

The background image depicts a futuristic, blue-toned environment with a grid-like floor and glowing architectural elements. A hand of nature, composed of green moss and small yellow flowers, reaches from the left towards a highly detailed, metallic robotic hand on the right. The scene is set against a blurred background of a modern, industrial interior.

Integration of the 10  
principles of the UN  
Global Compact - 2022

A Birmingham, le 04/06/2021

## Our CEO's commitment

Dear Mr. Secretary-General,

I am pleased to confirm that SCC supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

SCC France has supported the Global Compact since 2014 and fully integrates the 10 principles in its CSR strategy. This year, we wanted to integrate SCC UK and our French subsidiaries Recycléa, Altimance and FlowLine into this approach. This change in scope demonstrates that we are incorporating societal issues in our strategies and policies. Through this commitment, we also support the Sustainable Development Goals.

With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the 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. SCC will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

We look forward to continuing to support the United Nations Global Compact and implementing in our organization, as well, promoting the Sustainable Development Goals (SDG's) to the businesses and NGO's that we work with globally.

Best Regards,



James Rigby

# Human Rights

	SCC UK	SCC France & subsidiaries
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights	Actions: SCC is part of the UN Global Compact.	Actions : Our CSR report, available directly on our website, recalls our commitment to the protection of international human rights.
	Results: Our CSR Report demonstrates our commitment to the protection of international human rights.	Results : Disseminating our commitment to the UN Global Compact to our stakeholders (customers, suppliers, employees, etc.)
<b>Principle 2:</b> make sure that they are not complicit in human rights abuse	Actions : As a responsible business, SCC operates in accordance with the principles of the Ethical Trading Initiative (ETI) Base Code.	Actions : We rely on the Provigis platform to monitor our service providers.
	Results : The ETI Base Code is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice.	Results : Provigis controls more than 400 of our suppliers on regulatory obligations, concealed or illegal work, CSR risks...



# Labour

	SCC UK	SCC France & subsidiaries
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Actions: SCC operates in accordance with the principles of the Ethical Trading Initiative (ETI) Base Code.	Actions : SCC has Social and Economic Committee and employee representatives. In addition, there are five trade unions.
	Results: SCC respects the rights of employees under article 11 of the human rights act 1998 (freedom of assembly and association). SCC will not discriminate against employees exercising this right.	Results : 23 meetings of the Social and Economic Committee took place in 2021.
<b>Principle 4:</b> the elimination of all forms of forced and compulsory labour	Actions: SCC has policies and procedures in place on anti-slavery and human trafficking.	Actions : Dissemination of our Responsible Purchasing Charter which recalls our commitment to the Global Compact
	Results: Our modern slavery statement outlines the steps taken to ensure modern slavery is not taking place in our operations and supply chains. <a href="https://www.scc.com/modern-slavery-statement/">https://www.scc.com/modern-slavery-statement/</a>	Results : 350 suppliers have signed our responsible purchasing charter

# Labour



	SCC UK	SCC France & subsidiaries
Principle 5: the effective abolition of child labour	Actions : SCC does not use or support child labour in any of its locations globally. SCC has policies in place on anti-slavery and human trafficking.	Actions : we have carried out a mapping of purchasing risks. The purchase of computer equipment represents the most important risk in terms of environmental and social issues. We have therefore established a constant dialogue with our suppliers.
	Results: Our modern slavery statement outlines the steps taken to ensure modern slavery is not taking place in our operations and supply chain. <a href="https://www.scc.com/modern-slavery-statement/">https://www.scc.com/modern-slavery-statement/</a>	Results : A CSR study of our largest suppliers of IT equipment showed that 100% of the suppliers evaluated adhere to the RBA code of conduct.
Principle 6: the elimination of discrimination in respect of employment and occupation	Actions : We have policies in place relating to equal opportunities, equality and diversity, and harrassment and bullying.	Actions : We have defined a Human Resources policy that promotes diversity of profiles and backgrounds.
	Results : SCC is a disability confident employer (Level 2). Earlier this year, SCC signed the Armed Forces Covenant and we currently hold the Silver award in the Employer Recognition Scheme. SCC formed a diversity and inclusion working group earlier this year. The group meets monthly to consider all aspects of the D&I agenda.	Results : SCC has been a signatory of the Diversity Charter since 2020.

# Environment

	SCC UK	SCC France & subsidiaries
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p>	<p>Actions : Deployment of our environmental management system.</p>	<p>Actions : Deployment of our environmental management system.</p>
	<p>Results : We have been ISO 14001 certified since 2005, which encourages us to continuously limit our impact on the environment.</p>	<p>Results : We have been ISO 14001 certified since 2010, which encourages us to continuously limit our impact on the environment.</p>
<p>Principle 8: undertake initiatives to promote greater environmental responsibility</p>	<p>Actions : Net Zero commitment</p>	<p>Actions : Our subsidiary Recyclea specialises in the re-use of IT equipment.</p>
	<p>Results : We have a policy commitment to achieve Net Zero by 2050 in line with UK policy</p>	<p>Results : 332,000 products were audited in 2021 and 80% were given a second life.</p>

# Environment

	SCC UK	SCC France & subsidiaries
Principle 9: encourage the development and diffusion of environmentally friendly technologies	Actions : We provide energy efficient products to our customers	Actions : We develop offers and solutions that take into account the environment.
	Results : We can offer Energy star and Blue Angel labelled products to our customers.	Results : We offer our customers labelled products (Energy Star, Blue Angel...)

# Anti-corruption

	SCC UK	SCC France & subsidiaries
Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery	Actions : We have an Anti Bribery and Corruption Policy and Supplier Code of Conduct.	Actions : Our ethical charter has been updated in 2019. It includes the principles of non-discrimination, business ethics, conflicts of interest...
	Results: Our Anti Bribery and Corruption Policy is applicable to all employees. Our Supplier Code of Conduct incorporates anti-corruption measures in line with UK legislation	Results : 89% of our employees have signed the "employee commitments". These commitments include the obligations contained in our ethics charter and anti-corruption code