

08 Oct 2018

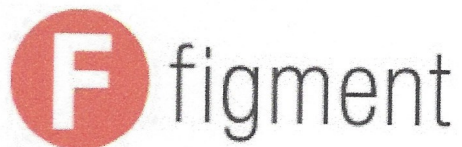
To our Stakeholders,

We continue to fully support The Ten Principles of the United Nations Global Compact, which are subdivided into the sections of Labor, Environment, Anti-Corruption and Human Rights.

Although our work in these areas will never be done, we reaffirm our commitment to these goals. We will continue to uphold these ten principles, and further the actions our company has already taken to include them in our daily operations and business strategy.



Ricardo Ellstein
Director General
Figment SA de CV



Actions or relevant policies related to **Human Rights**

Assessment, Policy and Goals

At Figment it is imperative that we respect the principles established in the United Nations Declaration of Human Rights, and seek to collaborate with other companies that adhere strictly these guidelines.

Implementation

We are implementing system of evaluation and opening up lines of communication within our company in complete confidence, without employment consequences. Employees will be notified to inform staff of any violation to the statues of Freedom of Thought, Conscience and Religion, as well as any issues arising from Sexual Orientation and Gender Identity. We have spoken to the women working at our company so that they report any sexual misconduct to provide a safe space for them.

Measurement of Outcomes

No reports of sexual impropriety have been received. The internal evaluation system will be implemented before the year is concluded.



Actions or relevant policies related to **Labor**

Assessment, Policy and Goals

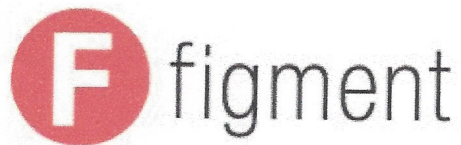
At Figment we believe human resources to be the most valuable of all resources. We adhere to the principles related to Labour as dictated by the UN Global Compact.

Implementation

We are striving toward gender equality, even though our area of operations, which is technology in a Latin American country, has made it more difficult than planned. We have revised our hiring practices, which are becoming formalized, and informed the relevant staff that abilities are to be evaluated above all else. To this effect, we are implementing written tests for every position here at Figment. They will take on more weight, so that hiring practices are less subjective.

Measurement of Outcomes

During 2018 we hired our first woman to a leadership position within the company.



Actions or relevant policies related to **Environment**

Assessment, Policy and Goals

As a member of the Global Compact, we recognize our commitment to the environment in both our internal operations and the companies we do business with.

Implementation

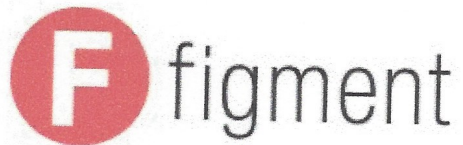
As part of our internal measures we've started separating the trash our operation produces, so that it may be more efficiently recycled. Separate trash cans were bought and properly labeled.

We've also replaced all the halogen bulbs in our office with low consumption LED lights.

At our official company outing, employees were incentivized to take their own serving containers, to reduce plastic waste with reusable glasses.

Measurement of Outcomes

Our recycling initiatives are going well, Employees are using the separate trash cans. At our company gathering about 80% of the people took eco-friendly reusable glasses. No plastic ones were bought. Also, power consumption is down since we invested in LED lights.



Actions or relevant policies related to **Anti Corruption**

Assessment, Policy and Goals

Figment is firmly against any form of government corruption, and has stated this policy explicitly.

Implementation

We have talked with relevant staff members about our code of ethics on this subject, and have delineated appropriate and inappropriate situations. We have also asked team members to report any form of impropriety.

Measurement of Outcomes

No reports of corruption or attempts of this behavior have been reported by our staff involved in sales.