



**UN Global Compact
Communication on Progress (COP)
Implementation of the UN principle**

February 2022



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This document aims at presenting to employees, shareholders, clients, public authorities and NGOs how CapFields implement the principles of the United Nations (UN) Global Compact.

As Business participant, the Communication on Progress (COP) demonstrates the commitment of CapFields to transparency and accountability on the Global Compact.

1. Statement by the Administrateur-délégué

CapFields supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

2. Practical actions

Human rights: part of our CSR Strategy & Governance (cf CapFields_SRE Strategy_210429)

Labour: part of our CSR Strategy & Governance (cf CapFields_SRE Strategy_210429)

Environment: part of our CSR Strategy & Governance (cf CapFields_SRE Strategy_210429)

Anti-corruption: part of our Anti-bribery and corruption policy (cf 09_CapFields_ANTI-BRIBERY AND CORRUPTION_policy_EN_201901)

3. Achievements for 2021

CapFields became certified as a Corporate Socially Responsible by INDR (May 2021 <https://indr.lu/en/enterprises/capfields/>)

CapFields actions have impacted the Governance, Social and Environment Pillars. Our prioritization is based on a set of 3 priorities.

Priority 1: ensuring employability, managing professional development.

Priority 2: refining our company strategy, involving internal stakeholders, respecting human rights, responsible HR strategy, integrating employees, choosing equipments and suppliers according to responsible criteria.

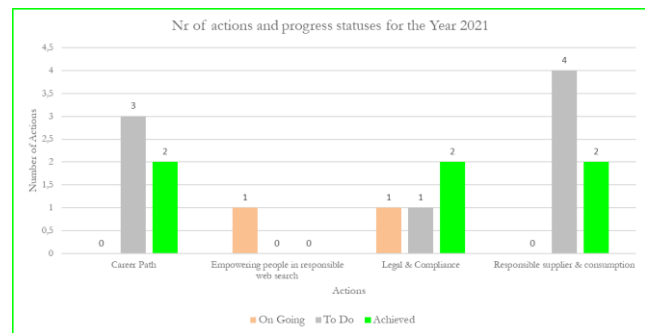
Priority 3: Improving decision making process, managing diversity, ensuring equality of opportunity, managing security and health, optimizing transport.

Such set of priorities can be unified behind 4 main challenges:

- keeping in line with legal & compliancy requirements of our stakeholders,
- developing the career path of our employees,
- remaining responsible consumers
- developing a more responsible use of Search Engines.

In 2021, we had identified a list of 16 actions to take, among these, we achieved 6 of them, 2 are currently still on-going and the rest have been reprioritized or postponed for our 2022 plan.

Below graph shows the number of actions and progress for 2021.



4. Overview of CapFields

CapFields provides expertise in the financial & banking areas. Starting in Securities/Fund Services, we met the new challenges of our clients to deliver expertise in other areas: Investment/Asset Management, Private Banking, Banking Risk, Finance & Accounting and Asset Servicing.

CapFields provides three services:

- ❖ **JIT* Expertise:** Support of individual consultants having the requested skill set,
- ❖ **Project delivery:** Support with CapFields approach, deliverables & team for a specific service,
- ❖ **CapFields products & outsourcing services** (Ex. Global Cash Recovery)

*JIT = Just-In-Time Expertise

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