



Econocom supports the Global Compact

PROGRESS REPORT

econocom

ecoresponsible 

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Renewing our commitment Jean-Louis Bouchard, Chairman

Econocom renews its membership to the United Nations Global Compact

Econocom, a European provider of business-to-business digital services, joined the United Nations Global Compact in January 2012, and as such has pledged to comply with and apply its principles.

Econocom Group's corporate culture is based on strong values that create the foundation for its actions and serve as a guideline for the decisions of both its management and employees. By implementing on a daily basis the principles of the Global Compact, Econocom is also observing its 6 corporate values: Be enterprising, Bounce back, Face reality, Build together, Proud to be responsible and Respect.

As such, Econocom is therefore particularly attentive to its employees and their rights and is concerned for their job satisfaction and working conditions.

In terms of the environment, Econocom strives to reduce its carbon footprint in all the countries in which the group operates and is implementing measures to encourage all its stakeholders to adopt a more ecologically-responsible approach.

Econocom also pledges to fight corruption and ensure integrity and ethical behaviour in all its dealings with its employees and third parties.

In order to promote sustainable development within the group, with our clients and stakeholders, we launched the Ecoresponsible programme in 2012. Our initiatives, both current and future, which are driven by our values and convictions, are an integral part of our "Mutation 2013-2017" strategic plan and the group's future.

Therefore, on behalf of Econocom and its employees, I hereby confirm that the Group is continuing its commitment to observe the ten principles of the United Nations Global Compact and uphold its values.

Jean-Louis Bouchard
Chairman

A handwritten signature in black ink, appearing to be 'J.L. Bouchard'.

Profile and description of the Group's activity

REVENUE:

Econocom Group reported revenue of €1.5 billion in 2012.

In September 2013 it acquired Osiatis Group, bringing the new group's revenue to around €2 billion.

NUMBER OF EMPLOYEES:

The group doubled its workforce in 2013 by acquiring Osiatis. Econocom now employs more than 8,300 people.

ORGANISATION:

Econocom is a European provider of business-to-business digital services. With its complementary areas of expertise (sourcing, technology management & financing and IT outsourcing services) and a range of innovative enterprise solutions, Econocom assists businesses in transforming their IT systems. In 2013 the group considerably reinforced its service operations when it acquired Osiatis, recognised as a leading infrastructure service provider and related applications specialist.

GEOGRAPHICAL COVERAGE:

The group operates in 20 countries: Austria, Belgium, Brazil, Canada, the Czech Republic, France, Germany, Ireland, Italy, Luxembourg, Morocco, Mexico, the Netherlands, Poland, Romania, Slovakia, Spain, Switzerland, the United Kingdom and the United States.

CSR Strategy

Econocom Group is a recognised player in the digital technology market, and more and more customers and partners are choosing it to implement solutions to give them access to new technologies. As such, all its decisions and dealings with its clients, partners and employees must be governed by high standards, conscientiousness, and a strict observance of values and ethical principles.

Econocom Group's sustainable development approach is represented by its Corporate Social Responsibility programme, called Ecoresponsible, which is based on the fundamental principles of integrity, respect, compliance, exemplarity, equity and responsibility. Aware of the social and environmental impact of its business through the products and services it sells, Econocom Group intends to apply these values throughout all its projects and business dealings.

As part of the Ecoresponsible programme, Econocom Group joined the United Nations Global Compact in 2012 and pledges to promote the principles of the Global Compact both within the company and with its stakeholders.

In 2013, the Ecoresponsible programme was expanded. The group drafted its first ethics charter and sent it to all employees so that it may underpin their actions and encourage individual commitment. 2013 was also the year of the first Progress Report, a reference document for the group's sustainable development policy. This was the opportunity to inform employees of the group's commitments, as well as its first actions and results. In addition, in September 2013 Econocom published its first Corporate Social Responsibility (CSR) report, which featured the group's approach, commitments and actions in this field.

Econocom has also been actively raising employees' awareness in order to ensure that CSR, which is already promoted at the group's highest level, is a major preoccupation for as many people as possible. The purpose is to ensure that everyone understands the group's CSR policy and feels involved in developing the Ecoresponsible programme, as well as incorporating CSR considerations into their job.

In 2014, Econocom's CSR policy will be expanded with the addition of the initiatives implemented by Osiatis Group, which is also a member of the Global Compact and as such submitted its own Progress Report in December 2013.

The new Econocom, with over 8,300 employees in 20 countries, wishes to strengthen its commitment and make CSR an integral part of its growth strategy. For Corporate Social Responsibility is now more important than ever to the group's success.

I. Human Rights

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.

OUR COMMITMENTS

Econocom Group is committed to upholding human rights. As it is mainly based in developed countries with strict human rights laws, this is not generally an issue. However, Econocom must remain vigilant, particularly when expanding its business in other countries. Econocom's many employees are the Group's most valuable asset, and as such increase its social responsibility.

Econocom is committed to good working conditions and employee well-being. The Group has also entered into a partnership for the purpose of helping disadvantaged communities through education and employment.

Article 23 of the Universal Declaration of Human Rights

" 1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

2. Everyone, without any discrimination, has the right to equal pay for equal work.

3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

4. Everyone has the right to form and to join trade unions for the protection of his interests."

OUR ACTIONS

a. The group's partnerships

Passerelles Numériques: a longstanding commitment

Since 2006, Econocom has supported the NGO Passerelles numériques in its efforts to give young people from impoverished backgrounds in Cambodia, Vietnam and the Philippines access to training and skilled employment in the ICT sector. In addition to providing funding and donating IT equipment, Econocom has set up a corporate volunteering scheme whereby employees can lend their time and skills to the organisation.

RESULTS:**Sponsoring classes:**

Since 2006, Econocom has helped over 100 Cambodian students from underprivileged backgrounds qualify for careers in the IT industry. 92% of them found employment within two months of graduating. They now earn on average 2-5 times the national salary and can support their families, thus creating a positive knock-on effect.

Econocom has so far sponsored two classes (classes of 2011-2013), by donating €140,000. 50 students graduated in October 2013, with a member of the Group's Executive Committee in attendance.

Corporate volunteering:

Since 2007, 23 Econocom Group employees have gone on volunteer schemes for Passerelles numériques in Cambodia, Vietnam and the Philippines, for a total of 52 weeks. 3 people carried out volunteer projects in 2013.

The group and its employees lend their support after Typhoon Haiyan in the Philippines:

Econocom and Passerelles numériques lent their support after Typhoon Haiyan struck the Philippines in 2013, resulting in the loss of many lives and considerable structural damage. The group made a donation and invited employees to do so, with extremely encouraging results.

Initiatives in other countries

Econocom Group has built up a number of partnerships around Europe over the years.

In Belgium, the group supports Télévie, a charity which promotes cancer research. Econocom also makes donations to "Make a wish", a charity that makes sick children's wishes come true. In addition, employees from the group's Belgian subsidiary donate food and clothes to the homeless via a charity called Jamais sans toit.

In Italy, Econocom supports Arché, an AIDS charity that helps mothers suffering from HIV and AIDS re-enter the job market. 8 employees have so far volunteered for the organisation, by refurbishing premises to house a family. Econocom Italy, along with other companies in the IT sector, also supports Avis, an association that organises blood donations.

In addition to these initiatives, Econocom Group has also developed various partnerships in France with the aim of developing the local economy and promoting innovation, for example by supporting startups.

RESULTS:

Helping young people enter the job market

▪ 100,000 Entrepreneurs

100,000 Entrepreneurs is a non-profit organisation that arranges for volunteer entrepreneurs to address audiences in schools and colleges with the aim of teaching students about entrepreneurship, giving them insights into the corporate world and highlighting the importance and relevance of the subjects taught at school.

In 2013, height of the group's managers volunteered for the organisation, as did Véronique di Benedetto, Managing Director of Econocom France.

▪ Econocom attends 'National Youth Day' (Journée Nationale des Jeunes) for the 3rd year running

In November 2013, Econocom invited schoolchildren to an open day at the Digital Center in Puteaux. During this tour of the company's showroom for digital innovations, the students found out how these technologies are transforming everyday life.

Developing partnerships to boost innovation and local economic development

▪ Promoting entrepreneurship: StartUp 42

Econocom is a partner of startup accelerator StartUp 42, launched in early 2013 by EPITA, an IT engineering school in Paris. StartUp 42 gives four months' assistance and advice to help budding entrepreneurs with digital technology projects get started. The teams of young entrepreneurs selected are then coached throughout the programme by mentors – one of whom is Econocom.

Six Econocom managers have been members of StartUp 42's panels of judges. Contributing to this initiative and meeting entrepreneurs from the StartUp 42 programme has helped boost creativity and entrepreneurial spirit.

▪ Partnership with "Club Open Innovation"

In addition to its experience with StartUp 42, Econocom joined the "Club Open Innovation" October 2013 which helps large corporations and startups develop business initiatives together.

Econocom's commitments

▪ Télévie

For the third year running, Econocom lent its skills to the Télévie fund-raising event in 2013 by providing two donation centres (Charleroi and Vilvoorde) with network connections and over 220 PCs to record donations on the last day of Télévie on 19 April.

This year the event raised a record amount €8,723,654.55 in donations for cancer and leukaemia research.

▪ JP Morgan Corporate Challenge in Germany and Ecorun race in Spain

In 2013 14 Econocom employees in Spain and Germany took part in charity races.

b. Wellbeing in the workplace**The SHARE programme in France**

Implemented in France in early 2012, the Share programme is designed to improve wellbeing in the workplace through three main measures. Econocom intends to modernise and reorganise work schedules by giving its French employees the opportunity to work from home or at another remote site. These measures have been formalised in an agreement signed by management and the relevant employee representative bodies. Employees with job descriptions that are compatible with working from home have the option of doing so twice a week.

In addition, the Share programme offers a range of employee services via the "Share Services Club", such as emergency childcare services in the event of a problem with employees' usual childcare arrangements, and a number of other services designed to ensure a better work-life balance.

Financial assistance is also available for employees with serious temporary difficulties. Econocom believes it has a duty to be attentive to its employees' needs and problems.

In 2013, two new initiatives were introduced to the programme: an employee savings scheme and diversity. In France, the group reviewed its employee savings scheme in order to allow employees to benefit from the company's good performance and thus encourage solidarity. The group's diversity scheme, meanwhile, involves employing disabled staff, ensuring gender parity and a better mix of generations.

Share is above all an active programme and a team effort in which both Management and staff are involved.

EcoLife plan in Italy

In Italy, Econocom has set up a programme called EcoLife which aims to ensure employee wellbeing, a better work-life balance and encourage Econocom Italy staff to become involved in charity work. All Italian employees are entitled to work from home on some days, and working hours have been made more flexible to allow for employees' family arrangements. They are also entitled to extra days off for doctor's appointments for themselves or their children.

In addition, Econocom Italy also offers assistance to employees who have decided to foster children, and has implemented various measures to safeguard employees' health, such as offering twice-yearly blood tests and free flu vaccines.

Initiatives in other countries

In the United Kingdom, sales staff may work from home one to two days a week, and flexitime has been introduced for employees with young children.

Every year in Belgium, Econocom invites employees and their families to "Family Day", a day out designed to build team-spirit and encourage socialising among colleagues.

RESULTS:**The SHARE programme in France**

36% of French employees have used the "Share Services Club".

Almost 34,000 employee services have been delivered since the Share Services Club opened in April 2012, with a 99% satisfaction rate.

At the end of 2013, over 10% of the support function teams in France work from home regularly, whilst other staff are allowed to work from home on an occasional, one-off basis. Since April 2012, 93 employees (including 57 in 2013) applied for and received loans from the company, i.e. 100% of applicants.

In addition, an anonymous counselling helpline was set up in 2012. So far 121 people have benefited from the service.

EcoLife plan in Italy

3 employees in Italy who have agreed to foster children from disadvantaged backgrounds benefit from a counselling service provided by the company as well as extra paid leave to prepare for the child's arrival.

"Family Day" in Belgium

Over 1,000 people took part in "Family Day" in 2013 at the Pairi Daiza near Brussels.

c. Ethical Charter

Through its Ethical Charter, which was distributed to employees in 2012, Econocom pledges to promote and comply with human rights and the rules laid down by the International Labour Organization. This charter and its principles bind all Econocom Group employees.

Econocom Group's Ethical Charter is available on www.econocom.com

II. 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.

OUR COMMITMENTS

Econocom's operations are based in countries with well-developed labour laws, in Europe, Morocco and the American continent (Canada, the United States, Brazil and Mexico). Econocom Group complies with all local and international labour legislation and regulations in all the countries in which it is established and good working conditions and labour are central to Econocom Group's CSR strategy. Furthermore, it is acutely aware of the importance of diversity within the company, and as such is committed to employing disabled staff, ensuring gender parity and a better mix of generations.

The Group is also increasing its efforts in terms of training and actively promotes internal career mobility.

OUR ACTIONS

In terms of recruitment, choosing partners and promotion, Econocom has always given priority to the skills of each individual and condemns all forms of discrimination. It has included this policy in its Ethical Charter and actively promotes it to all its employees and stakeholders. It is also particularly committed to promoting gender parity.

As part of the Share programme, a diversity policy was introduced in 2013. This programme aims to make diversity one of the cornerstones of the group's HR policy.

a. Equal opportunities

Gender parity

The group's diversity policy aims to ensure a more balanced mix of male and female employees and promote gender parity in terms of career development.

The EcoLife programme in Italy places a particular focus on supporting women returning from maternity leave. This includes providing training and helping them achieve a better work-life balance.

Employing disabled staff

As part of its diversity policy, Econocom Group aims to promote and improve working conditions for disabled staff.

Employing senior citizens

Econocom promotes intergenerational diversity and as such encourages synergies between employees of different generations for the purpose of sharing knowledge and experience and boosting creativity. The group aims to improve older employees' working conditions whilst ensuring they lend younger employees the benefit of their experience.

As part of Italy's EcoLife programme, Econocom encourages older employees to act as mentors to their younger colleagues. The purpose of this initiative is to maintain older employees in the company on the one hand and encourage intergenerational knowledge-sharing on the other.

Employing young people and graduates

Econocom is committed to employing young people as part of both its diversity policy and its partnership strategy.

RESULTS FOR DIVERSITY:

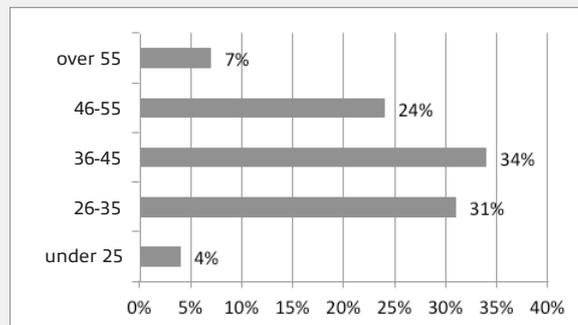
The group's diversity principles are published in its ethical charter

The Ethical Charter is available on www.econocom.com

Econocom age pyramid

Econocom has a tool which enables it to track certain employee data, such as their age. The average age of Econocom Group employees is 39.

Age pyramid



Gender parity

In a notoriously male-dominated industry, Econocom employees 72% men and 28% women. In France during the first half of 2013, 21% of the group's managers were women. Two members of Econocom Group's Executive Committee are women: Véronique di Benedetto, Managing Director France, and Galliane Touze, Group Company Secretary. Two women also serve on Econocom Group's Board of Directors, Véronique di Benedetto (Managing Director France) and Chantal De Vrieze, Country Manager Benelux. These two women are in charge of the group's two largest geographical areas, which account for two thirds of the group's total revenue.

Moreover, Veronique di Benedetto, Managing Director France, is an active member of "Femmes du Numerique", an organisation that was set up for the purpose of attracting women to the digital industry. 50% of French secondary school graduates major in science, yet very few go on to study engineering and pursue careers in the digital sector. Femmes du Numerique therefore tries to persuade female students to specialise in the ICT sector and highlights the opportunities in upper management positions in the industry.

2014 recruitment plan: new job vacancies for graduates

Econocom Group intends to recruit 500-600 people in 2014, 200 of which will be graduate positions.

b. Skills development**Training policy**

Econocom's training policy is a vital part of its CSR programme. The group provides technical training for engineers and technicians in order to improve their skills and employability, for example through accreditation programmes. It also holds in-house sales training courses for its sales force called "RTL" (Ready to Learn).

In Italy, part of the EcoLife plan is devoted to skills development. A number of training courses (for example on teamwork, leadership, stress and time management, change management, etc.) are provided for employees and managers.

At the end of 2013, Econocom launched "Stronger together" in the United Kingdom, a campaign designed to promote teamwork and solidarity among employees.

RESULTS:

In the first half of 2013 in France, an average of 18 hours of training were given to employees, whilst in Italy, 43% of employees attended training courses in 2013.

The Econocom Management Academy

In 2012, Econocom set up an in-house management training facility, the Econocom Management Academy (EMA). The aim of this ambitious project is to offer personalised training programmes designed to improve employees' management skills.

In 2012, the first group of 118 managers completed the course, each attending an average of six days' training during the year. A further 134 managers followed in 2013, making a total of 252.

The 252 managers who attended courses at the EMA in 2013 received an average of four days' training each. Altogether, a total of 164 days of training have been provided since the EMA's inception.

The EMA was extremely successful: 88% of managers who attended rated the courses as good or excellent, and 67% said they exceeded their expectations.

In 2014, 361 managers are due to attend courses at the EMA.



III. Environment

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

OUR COMMITMENTS

Econocom strives to reduce its carbon footprint in all the countries in which it is established. The Group's business involves selling, leasing and using ICT equipment; as such, it contributes, either directly or indirectly, to producing considerable electric and electronic waste. Several years ago, Econocom set up a division that is in charge of processing waste in order to help its clients comply with environmental legislation. In addition, in 2012 the Group launched a project in order to buy back clients' used equipment, and the group is devising more and more ecologically-responsible products and solutions. All these measures are proof of Econocom's commitment not only to limiting its own carbon footprint but to promoting a more environmentally-responsible approach among its clients.

OUR ACTIONS

a. The group's carbon footprint

Measuring CO2 emissions

Econocom is aware of its carbon footprint and monitors its greenhouse gas emissions. Every year it conducts a greenhouse gas emission audit in all the countries it operates in, in an effort to reduce its emissions more effectively.

Limiting the greenhouse gas emissions of the company car fleet

Since 2012, Econocom Group has been limiting the emissions of its company car fleet. All the cars the group leases are now limited to 130 grams of CO2 per kilometre. These limits also apply to all new cars when it renews its leases

Reducing electricity consumption

The Group is also taking measures to reduce its energy consumption, as this is one of the main causes of its greenhouse gas emissions. Econocom is currently testing energy-saving measures concerning its IT assets, which it plans subsequently to offer to its customers.

RESULTS:

Greenhouse gas emissions accounting**Audits in 2011 and 2012**

The first carbon footprint audits Econocom conducted in 2011 and 2012 showed a 15% drop in greenhouse gas emissions, which translates into 5,500 of CO₂-equivalent. The audit for 2013 is being carried out during Q1 2014.

Limiting the greenhouse gas emissions of the company car fleet

All the new cars the group leases are limited to 130 grams of CO₂ per kilometre, and more than three quarters produce less than 120 grams. As a result, a 20% drop in the carbon emissions of our company car fleet was noted in 2012.

Energy consumption management**"Green electricity" contract in Belgium**

100% of the electrical consumption at Econocom Belgium comes from renewable energy sources. The group has installed low-energy light bulbs at some of its premises.

Automatic standby mode for PCs and printers in Germany

In Germany, all PCs and printers have been configured to go automatically to sleep mode after five minutes of inactivity. This has resulted in a 6% reduction in electrical consumption.

Adjusting the temperature in server rooms in Germany

In Germany, the temperature of the IT rooms has been adjusted in order to test the equipment's resistance to higher than usual temperatures. This has resulted in a 14% reduction in electricity consumption for the cooling systems.

b. Responsible printing and paper consumption

Econocom uses ecologically-responsible paper (eco-labelled, from sustainable forests, recycled, etc.). In addition, it has implemented a responsible printing policy and has introduced paper sorting and collection for recycling at its offices. So far this system has been implemented at its Belgian and French offices.

RESULTS:

Responsible paper consumption

Since 2012, Econocom has used paper from sustainable sources (accredited by PEFC, the world's largest forest certification programme) for internal use.

Optimised printing policy

In 2012 the Group implemented in-house a printing solution, which is also sold to clients, in order to reduce the number of printers used and replace its printers with models which use fewer consumables and consume less paper and energy.

As a result, the Group has replaced almost all the individual printers in its French and Belgian offices, which use more ink and paper than shared printers.

For the first year of use, the average number of pages printed per employee recorded is considerably below the industry average.

Paper collection and recycling

In 2013 the group implemented a paper collection system at its offices in France. All used paper is recycled by an accredited provider.

c. Managing electronic waste

As required by the EU WEEE (Waste Electric and Electronic Equipment) directive, Econocom collects all end-of-life or end-of-lease equipment from its customers and ensures it is recycled. It also offers clients a solution whereby they can dispose of their IT waste in compliance with WEEE.

In addition, since 2013, Econocom has been a client of Ecologic, a state-accredited organisation that specialises in collecting and processing WEEE in France. The partnership with Ecologic enables the group to comply with both its CSR policy and its internal regulations with respect to handling end-of-life equipment, as well as enabling Econocom's clients' to comply with their own environmental requirements. The partnership allows Econocom to ensure that all equipment it tracked and processed in accordance with environmental standards.

RESULTS:**Partnership with Ecologic**

Via the partnership with Ecologic, over 22 tonnes of WEEE produced by the group's leasing business has been collected. 90% of the equipment from CPUs, storage arrays and servers has been recycled and 6% has been disposed of. 88% of cathode ray screens have been recycled and 9% disposed of. Of all equipment collected, no more than 9% has been disposed of.

WEEE Recycling Day for the Paris area staff

In November 2013, Econocom, in conjunction with its partners Ecologic and Ateliers sans frontières, organised a WEEE collection day for employees at all the group's main offices in the Greater Paris area. The purpose of the event was to increase environmental awareness and inform employees of the WEEE collection and recycling process. The initiative was extremely successful thanks to employees' efforts, resulting in a total of 3,000 kg of end-of-life electric and electronic equipment being collected. The equipment was subsequently audited to determine what could be reused, recycled and disposed of in accordance with environmental legislation. Any equipment that was fit for reuse was donated to Ateliers sans frontières, a non-profit organisation that helps disadvantaged people enter the job market. In response to a request from employees, a permanent WEEE recycling facility has since been set up at Econocom's headquarters in France.

d. Green IT solutions

Econocom Group has developed a number of environmentally-responsible offerings to enable its clients to manage their consumption of energy and resources. A number of such solutions are already marketed, including a solution for optimising printing (*Papyrus by econocom*). Econocom also offers a solution for managing companies' end-of-life IT equipment (*Secondlife'IT*).

In addition, Econocom has devised an offering whereby customers can monitor and manage the energy consumption of their IT estate. This solution is currently also being tested in-house.

Papyrus by econocom

Via its Papyrus offering, Econocom encourages and promotes an ecologically-responsible attitude among its clients by streamlining their printer fleet and reducing the number of consumables. An audit of the client's printer fleet allows it to assess the company's printing costs and volume and identify any obsolete equipment, which is subsequently recycled in compliance with the WEEE directive. In addition to installing more cost-efficient printers, the solution also enables companies to send print jobs to the right printer, implement printing guidelines and best practices, monitor the use of non-essential features, and thus limit consumption of paper and consumables. The offer also includes collection and recycling of ink cartridges and all the parts used as part of the offer are recyclable. Econocom's partners for Papyrus are all ISO 14001 certified and WEEE-compliant. Papyrus also offers a document digitising service (electronic catalogues, online ordering and acceptance, electronic invoices, downloadable reports, etc.).

One of the group's Papyrus customers, France's ENAC Civil Engineering School, reduced its number of printers from 400 to 100.

Secondlife'IT

Econocom offers recycling services for all IT equipment, regardless of whether it is leased or owned by the client, in compliance with European legislation. This involves drawing up an inventory of the equipment to be recycled, collecting it, dismantling it and refurbishing the parts, and providing a report of the process and all the requisite legal recycling and disposal certificates.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

OUR COMMITMENTS

It is essential for Econocom to ensure that its business practices, including all dealings with suppliers, partners, subcontractors and clients, are not only legal and ethical but comply with the group's values. Econocom makes every effort to ensure that the governance of its operations and the processes deployed guarantee this compliance and uphold its ethics.

OUR ACTIONS AND CONCRETE EXAMPLES

a. Ethical charter

Econocom's Ethical Charter includes a chapter on its commitment to fighting corruption and conflicts of interest. Econocom conducts its business in accordance with a strict code of ethics.

The charter is available on www.econocom.com

b. Procedures

Econocom has implemented anti-corruption procedures. The internal Audit department regularly monitors these to ensure that they are correctly applied.

In the United Kingdom, in order to comply with the Bribery Act, Econocom has set up a focus group to review and adapt its anti-corruption measures in 2014.

Contact

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