



# Actual Communication On Progress

**DIGIMIND 2022**





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To all of our stakeholders,

I am pleased to confirm that Digimind reiterates its adherence to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication of Progress, we outline the steps we have taken to better incorporate the principles of the Global Compact into our business strategy, culture, and daily operations. To engage in collaborative projects that further the United Nations' more general development objectives, including the Sustainable Development Goals. Digimind will be transparent with our stakeholders and the broader public about this commitment.

Sincerely yours,

**Mr Paul Vivant**

Digimind Chief Executive Officer (CEO)





# Human Rights

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- **Diversity and inclusion training** with the goal to educate Digimind employees about what diversity is and why it is important, the different diversity categories, such as personality, internal and external dimensions, and organizational dimensions.
- **Digimind.org program** giving preferential access to our tools to academics and NGOs
- The creation of a **Declaration on Social, Business, and Human Rights Policy**, in which Digimind commits to following international agreements and declarations that are dedicated to its corporate human rights obligations.
- Digimind is part of the **Diversity Charter** (La Charte de la Diversité), a french program which created a commitment text that can be signed by organizations that wish to act in favour of diversity and thus go beyond the legal and judicial framework of the fight against discrimination.





# Labour

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- **Anti-discrimination and anti-harassment policy** for all current employees of Digimind, including full and part-time, casual, contract, permanent and temporary employees; job applicants; and third parties.
- **Ergonomic workplace training** is to educate Digimind employees about work-related musculoskeletal disorders; identify risk factors that can contribute to the development of work-related musculoskeletal disorders; determine solutions to mitigate these risk factors and provide a place with resources for further reading to gain knowledge on this matter.
- **Anti-sexual harassment training** is too also educates Digiminders about the behaviour of Sexual Harassment, which is unwelcome behaviour of a sexual nature.





# Environment

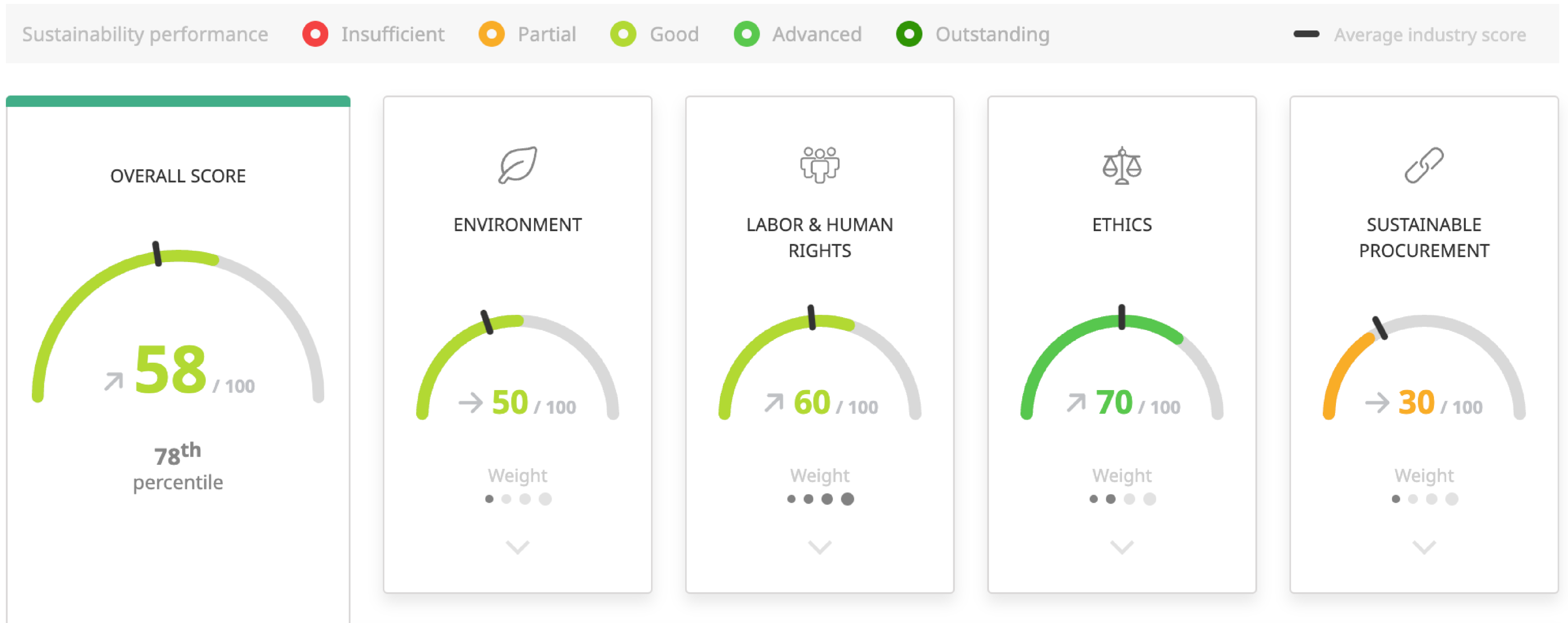
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- Digimind initiated a whole Servers reduction initiative. Our R&D team has reduced the number of processing power per client and thus the energy consumption needed to serve clients.
- Digimind did a partnership with a local company which recycles electronic and computer devices with employees with disabilities. For the first time in December 2022, all old computers (two cubic meters) have been collected in order to be fully recycled.
- Digimind is part of the **EcoVadis program**, which offers comprehensive sustainability assessments of businesses using a global cloud-based SaaS platform. EcoVadis is an international certification that Digimind passed effectively.
- Digimind is an Ecovadis-certified company, with a silver medal, situated in the 78th percentile and a score of 58/100.





# Ecovadis report synthesis for Digimind





# Environment

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- Some of Digimind's offices took part in the **Climate Fresk workshop**, a collaborative and engaging way to learn more about the climate system and the consequences of its disruption. The Climate Fresk workshops were animated and all employees participated in three of the eight Digimind offices: Paris, Rabat and Grenoble. We then measured the impact from a quantitative standpoint with 122 out of 178 employees who have participated so far.
- The climate impact and food waste, a similar method of measurement was used. The outcome was the number of employees who participated in the sustainability meeting, 178 Digiminders, with an overview of all the internal initiatives undertaken as a result of Climate fresk.









# Environment

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- The implementation of **CSR training** consists of encouraging accountability and good corporate citizenship.
- **Engaging employees through sustainable workplaces and work environments training** consists of giving a sense of belonging, drive, passion and purpose. It inspires to do something more that can be associated with and feel good about. Digimind wants its employees to be engaged and satisfied in their work, as the overall quality of an employee's experience and functioning at work is based on physical, psychological, and social well-being.
- an **Environmentally Preferred Purchasing Policy** for Digimind's purchase decisions which has an impact on both the local environment and the health of the community at large, including citizens and employees. This rule encourages consumers to buy recycled and environmentally friendly products in order to reduce the effects on the environment.





# Anti-Corruption

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- **Ethics and Compliance training** can help ensure that Digimind operates within the law and stays true to its own ethical principles which are not only important to Digimind's business but to its identity.
- **Anti-corruption training** was put into place in the context of the Digimind Global Compliance Program, and in order to align with international standards, Digimind is delivering a course on the prevention of corruption within the company.
- **Whistleblowing policy and procedures**, this policy aims to give employees and other stakeholders a forum to voice concerns or report any known or potential misconduct, violation of company policies, or infraction of applicable laws and regulations without fear of reprisal or other negative consequences.



# Anti-Corruption

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- **The Anti-Corruption policy**'s goal is to establish guidelines for Digimind's employees and third parties who interact with Digimind in order to comply with anti-corruption and anti-bribery laws and regulations.
- **Ethical Charter policy**, each employee has to adhere to the ethical standards set out in this document in all of their professional interactions and conduct. Outlining and showing the conditions for implementing the commitments made by Digimind





# Anti-Corruption

