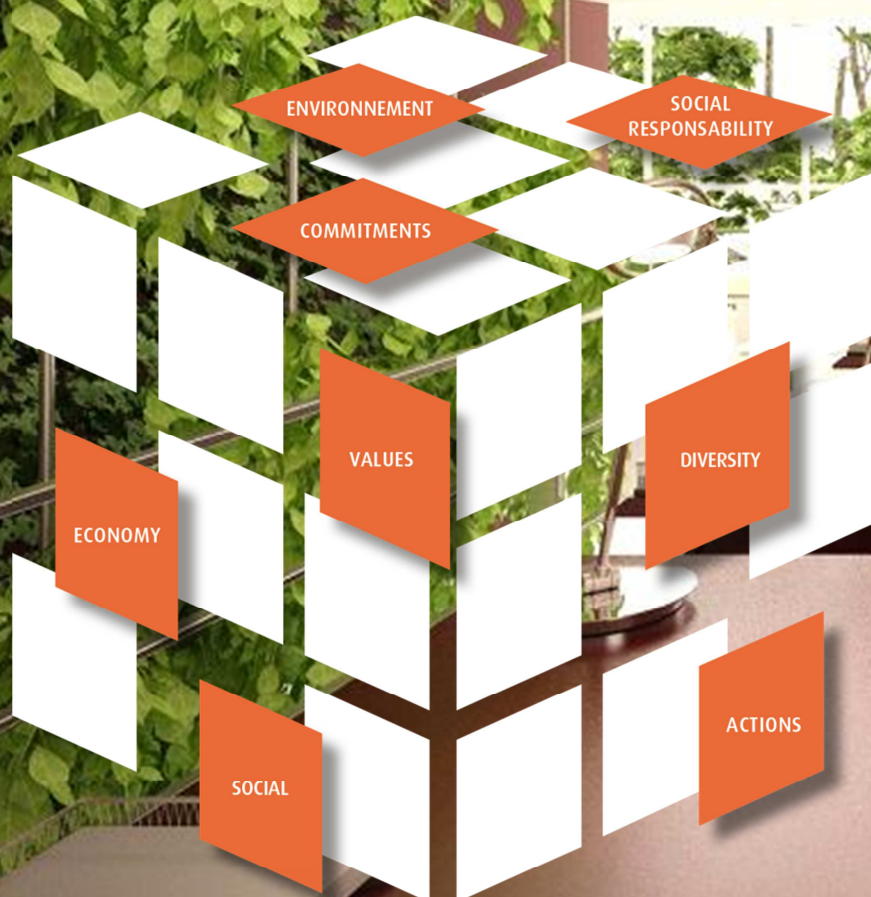


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Communication on Progress 2015



ATALIAN
GLOBAL SERVICES

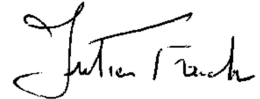
Letter of Intent

Our CSR strategy, since joining the United Nations Global Compact in 2012, is now fully structured and structuring for the Group. It is a policy that steers us towards excellence and makes us more responsible every day.

It is with great pride that I renew our commitment to the ten principles of the Global Compact based on the 4 following fundamental themes: Human Rights, Labor, Environment and Anti-corruption.

We commit ourselves to continue to share these values and this information with our employees, our partners and our clients.

Franck JULIEN
President AHD&S



The following Communication on Progress describes the actions we have taken since 2014 to fully integrate the principles of the Global Compact into our company's values.



Human Rights

Lancry Protection Sécurité obtains the OHSAS 18001 certification

EVALUATION, POLICY AND OBJECTIVE

For several years now, the security subsidiary of ATALIAN Group, *Lancry Protection Sécurité*, has been a party to the MASE framework and has been deploying a Health and Safety at Work Management protocol across its local agencies in France. In January 2015 the subsidiary obtained a nation-wide OHSAS 18001 certification for all services related to the protection of goods and people, care-taking, surveillance and fire safety.

IMPLEMENTATION

Several actions have been undertaken: reinforcing the QHSE teams in Paris region, increased implication from management staff, raising staff's awareness of potential risks encountered at the work place and regular risk analysis reviews of work stations.

INDICATORS

Lancry Protection Sécurité thus confirms its commitment to promoting a culture of Health and Safety at work for all of its employees by implementing a holistic management system for all of its entities.

A nation-wide network of MSD* Prevention Leaders

EVALUATION, POLICY AND OBJECTIVE

In keeping with its objectives to fight against occupational-related illnesses, the QHSE Department of ATALIAN pursued its project, initiated in 2013, of combatting MSDs° through the systematic analysis and evaluation of job postings and by training so-called MSD Prevention Leaders.

IMPLEMENTATION

The project, which was initially deployed in two trial regions in France and involved the training of 10 INRS°° certified Prevention Leaders, was later implemented in two more regions, in collaboration with Expert Consultants. Several business sectors were analyzed in this manner, thus making it possible to draft a number of technical manuals containing recommendations and proposals.

INDICATORS

ATALIAN now has a total of 20 trained INRS-qualified MSD Prevention Leaders. As accomplished actors in the prevention of Health and Safety risks at work, MSD Prevention Leader interventions today allow us to anticipate and prevent the risks related to MSD's. Following on from these successes and our return on experience, we have begun working on elaborating a TMS training module that is specific to our company's activities. The project will be led by a team of QHSE Managers, MSD Prevention Leaders and Expert Consultants.

The project, which is endorsed by the INHNI* and the FARE**, will result in the launch of the first training sessions in March 2016.

°MSD: Muscular-Skeletal Disorders

°°INRS: The National Institute for Research and Security works towards the prevention of work-related accidents and occupational diseases.

* INHNI: Training Institution specialised in the Hygiene, Cleaning and Environmental Sectors

**FARE: Created in 1995 at the initiative of the Federation of French Cleaning Companies (FEP) and financed by all companies from the sector, the FARE fosters the economic and social development of the sector

Labour

Signing the Charter for Diversity

EVALUATION, POLICY AND OBJECTIVE

On top of our commitment to the Global Compact and as part of our CSR strategy, our strength resides in the fact that we care about our employees. We consider it a real opportunity to include employees from a variety of horizons among our teams, and we are actively involved in fostering equal opportunities (long-term inclusion of staff, professionalization, alphabetization etc.). In this context, we saw fit to sign the Charter for Diversity in 2014.

IMPLEMENTATION

By signing the Charter for Diversity we are committed to avoiding the use of any stereotypical allusions within our job offers and in any internal communication documents. Our objective is for all managers to follow these guidelines. We have therefore set-up managerial training sessions, awareness-raising campaigns and circulated internal communiqués and we aim to follow our progression in this area through the use of indicators.

INDICATORS

In addition to these measures, we have fixed ourselves clear objectives: to employ 11% of staff aged 26 or less on permanent contracts and taking on 4% of staff aged 55 or more. We have also set-up specific career programmes for young people and actively encourage senior and young staff to access professional training. We have also introduced skills assessments for senior staff and have set-up a skills appreciation scheme with a mentoring and bonus system.

Furthermore, within certain business activities, we have initiated specific communication aimed at women, increased the amount of training dispensed to women (1%) and now offer specific jobs catered towards women.

First Aid training with Global Heart Watch

EVALUATION, POLICY AND OBJECTIVE

Cardiac arrest contributes to the death of 40 000 people per year and only 4% of casualties survive due to lack of early intervention. Moreover, 30% of cardiac arrests occur at the work place. ATALIAN therefore decided to take action and signed a sponsorship contract with Global Heart Watch – a leading international organisation that seeks to prevent sudden death in adults - in March 2015.

IMPLEMENTATION

Global Heart Watch lead an introductory First Aid training session at ATALIAN headquarters on 4th of June 2015.

INDICATORS

More than 50 ATALIAN employees were trained that day to recognize the signs of cardiac arrest, to dispense first aid and learn how to use a defibrillator. One minute gained means 10% more chance of survival.

Environment

Improving the maintenance of buildings

EVALUATION, POLICIES AND OBJECTIVES

With the help of ATALIAN Energy solutions – an innovative energy management system developed in partnership with Ergelis – we offer clients the possibility of reducing their energy consumption by 20%. Thanks to an intelligent control unit which is connected to the technical maintenance system of a building we are able to calculate the optimal configuration of the building's equipment in real time. Not only does it contribute to significant energy bill savings, it also helps to reduce the environmental footprint of buildings.

IMPLEMENTATION

In close collaboration with the client, we analyse and improve the Technical Maintenance tools of the building. Remote and real time monitoring of facilities is done using state-of-the-art technology and via a platform that is managed by Energy Managers, working closely with the local teams.

We also recommend innovative energy management services to our clients, which contribute to optimising the management of buildings.

We bring support to our clients on a daily-basis, for example by setting-up and piloting Green Committee meetings for them and providing them with expert advice to continually improve the service we provide.

INDICATORS

Several business ventures prove our success in the area of Energy Management. We are currently working with Unibail to install remote monitoring devices for several of their buildings. We have also participated in setting-up operations for Air France and specifically assisted in renovating their Technical Building Maintenance system. Indeed, we are committed to a 4 year energy performance contract with the company and after one year of contract we have achieved 12% energy savings.

Signing the Caring for Climate statement

EVALUATION, POLICIES AND OBJECTIVES

In 2012, a Green House Gas (GHG) assessment was made for all ATALIAN subsidiary companies based in France, in order to apprehend the carbon foot-print of all our activities. To take our actions further, we decided to voluntarily complete a comprehensive Carbon foot-print analysis for all of our Cleaning services in France (TFN Propreté). An action plan which includes tangible measures was drawn-up with the objective of reducing our environmental impact by 10%.

IMPLEMENTATION

The implementation of these actions and the lessons learnt from our experience today allow us to assess in detail, the impact of our carbon foot-print on a corporate level and within the client facilities we operate. Setting-up a carbon footprint calculator, drafting a CSR "passport" to evaluate the environmental impact of every site we operate and analysing the life-cycle of our services, are all a direct reflection of these actions.

INDICATORS

At ATALIAN we want to be recognised for our strategy and actions in favour of climate change mitigation. We also wish to demonstrate the value of our strategy and our solutions and share our good practices to fight against climate change. To this end, ATALIAN signed the 'Caring for Climate' statement on 9th of December 2015 and is now one of the 400 signatories in the world of which 32 are based in France.

Anti-corruption

Sustainable Procurement Policy

EVALUATION, POLICY AND OBJECTIVE

ATALIAN's Corporate Procurement Department, which was created in June 2013, is fully involved in the Group's CSR strategy. With its specific organisation and Management of Systems Performance, otherwise known as "Excellence for Procurement", the Department's main objectives are to maintain excellence in the quality of services provided, transparency and to foster durable relations with its clients, suppliers and sub-contractors.

It is in this context that the Director of Corporate Procurement decided to draft a Sustainable Procurement Policy in 2015.

IMPLEMENTATION

The document, which is both an internal and an external tool, includes a Sustainable Procurement Charter - which suppliers and subcontractors are asked to sign – and an Ethical Procurement Charter -- which is addressed to all ATALIAN staff. The document, which was distributed to all staff in France and abroad, is used as a tool to harmonise our procurement strategy, values and good practices.

INDICATORS

The Corporate Procurement Department manages a network of 40 correspondents across the globe - 29 in France and 11 at an international level – in charge of promoting and implementing our Sustainable Procurement Strategy.

Conclusion

ATALIAN recognized for its Sustainable Development policy

Since we became members of the EcoVadis platform – allowing the Procurement Departments of major stakeholders (clients, prospects etc.) to evaluate ATALIAN's CSR policies and determine any actions for improvement), each year we undertake a self-evaluation in order to assess our progression and the relevance of our various actions.

In 2015 we have once again confirmed our performance and for two consecutive years we have earned a silver medal as a gage of our determination and responsible commitments.





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