published separately	0%	The GRI level C Report no longer exists and higher level GRI reports, either as integrated with our annual report, or as a stand-alone report, are not feasible for an organization of our size given the very high reporting requirements. What we got out of this exercise are 20

			useful CSR related KPIs that we will continue to monitor going forward
3	Improve 2016 staff sickness absenteeism company-wide compared to 2015	0%	Companywide sick absenteeism went up quite significantly during 2016 compared to 2015 and we will investigate and try address possible reasons behind
4	Improve the 2016 company-wide turnover rate compared to 2015	100%	We in fact monitor a KPI 'regretted attrition' and managed to achieve a 1.9% improvement in this number during 2016 compared to 2015
5	Keep the total number of office and work related accidents (RSI included) at zero	100%	We had no accident or RSI incidents staff members during 2016.
6	Perform staff completing engagement satisfactory survey and improve related overall 2016 score compared to 2014	100%	We performed a survey in 2016 to which 93% of NetDimensions staff responded compared to 71% in 2014. The outcomes of the 2016 survey were also more positive than the one in 2014.
7	Update the Company's policies and reporting processes in relation to anti-discrimination, anti-sexual harassment and whistleblowing.	50%	We developed and implanted a number of additional HR Policies throughout 2016, including an anti-bullying and anti-harassment policy

5.4 Setting goals for 2017

We target to achieve the following in 2016 in relation to UNGC's Principles in relation to Labor:

1. With regards to LINGOs: a total of 90 NGOs having implemented/started using the system with a total of 30,000 active users on the NetDimensions provided NTS platform;
2. Continue to monitor the 20 CSR KPIs identified
3. Improve 2017 staff sickness absenteeism company-wide compared to 2016;

4. Improve the 2017 'regretted attrition' KPI compared to 2016;
5. Have zero office and work related accidents (RSI included);
6. Perform staff completing engagement satisfactory survey and improve related overall 2017 score compared to 2016.

6. Environment

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and use of environmentally friendly technologies

6.1 Introduction

NetDimensions is determined to reduce its carbon footprint and add its weight in preserving the earth's environment and livability for next generations. Whilst NetDimensions is involved in software development, marketing and sales, hence active in a low carbon exhausting industry, NetDimensions recognizes that it can nevertheless act responsibly and make a difference in relation to reducing carbon footprint. Below is a summary of our 2016 achievement related to the UNGC Principles surrounding Environments and our related goals for 2017.

6.2 Achievements

6.2.1 Hong Kong Cleanup Challenge

In November, around 20 NetDimensions volunteers, some with their family members, set out to cleanup a 4.5 kilometer stretch of the Shek O - Siu Sai Wan Trail on Hong Kong Island in an event co-organized with Hong Kong Cleanup. After about 2.5 hours of walking the trail, the NetDimensions team collected 1,390 pieces of trash weighing a total of 46kg.

Our efforts in this regard were rewarded with two bronze medals by Ecozine Hong Kong in the categories "Largest Team – Country" and "Most Trash Collected – Country".



6.2.2 Supplier and Partner Code of Conduct

We continued to communicate our Supplier and Partner Code of Conduct to our partners and suppliers. The Supplier and Partner Code of Conduct clearly articulates NetDimensions' views on CSR and its support of the Ten Principles under the UNGC. Whilst the code is not binding to those parties it has been communicated to, it does send out a very clear message on the values NetDimensions thinks are critical in doing business. NetDimensions included a copy of the code in a number of its new supplier and business partner contracts. Over the course of the year, an approximate total of 10 partner and supplier organizations have received and read a copy of the code.

6.2.2 Supplier and Partner Code of Conduct



Supplier and Partner Code of Conduct

At NetDimensions, we believe that Corporate Social Responsibility (CSR) and Corporate Citizenship are at the heart of all great organizations – it's something that we are committed to as a responsible business. We aim to influence our suppliers and business partners to respect the Universal Declaration of Human Rights and dedicate to Environmental Protection.

We implemented this Code of Conduct for Suppliers and Partners in our business practices and strongly encourage our suppliers and business partners to – like us – adopt the following principles in the way they work.

BUSINESS CONDUCT

CSR refers to the responsibility of an organization for the impacts of its decisions and activities on society and the environment, through transparent and ethical behaviour. It is vital for a sustainable and fruitful relationship with all our stakeholders. We expect our suppliers and business partners to:

- Act with integrity, constantly striving to uphold the highest standards of ethical practice.
- Contribute to sustainable development, including health and welfare of society.
- Adhere to all applicable laws and consistent with international norms of behaviour.
- Integrate this code of conduct throughout the organization and practice in its relationships.

LABOUR PRACTICES AND HUMAN RIGHTS

Our policies are underpinned by a respect for inherent dignity and inalienable rights of each individual. We expect our suppliers and business partners to:

- Provide a safe working environment and support the occupational health of employees.
- Never complicit in human rights abuses.
- Encourage employees to report human rights abuses and ensure no workplace revenge.
- Treat employees fairly and do not discriminate on the basis of differences such as age, race, ethnic background, religion, gender, sexual orientation, disability or status as a parent or carer.
- Work against corruption in all its forms, including extortion and bribery.

ENVIRONMENT

Environmental considerations are an integral part of our business practices. We are committed to operating with due care for the environment (the precautionary principle) and we expect our suppliers and partners to:

- Take practical steps to make sure they do not unnecessarily impact the environment in the way they produce, consume and dispose of materials.
- Encourage the development and diffusion of environmentally friendly technologies.
- Undertake initiatives to promote greater environmental responsibility.

UNITED NATIONS GLOBAL COMPACT

NetDimensions is proud to be a signatory to the United Nations Global Compact, a policy initiative that works towards the vision of a more sustainable and inclusive global economy.



The Compact's ten universally accepted principles resonate highly with NetDimensions' Values, which define our company's culture and our commitment to maintain the highest ethical standards. Suppliers are highly encouraged to integrate the ten principles in their decision-making process.

6.2.3 NetDimensions Global Purchasing Policy and Client CSR Appendix

As part of expanding our internal CSR documentation and frameworks during 2016 we developed and implemented a CSR sensitive NetDimensions Global Purchasing Policy. We also introduced a sales proposal CSR appendix for sharing with clients and prospects, aiming to influence and inspire our clients and prospects in regard to building more sustainable businesses.

6.3 Measuring Goals set for 2016

#	2014 COP Goal	% Achieved	Summary
1	Continue implementing the Supplier and Partner Code of Business to as many partners and suppliers as possible – we will monitor the total number of organizations the code was communicated to throughout 2015	90%	We continued implementing the Supplier and Partner Code of Business to new partners and suppliers and communicated the code to around 10 companies in 2016
2	Reduce our companywide air travel as calculated on a per employee basis compared to 2015	100%	We managed to reduce the average air miles per employee by around 750 miles compared to 2015
3	Reduce our companywide kilowatt usage as calculated on a per employee basis compared to 2015	0%	We regrettably had an 11.5% increase in kWh usage per employee company-wide. Reasons for this increase are not entirely clear although it seems likely that this is due to a substantial number of over-hours made especially in our Hong Kong office (being our largest office worldwide) throughout 2016, and possibly due to the presence of more staff members in especially our Hong Kong office where electricity usage is highest due to climate and software development and IT infrastructure presence.
4	Reduce our companywide paper usage as calculated on a per employee basis compared to 2015	0%	We regrettably increased this metric. The reasons for this are not entirely clear and maybe due to more staff

			members working from NetDimensions offices (especially in Hong Kong and the Philippines) compared to working from home. This however will be further investigated and monitored by the CSR committee.
5	Organize at least one CSR event in relation to this principle	100%	We participated in both the Hong Kong Cleanup Challenge and the Walk for Millions walkathon organized by The Community Chest of Hong Kong also supporting environmental charities in Hong Kong

6.4 Setting goals for 2017

We target to achieve the following in 2017 regarding to UNGC's Principles in relation to Environment:

1. Continue implementing the Supplier and Partner Code of Business to as many partners and suppliers as possible;
2. Reduce our companywide air travel as calculated on a per employee basis compared to 2016;
3. Reduce our companywide kilowatt usage as calculated on a per employee basis compared to 2016;
4. Reduce our companywide paper usage as calculated on a per employee basis compared to 2016;
5. Organize at least one CSR event in relation to this principle.

7. Anti-Corruption

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

7.1 Introduction

NetDimensions believes corruption and bribery to be a major challenge in international business and is in full support of this Principle under the UNGC. In recognition of this principle we continue to train and educate our staff and partners on how to recognize bribery and corruption and how to report any suspected bribery or corruption.

7.2 Achievements

7.2.1 Training and Compliance

During 2016, NetDimensions continued to communicate its Supplier and Partner Code of Conduct in its value chain and (re-)educated 99% of its global staff in anti-corruption and anti-bribery through our internal NetDimensions Talent Suite instance. All front-line staff also had to acknowledge having read, understood and complied with all our internal anti-corruption, anti-bribery and ethics documentation and policies through NTS. In addition we updated our internal Code of Conduct and Business Ethics and went through an EU Market Abuse Regulation (MAR) compliance upgrade in connection with our AIM Market of the London Stock Exchange listing together with an external consultant.

7.2.2 EcoVadis

Towards the end of the year, NetDimensions was also again awarded with a Silver rating by EcoVadis, a global CSR assessment company providing supplier sustainability ratings for global supply chains, meaning that we again scored comfortably in the top 30% of companies evaluated by EcoVadis. Where the rating was previously only granted to NetDimensions Limited, the rating for 2016 has been extended to the entire NetDimensions Group of Companies. This as well provides an objective demonstration of NetDimensions' substantial and change-making CSR efforts and we hope to continue making progress in this regard.

7.3 Measuring Goals set for 2016

#	2014 COP Goal	% Achieved	Summary
1	Have 100% of our front-line staff completing the anti-corruption and anti-bribery compliance acknowledgment statements at least once	100%	All front line staff members completed this requirement in 2016.
2	Make our Code on Business Conduct, Ethics and CSR awareness available to 100% of our newly onboarding frontline staff	100%	This is a part of the onboarding process for all employees joining the company.
3	Assign our course on Business Conduct, Ethics and CSR awareness (including exam questions) to 100% of our staff	97.8%	Our course on Business Conduct, Ethics and CSR was assigned and completed by 97.8% of our staff in 2016. We in fact also assigned the Anti-Bribery and anti-corruption course to 99% of our staff members during 2016.
4	Continue implementing the Supplier and Partner Code of Business to as many partners and suppliers as possible – we will monitor the total number of organizations the code was communicated to throughout 2016	90%	We continued implementing the Supplier and Partner Code of Business to new partners and suppliers and communicated the code to around 10 companies in 2016

7.4 Setting goals for 2017

We target to achieve the following in 2017 regarding to UNGC's Principles in relation to Anti-Corruption:

1. Have 100% of our front-line staff completing the anti-corruption and anti-bribery compliance acknowledgment statements at least once;
2. Make our Code on Business Conduct, Ethics and CSR awareness subject to 100% of our newly onboarding frontline staff;
3. Assign *either* our course on Business Conduct, Ethics and CSR awareness *or* our Anti-Bribery and Anti-Corruption course (including exam questions) to 100% of our staff;
4. Continue implementing the Supplier and Partner Code of Business to as many partners and suppliers as.