

Communication on Progress

1st year - 2021

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

December 2021

Agenda

1. **Commitment of our CEO**
2. **Global Compact Principles and Opportunities**
3. **Human Rights**
 - Actions & Measure Outcomes
4. **Labour**
 - Actions & Measure Outcomes
5. **Environment**
 - Actions & Measure Outcomes
6. **Anti-Corruption**
 - Actions & Measure Outcomes



As a company involved in the digital community and having for commercial activity the development of software designed to serve employees, the implementation of socially responsible principles and actions was obvious for Neocase Software.

Because we want to have a positive impact on our employees, our market and our community in general, we developed and will continue to develop measures at several levels :

- internally for our people,
- through our product for our customer's employees, and
- by innovation and development for the planet.

We also want to publicly demonstrate our commitment to encourage and incentive the market to develop actions and raise awareness about the ten principles of the Global Compact.

2021 has been our first year as active and public actor with the Environment, Social and Governance concerns, but now that we have structured our actions and received adhesion of our people and stakeholders, this is a direction that where we sincerely intend to grow and perform.

We definitely commit to support the Global Compact in 2022 and continue to follow the 10 principles in our strategy and daily activities!

Didier Moscatelli
CEO

ACT RESPONSIBLY

UNITED NATIONS GLOBAL COMPACT TEN PRINCIPLES



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION



FIND OPPORTUNITIES



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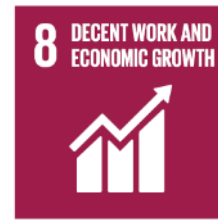


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Human Rights



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- [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.

Actions & Measures Outcomes

Principle	Actions	Measures Outcomes
	Implementation of tools to measures gender equality	Follow gender equality in the company and implement new priorities 31% of women as employees and 3% of women among the 10 higher salaries
 	Update and reinforcement of privacy policy for employees and clients	Protect individuals and allow a fair development of the company practices
 	Re-certification ISO 27001 related to information security to ensure data protection	Protect data and customers for a sustainable growth and reliable IT infrastructures
	Registration and public engagement to the Global Compact	Testimony and share our commitment to better spread the good practices
	Assessment and rating EcoVadis – Silver level	Public assessment of our actions with known and recognized criteria Note: 54/100 (average in sector 45/100)
	Trainees and apprentices hired as employees	Sustainable development and effective training of newcomers 100% apprentices hired as employees + one trainee hired as apprentice
	Core Product designed and developed to increase client's employees satisfaction	Positive impact on the community to develop well-being of employees
	Development of remote work to limit commute and improve the balance personal/professional life	Life balance for employees 100% employee benefiting from remote work (from 3-5 days/week due to pandemic)
	Implementation of speak-up policy (code of ethics)	Protection of whistleblowers for a clean and fair activity
















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.

Actions & Measures Outcomes

Principle	Actions	Measures Outcomes
  	Implementation of metrics to measures and follow inequality	Follow equality in the company and implement new priorities No employees with disabilities, but selection of 2 suppliers working with disabled people
	Increasing number of women as employees and in the management	Promote women and implement gender equality Director Committee : 2 women for 9 members in EU and 2women for 4 members in US
  	Implementation of speak-up policy (code of ethics)	Protection of whistleblowers for a clean and fair activity
	Distribution of restricted stock unit to employees ("actions gratuites")	Share the value created by the employees More than 50% employees benefit from restricted stock units
	Increased use of local suppliers and suppliers supporting disabled people	Positive impact on our community
	Financing education via apprenticeship (men and women)	2 apprentices in 2021
	Continuous training (men and women)	Development of employees 30% of employees have received training
	Hiring of <26 years-old employees	
	Product assessment for web-accessibility of our product	Allow people with disabilities to access the services





















Environment



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- [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.



Actions & Measures Outcomes

Principle	Actions	Measures Outcomes
 	Training to employees on the impact of the digital on the environment	Develop awareness of employees
	Publication and communication of eco-tips in the office + digital eco-tips on the desktops	Develop awareness and good practices on a daily basis for employees
	Change to digital lunch ticket instead of paper	Reduce paper and ink consumption
 	Change to green electricity in the office	Change to renewable energy
	Recycling packaging, paper, coffee and protection masks	Implement waste management
  	Challenge on the Sustainability Week "Corals Protection"	Public action to protect the planet and the oceans
 	Current assessment of carbon footprint	Measure and monitor company impact to implement specific actions
 	Current assessment of green cloud	Implementation of clean infrastructure and sustainable growth
	Development of remote work to limit commute and improve carbon footprint	Limit gas emission
  	Registration to Planet Tech'Care	Take part of a common initiative to reduce digital consumption and share good practices and actions to implement



- [Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Actions & Measures Outcomes

Principle	Actions	Measures Outcomes
	Issuance and Communication on a Code of Ethics for Employees and a Code of Conduct for Suppliers	Public statement and employees guidelines for fair business and employees well-being Create value chain
	Training Anti-Bribery to Sales and Finance People (Transparency International)	Awareness of employees on banned practices 100% Management and Sales department trained and 80% Finance department trained

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Thank You!

EMEA

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