



Communication On Progress 2022





COMMUNICATION ON
PROGRESS

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

We welcome feedback on its contents.



Our engagement

Since June 29, 2011, IEC Telecom Group has supported the Global Com-pact. Since 2019, in order to best meet the commitments set out by Global Compact, we have decided to write a Communication on Progress (COP) for IEC Telecom Europe, on behalf of the IEC Telecom group and its subsidiaries.

Indeed, this change of situation allows us to understand the expectations of the United Nations in our society at a more suitable level.

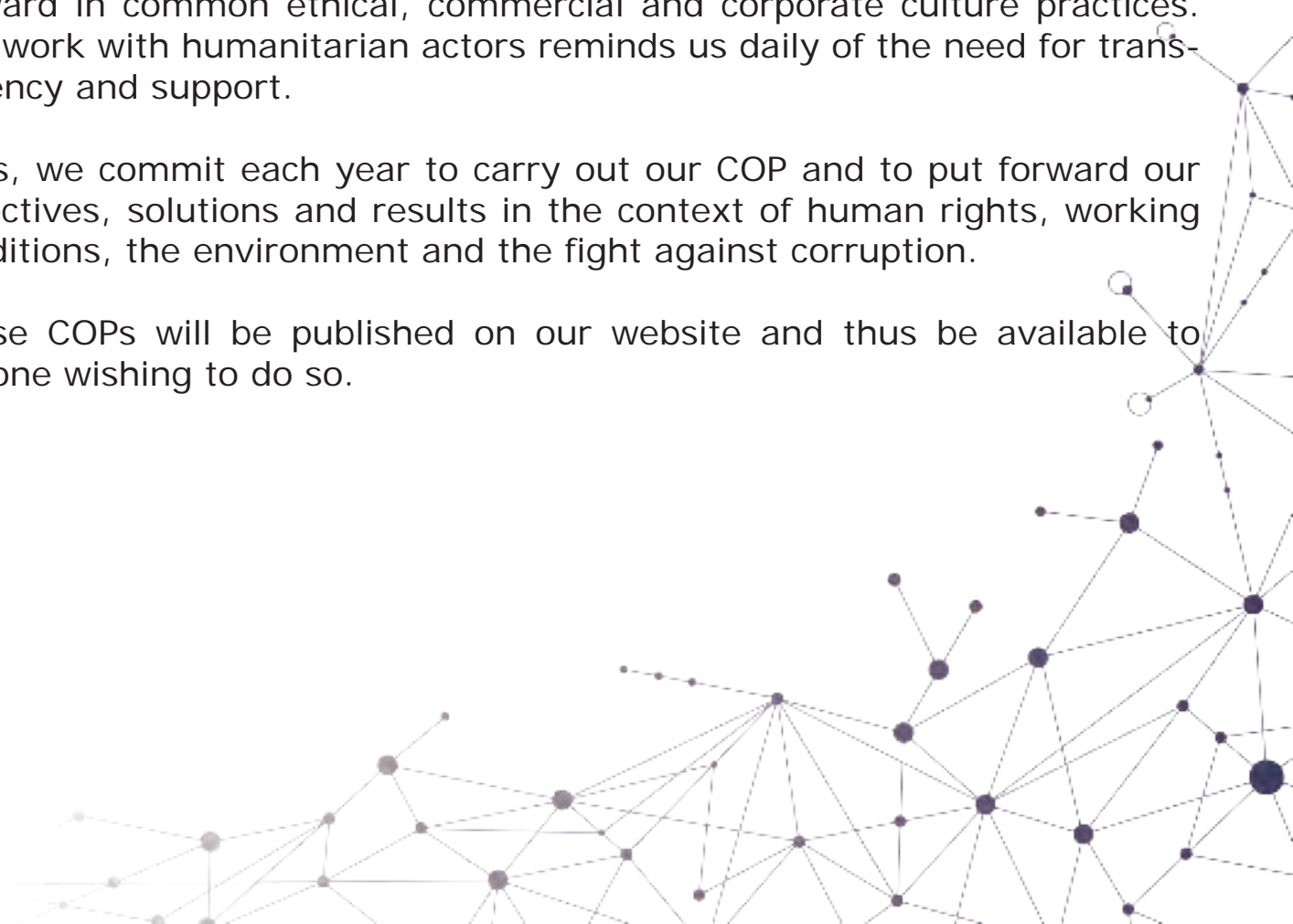
So, in a few years, once the CSR approach has been implemented for our Business Unit, we will be able to apply it more easily to the group.

Joining the Global Compact allows us to express our desire to integrate the 10 principles and the 17 Sustainable Development Goals (SDGs), and to continue to develop them to the best of our society. Management and employees want to share their convictions and transmit them to their environment at the same time.

All stakeholders must integrate the principles that allow us to move forward in common ethical, commercial and corporate culture practices. Our work with humanitarian actors reminds us daily of the need for transparency and support.

Thus, we commit each year to carry out our COP and to put forward our objectives, solutions and results in the context of human rights, working conditions, the environment and the fight against corruption.

These COPs will be published on our website and thus be available to anyone wishing to do so.



2022 Renewals

"IEC Telecom Europe renews its membership in the UN Global Compact programme.

As a leader, I want to support the day-to-day efforts of all of our teams.

Since the beginning of our commitment, we've made progress in our CSR activities within the company. On a daily basis, we all work for the respect of human rights, the environment, labour law and the fight against corruption.

Each of us can, at our own level, make a difference."

Gwenaël Lohéac
President Europe & West Africa , IEC Telecom Europe



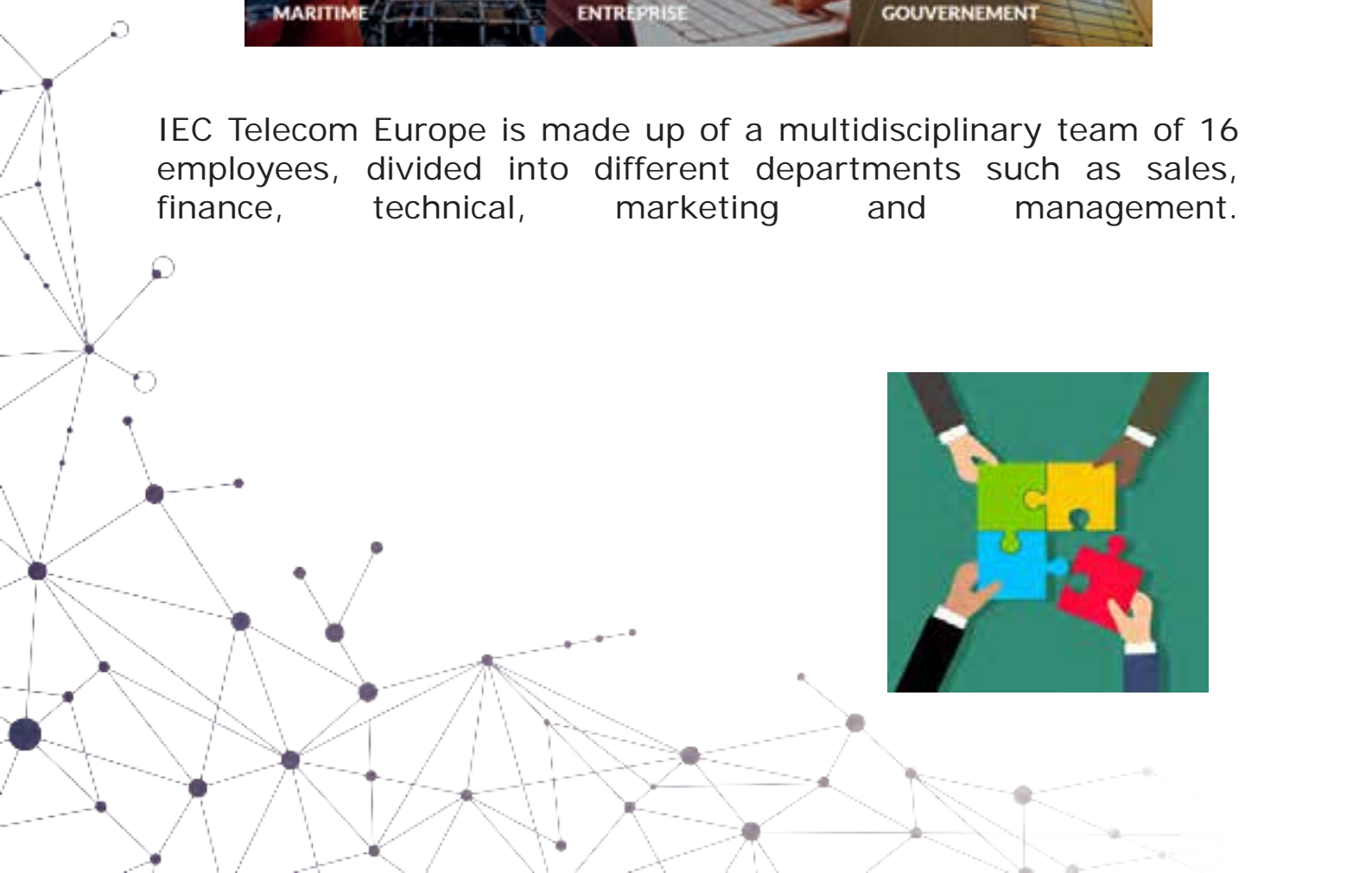
Our Company

For more than 25 years, IEC Telecom is an SME that has offered solutions based on satellite transmissions and offers voice and data communication services.

IEC Telecom solutions are aimed at customers operating in a wide variety of fields: humanitarian organizations, energy sector (oil, gas and mining industries, fossil and renewable energies), media, shipping companies, governments, public administrations, etc.



IEC Telecom Europe is made up of a multidisciplinary team of 16 employees, divided into different departments such as sales, finance, technical, marketing and management.



Our CSR Approach

Due to its modest size, IEC Telecom Europe does not yet have a CSR manager or referent in its staff.

A CSR approach is, however, implemented by all staff under the leadership of Management.

Being a signatory to Global Compact France allows you to highlight the effective actions carried out within the company without being labeled CSR.

Last year, we decided to integrate the SDGs into our approach.

This enhances the activities that all team members carry out on a daily basis, whether in terms of human rights, international labor standards, the environment or the fight against corruption.



Human Rights

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

2 - Businesses should make sure that they are not complicit in human rights abuses



TARGETS

- Respect human rights
- Participate in actions in favor of human rights

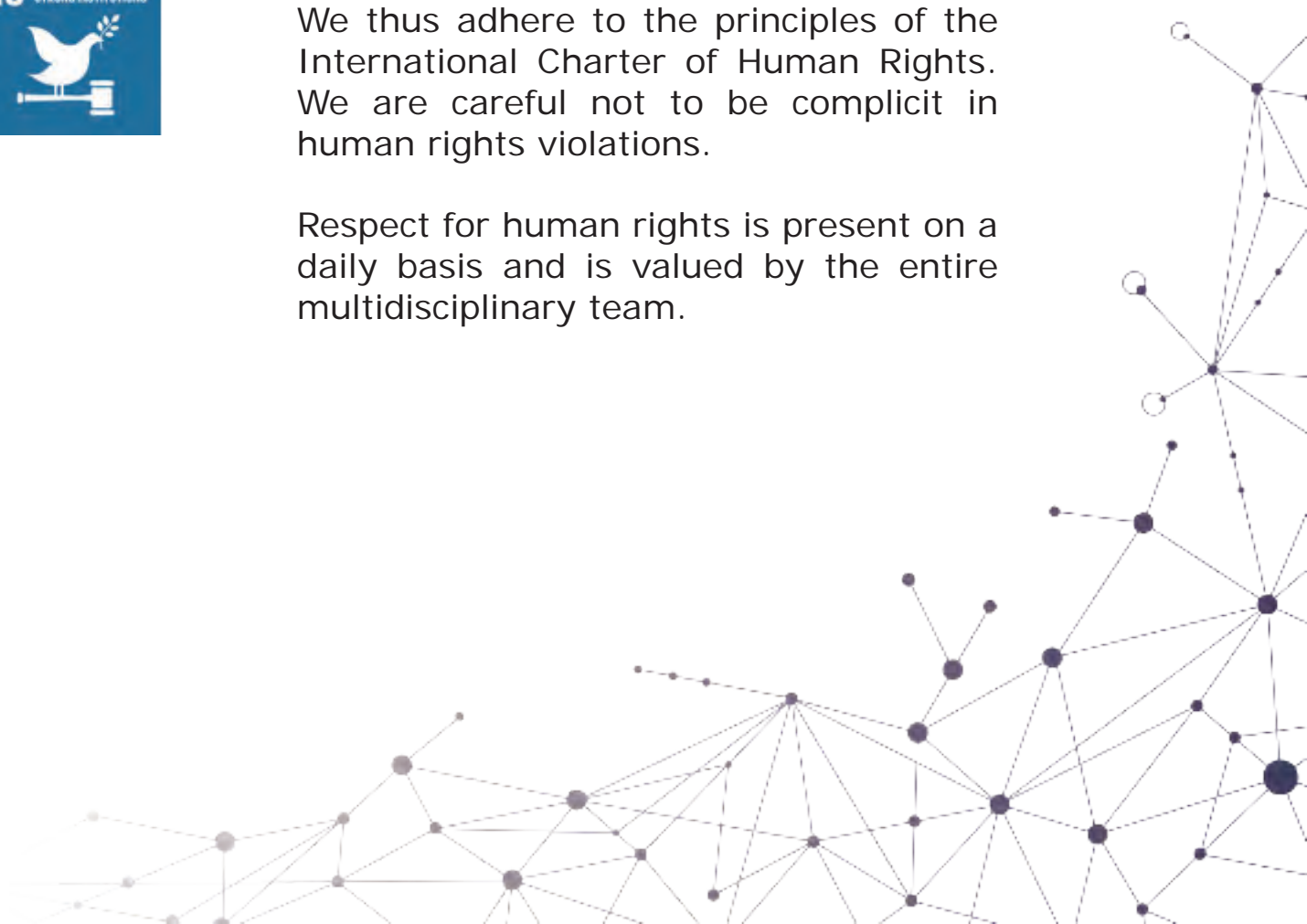
SOLUTIONS

IEC Telecom Europe affirms its respect for the protection of international human rights law.



We thus adhere to the principles of the International Charter of Human Rights. We are careful not to be complicit in human rights violations.

Respect for human rights is present on a daily basis and is valued by the entire multidisciplinary team.





In order to help employees who, in a precarious situation, need ad hoc financial assistance, a salary advance of up to 1000 € repayable in ten installments can be offered.



Our commitment to the humanitarian sector is not only commercial.

We participate for the fourth time to the Challenge against hunger set up by Action Contre la Faim.



The company's code of ethics was updated this year and sent to all staff for a better un-derstanding and implementation.

In addition, it remains searchable via our common server.

RESULTS

Participation of 10 company employees in the Connected Hunger Challenge in order to work together, in the same cohesion, for an important cause.



2023 TARGETS

- Continue to develop our commitment to charities
- Make employees aware of the company's human rights initiatives

Labour

3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

4 - Businesses should uphold the elimination of all forms of forced and compulsory labour

5 - Businesses should uphold the effective abolition of child labour

6 - Businesses should uphold the elimination of discrimination in respect of employment and occupation



TARGETS

- Promote the indications of the International Labor Organization (ILO)
- Valuing diversity at work, both between employees and in terms of the way of working
- Fight against discrimination
- Create a team cohesion

SOLUTIONS

IEC Telecom Europe respects the fundamental conventions of the ILO.



Thus, the company fights against discrimination by promoting, among other things, gender equality.



The company will never be against collective representation of employees or against freedom of association.

All our employees are recruited according to the standards of the International Labor Office and are free to move without hindrance from competition.



In addition, we will never hire an employee below the legal age in France.

Each year, individual interviews are held to discuss employees' plans and their goals for the coming year.



Support for € 4,50 per meal takes place at the inter-company restaurant near the company.

Thus, the majority of employees meet for lunch together, a presence at the office is still required to ensure telephone permanence.



The whole team can be regularly informed of new products and services, company news in France and abroad via emails, sending by the Marketing team.

Trainings on the new tools are realised during all the year.





Training plays an important role at IEC Telecom, both in terms of employees and internships or work-study contracts.

Whether for refresher courses, technical training, project development, or even the supervision of trainees or work-study students, employees are free to request the training that they think is best suited to their needs.



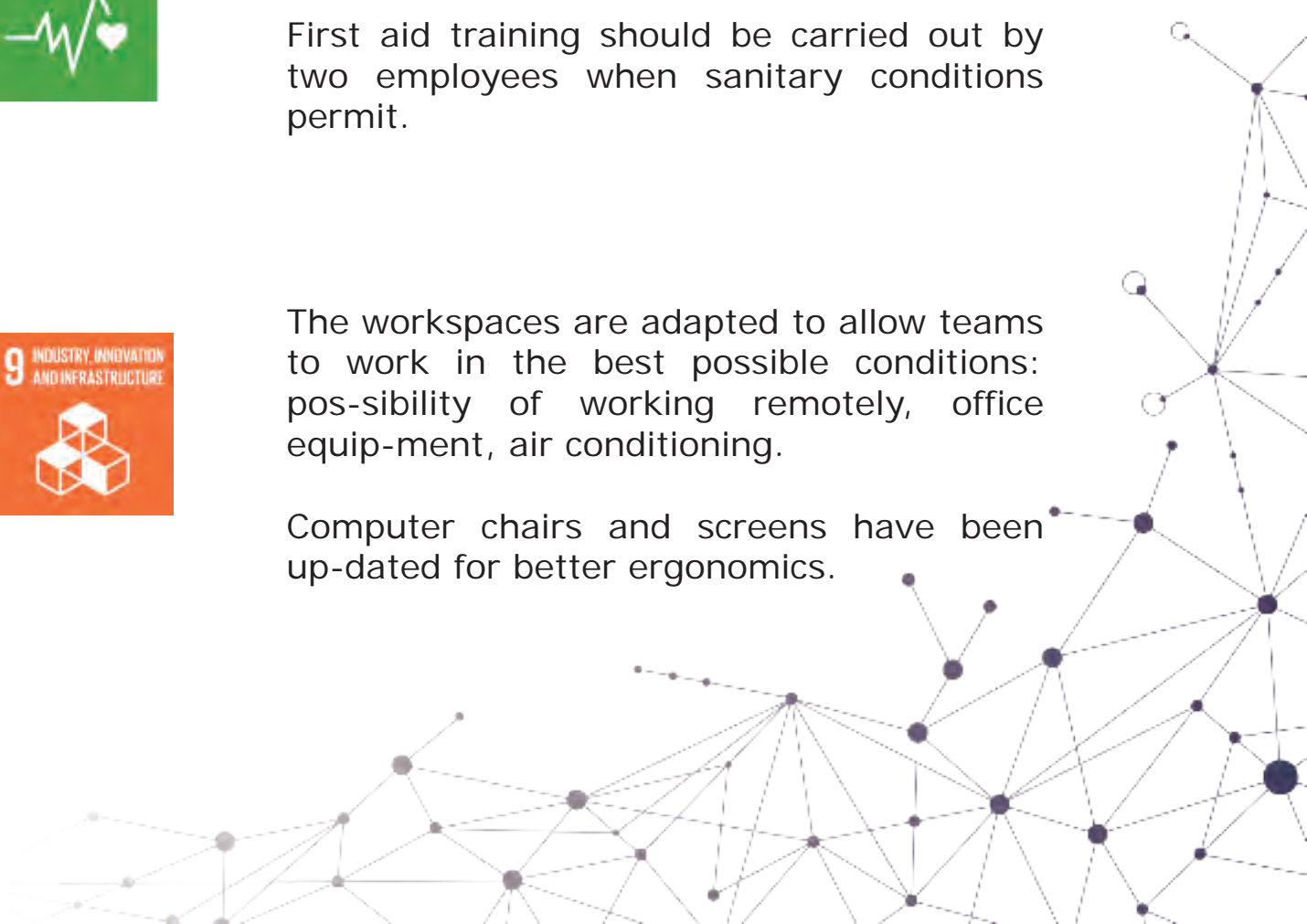
Health and well-being at work are recurring themes.

First aid training should be carried out by two employees when sanitary conditions permit.



The workspaces are adapted to allow teams to work in the best possible conditions: possibility of working remotely, office equipment, air conditioning.

Computer chairs and screens have been up-dated for better ergonomics.



RESULTS

+ 15% per meal for employees

70% employees have lunch at the inter-company restaurant

2 rescuers are trained in the company +
2 to come



2021: **64%**
2022 : **64%**



2021 : **36%**
2022 : **36%**

There is therefore a majority of women in the company.
The proportion of women is similar to last year.

100% of employees participated to trainings
on the new digital tools used in the company



2023 TARGETS

- Develop internal communication within the company by implementing new tools
- Continue to fight against discrimination
- Allow employees to work in the best conditions



Environment

7 - Businesses should support a precautionary approach to environmental challenges

8 - Businesses should undertake initiatives to promote greater environmental responsibility

9 - Businesses should encourage the development and diffusion of environmentally friendly technologies





TARGETS

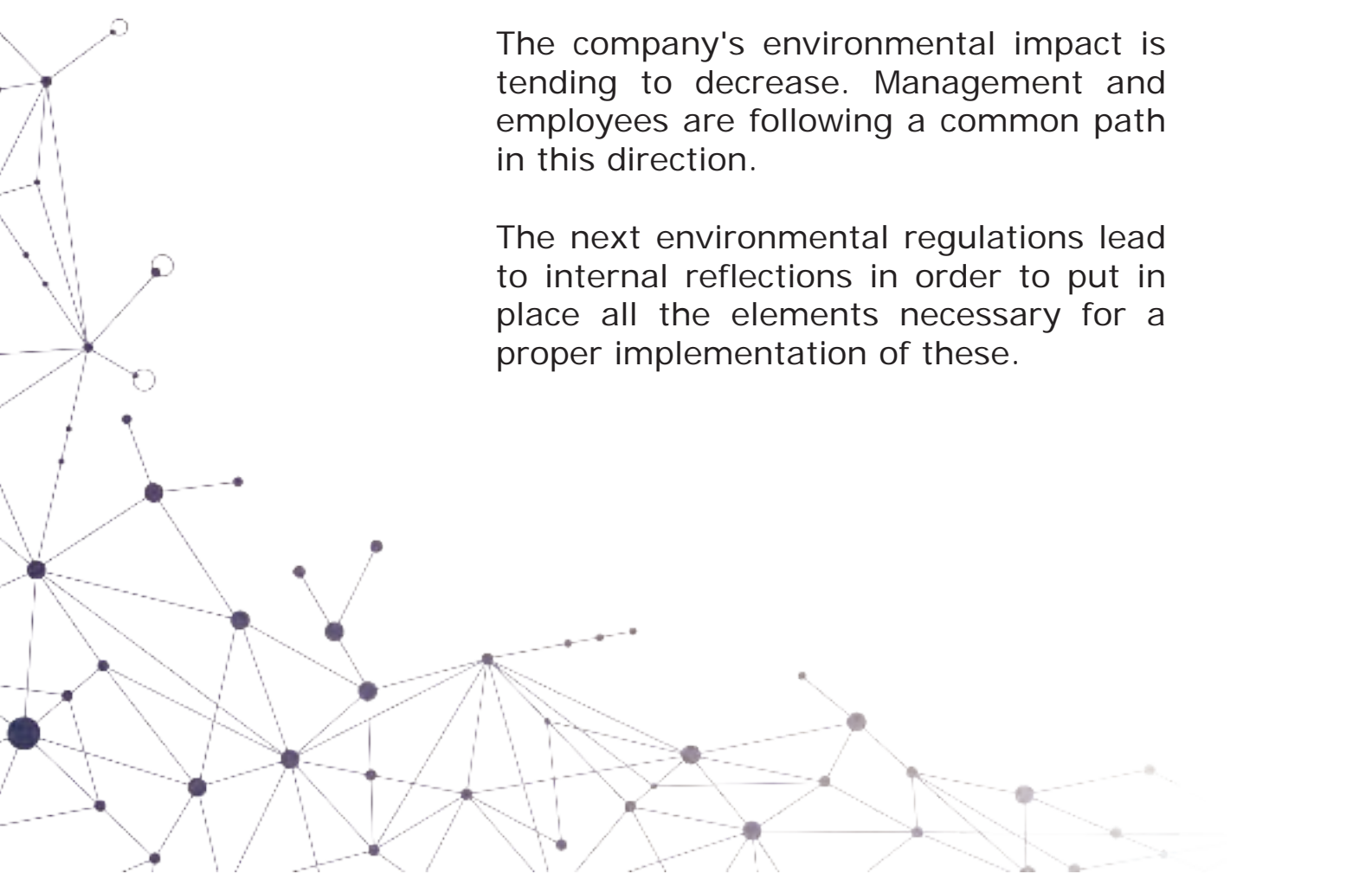
- Promote environmental protection initiatives
- Prepare for new European directives on climate change
- Promote an ecological approach with the company's employees

SOLUTIONS

The environment plays an important role at IEC Telecom Europe.

The company's environmental impact is tending to decrease. Management and employees are following a common path in this direction.

The next environmental regulations lead to internal reflections in order to put in place all the elements necessary for a proper implementation of these.

A decorative network diagram in the bottom-left corner of the page. It consists of numerous black dots of varying sizes connected by thin, light-colored lines, forming a complex web-like structure that extends across the bottom and left sides of the page.



Through various information actions, employees were made aware of "eco-citizen" gestures.

Two water fountains are present on the company's office allowing the consumption of plastic bottles to be limited.

To complete this arrangement, water bottles and glasses were provided to all employees of the company.



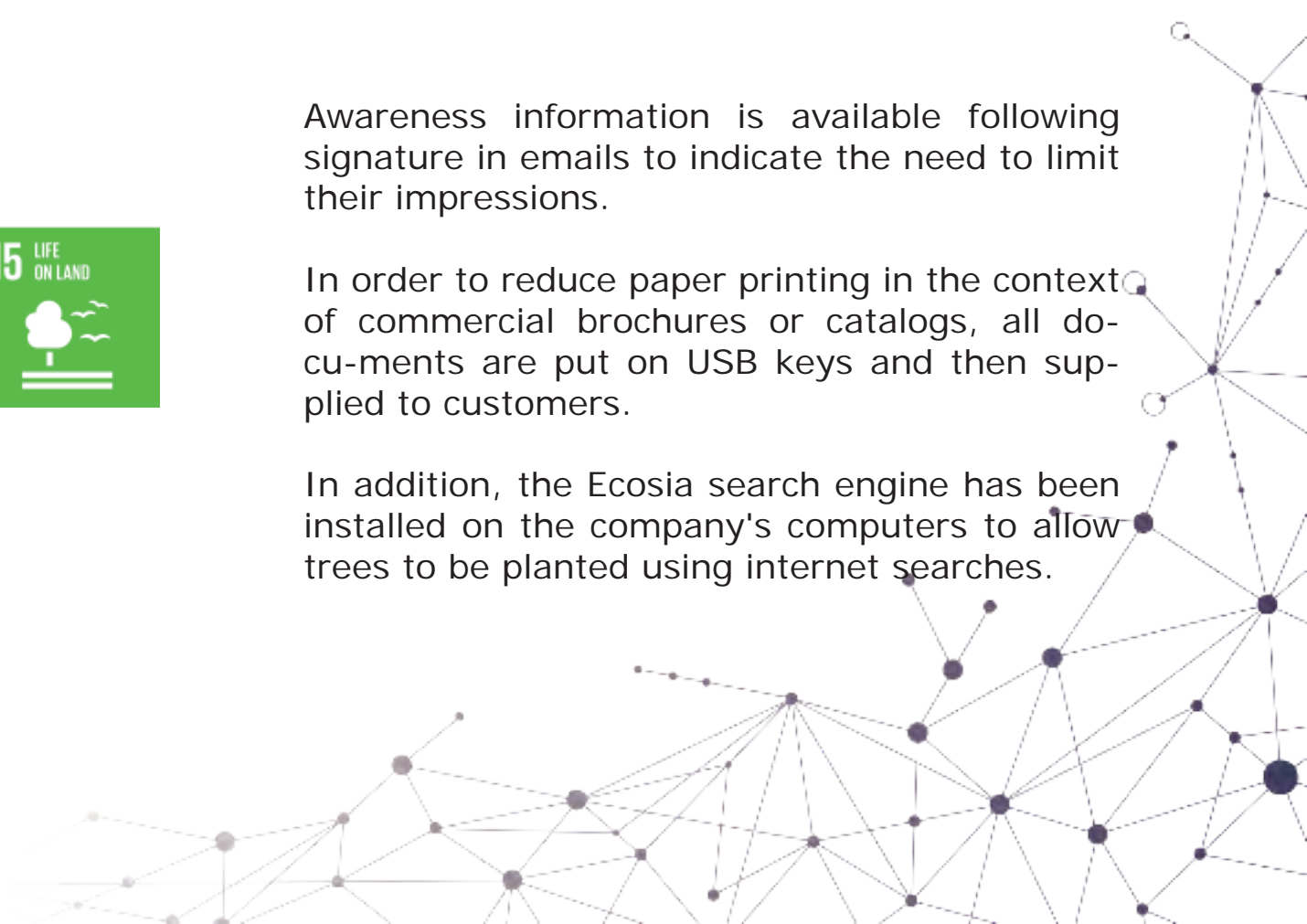
In addition, cardboard cups for guests are now replacing plastic cups.

Awareness information is available following signature in emails to indicate the need to limit their impressions.



In order to reduce paper printing in the context of commercial brochures or catalogs, all documents are put on USB keys and then supplied to customers.

In addition, the Ecosia search engine has been installed on the company's computers to allow trees to be planted using internet searches.





Within the framework of the exhibitions, IEC Telecom Europe takes part, for example, during Euromaritime, a maritime trade fair which highlights sustainable development and its importance for the oceans.



IEC Telecom works with service providers (printer, communication agency, ...) located less than 10 km around the company, promoting the reduction of the carbon index.



Air conditioning has been installed in all offices, which allows better temperature management in the premises and thus reduces the final cost of electricity consumption.

Printing documents is often a negative point.



To begin to remedy this, various elements have been put in place and will subsequently have to be reassessed to verify their effectiveness.

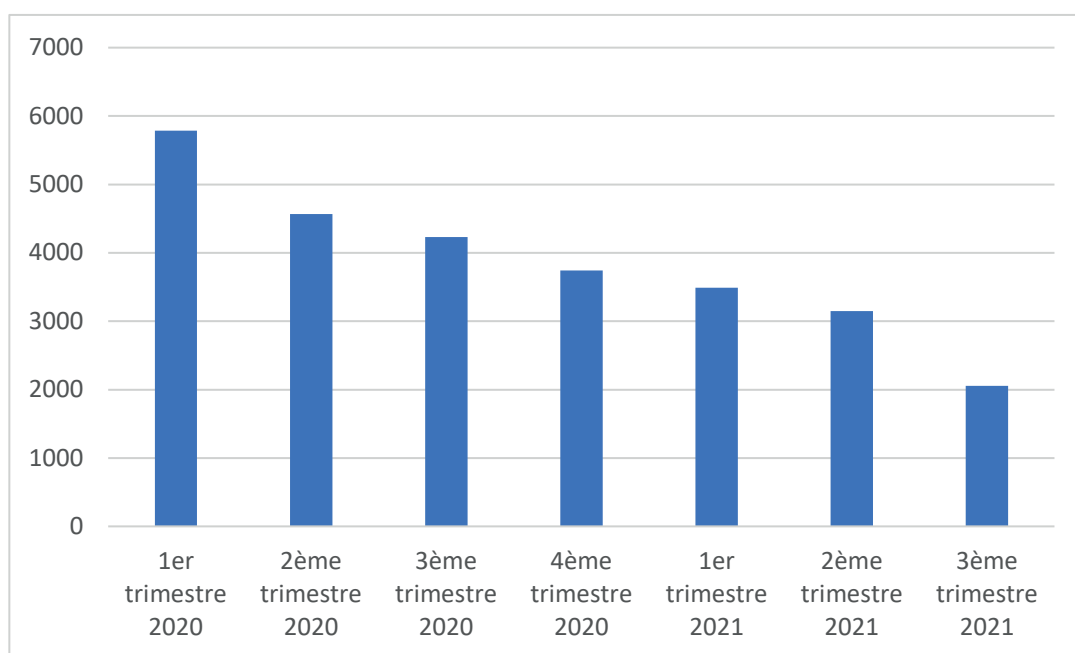
All prints are automatically configured to be black & white and front / back.

On the other hand, all the pods of coffee are now recycled.

RESULTS

The hunt for waste has started!

The graph below on the consumption of copies on the main printer of the company shows fluctuations according to the quarter but also less consumption of black and white (B / W) copies.



1 tree planted thanks to the purchase of cardboard cups

100% of coffee pods recycled

During the last event, **90%** of the documents were transmitted on USB key.

2023 TARGETS

- Creation of QR code to avoid paper distribution to our clients and leads to access directly to the documents online
- Increase the distribution of USB keys to 100%
- Develop recycling zones for paper



Anti-Corruption

10 - Businesses should work against corruption in all its forms, including extortion and bribery



OBJECTIFS

- Lutter contre la corruption sous toutes ses formes
- Respecter un montant maximal pour les cadeaux de fin d'année

SOLUTIONS

IEC Telecom Europe has decided to fight corruption in all its forms.

A code of business conduct has been updated this year and is sent to all those in contact with customers and prospects. It covers various themes such as ethical business practices, fraud and similar irregularities, as well as conflicts of interest.

In addition, the ecommerce website uses modules that comply with the Law against VAT fraud (Article 88 - NF525 certification)



RESULTS



Maximum amount for a customer gift

100% of site modules comply with anti law fraud

100% of employees are aware of the conducting business

2023 TARGETS

- Pass on the code of business conduct to newcomers
- Establish a written policy regarding the fight against corruption
- Continue to use the TRACE «Due Diligence» solution

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