



Communication on Progress (COP)



2016



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Letter to our stakeholders

We are pleased to confirm that MONDIALE Group reaffirms its support of the Ten Principles of the United Nation Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

MONDIALE Group embraces the 17 UN Sustainable Development Goals as an inspiring platform to continue our work to create better living environments for all and to be a responsible business in every aspect.

We have initiated a journey where we will continually improve our performance through our target settings and concrete actions.

Gregory Broux
Director of Corporate Services

About **MONDIALE**

MONDIALE Group has supporting offices that follow the sun, providing our clients with proven value-added solutions. We are transparent, dependable and environmentally responsible.

We believe in lasting partnership, founded on the shared commitment to quality value and service. Our people have decades of specialist experience, which they have dedicated to delivering solutions tailored precisely to meet our clients' needs.

MONDIALE's Corporate Services' divisions provide projections for businesses in new territories. Combining the skills of our services team, our corporate offering provides you with excellence in corporate management, both at home and abroad. Our diverse Management Consultant Group is able to offer both red sea and blue ocean focused strategic services.

MONDIALE is committed towards an open governance system whereby its activities are managed and undertaken ethically, transparently, and in the interests of all concerned stakeholders



MONDIALE Values



INTEGRITY



COLLABORATION



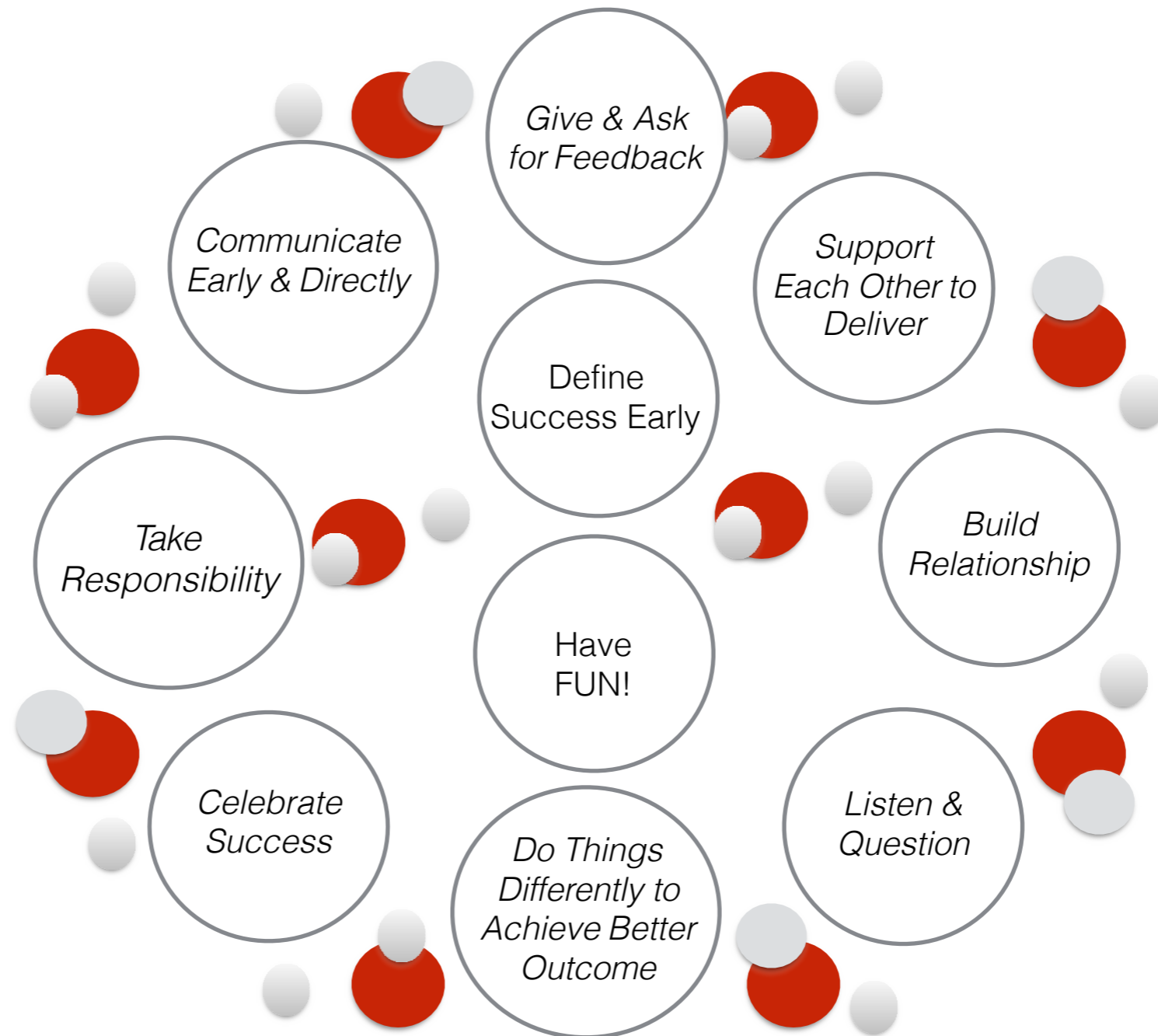
RESPECT



INNOVATION



MONDIALE Guiding Behavior



United Nation Global Compact Human Rights Principles



Principle One

Businesses should support and respect the protection of international human rights

Principle Two

Make sure that they are not complicit in human rights' abuses





Policy & Goals

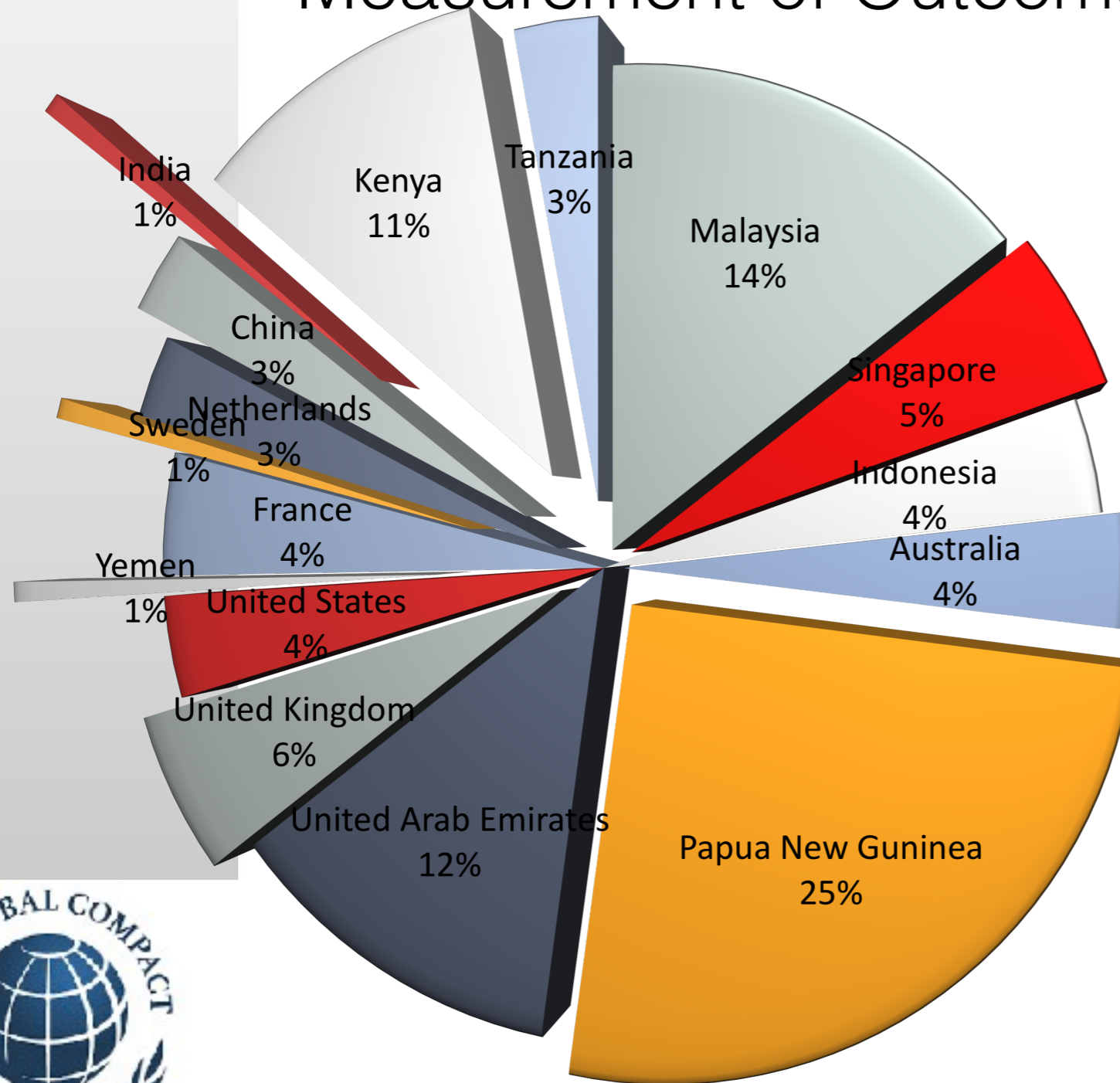
The company supports and encourages the diversity of its employees in matters concerning the rights to gender, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status

Implementation

- Job openings and vacancies are advertised online, to potential candidates worldwide, to create fairness and equal opportunity, merit and credibility
- Provides leave from work to staff for annual, maternity, compassionate, exam and to study.
- Provides equal training and development opportunities for both genders according to their respective roles.



Measurement of Outcome



Employees Nationality

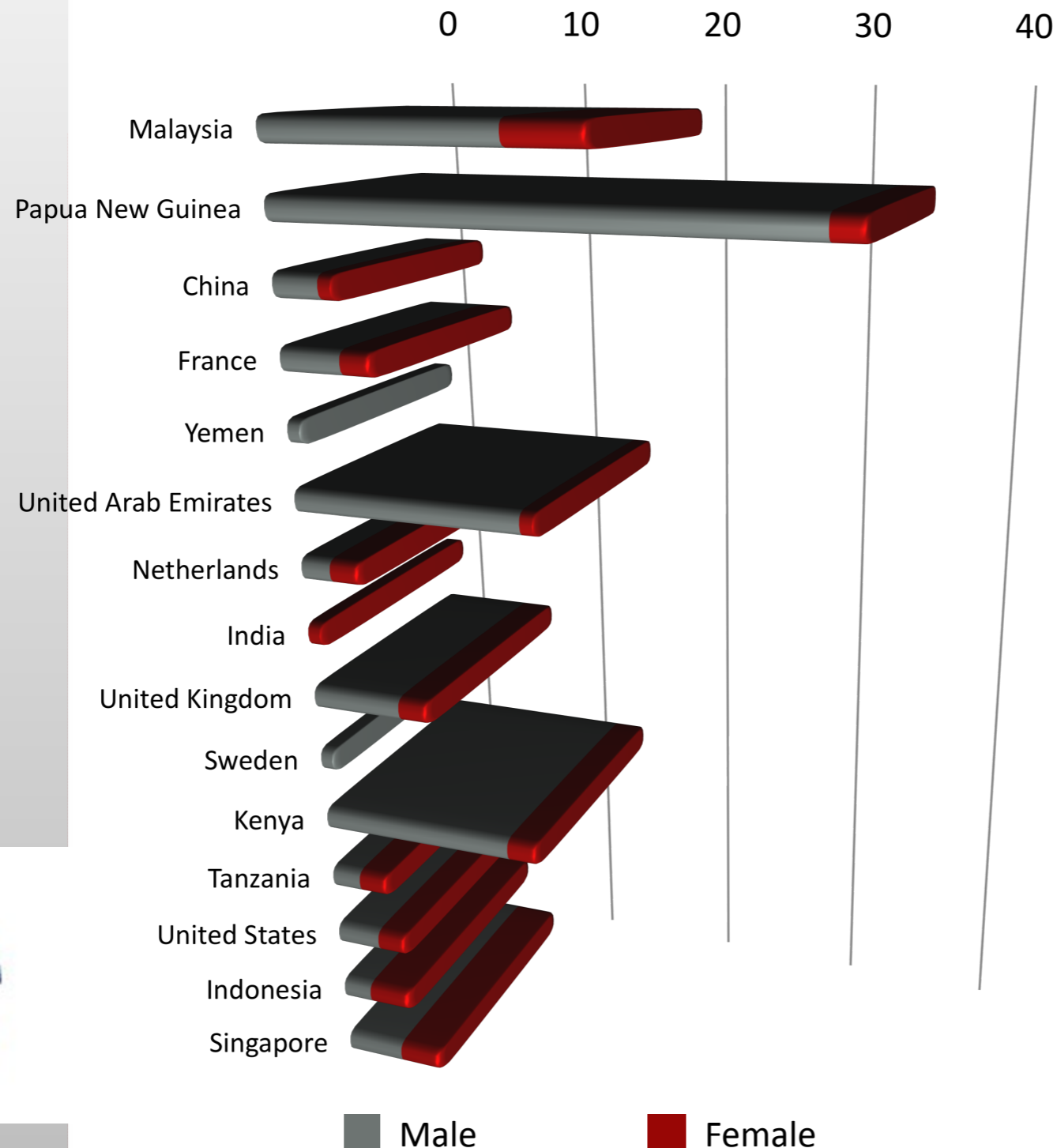
The Pie Chart shows the nationality of MONDIALE employees around the world.

MONDIALE embrace diversity since diverse work teams bring high value to organizations. Respecting individual differences will benefit the workplace by creating a competitive edge and increasing work productivity

MONDIALE acknowledge, understand, accepting and valuing difference among people with respect to age, class, race, ethnicity and gender.



Measurement of Outcome



Gender Equality

No society can develop successfully without providing equitable opportunities, resources and life prospects for males and females; so that they can share their own life and contribute to their families and communities

In MONDIALE people are able to access and enjoy the same rewards, resources and opportunities regardless of gender.

MONDIALE believe gender equality in workplace produces better results, high quality decisions, stronger financial indicators and better outcomes for society



United Nation Global Compact Labour Standards Principles



Principle Three

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

Principle Four

The elimination of all forms of forced and compulsory labour

Principle Five

The effective abolition of child labour

Principle Six

The elimination of discrimination in respect of employment and occupation





Policy & Goals

MONDIALE is certified according to OHSAS 18001:2007 (Occupational Health and Safety Management). MONDIALE targets Zero Loss Time Injury for every project undertaken. Under MONDIALE Drug & Alcohol Policy, any person under the influence of alcohol or other intoxicating substances are not allowed to start work. In addition, MONDIALE has a policy on child protection, where MONDIALE is committed to protecting children from harm and ensuring children's right to protection under Article 19 of the UN Convention on The Rights of the Child (UNCRC) is fully realized.

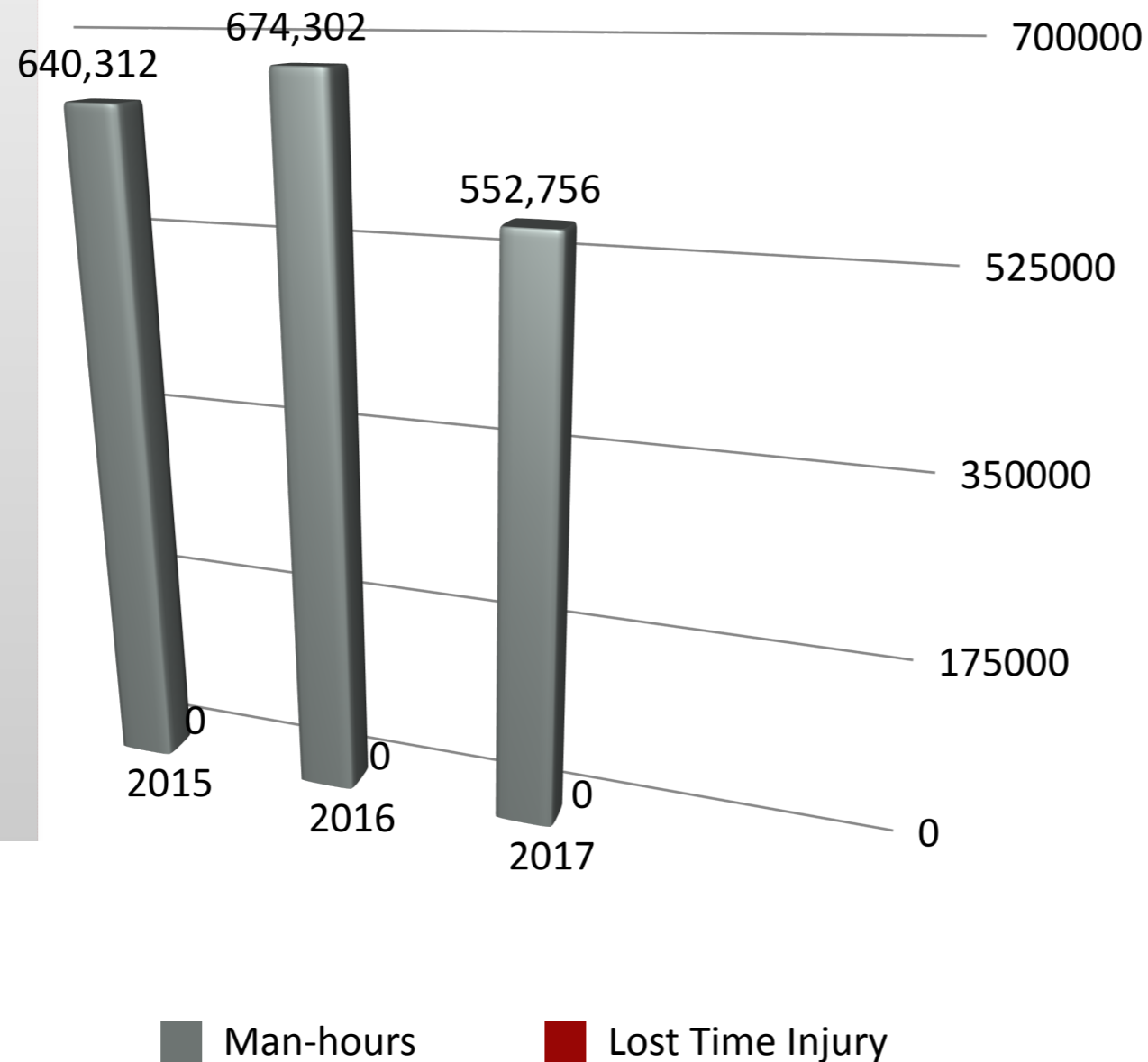
Implementation

- A Daily Task Pre-Start is conducted to identify any hazards before the start of work everyday.
- A Toolbox Talk is conducted for 10-15 minutes everyday, to remind workers on safety practices.
- A Hazard Identification Risk Assessment and Risk Control (HIRARC) is performed for every work site and it is recorded in the Safe Work Method Statement (SWMS)
- Random site inspections are conducted throughout the project lifecycle.
- All employees, contractors and visitors are provided with suitable Personal Protective Equipment (PPE)
- Promote child safe practices and protect children from harm, abuse, neglect and exploitation
- Prevent abuse children from being involved with MONDIALE



Measurement of Outcome

Safety Performance



The chart shows MONDIALE figures on man-hours and lost time injury. So far MONDIALE has ZERO lost time injury for all projects executed. This is accomplished since MONDIALE emphasis on safe and healthy environment for employees, visitors and contractors.

MONDIALE adhere to the highest standards for the safe operations by developing a Safe Work Method Statement in order to ensure controls are put in place, therefore all site workers be more vigilant when conducting their work onsite.

Moreover, conducting a toolbox talk will raise awareness of a particular aspect of work, the talk will be delivered on a regular basis so that the good safety message is reinforced.



United Nation Global Compact Environment Principles



Principle Seven

Businesses should support a precautionary approach to environmental challenge

Principle Eight

Undertake initiative to promote greater environmental responsibility

Principle Nine

Encourage the development and diffusion of environmentally friendly technology





Policy & Goals

MONDIALE are committed in safeguarding the environment in every aspect of its operations to support our economic growth and lighten the environmental footprint. By considering the environment in our design process, MONDIALE will address surrounding environmental parameters and thus improve the environmental performance for its business operation, products and services.

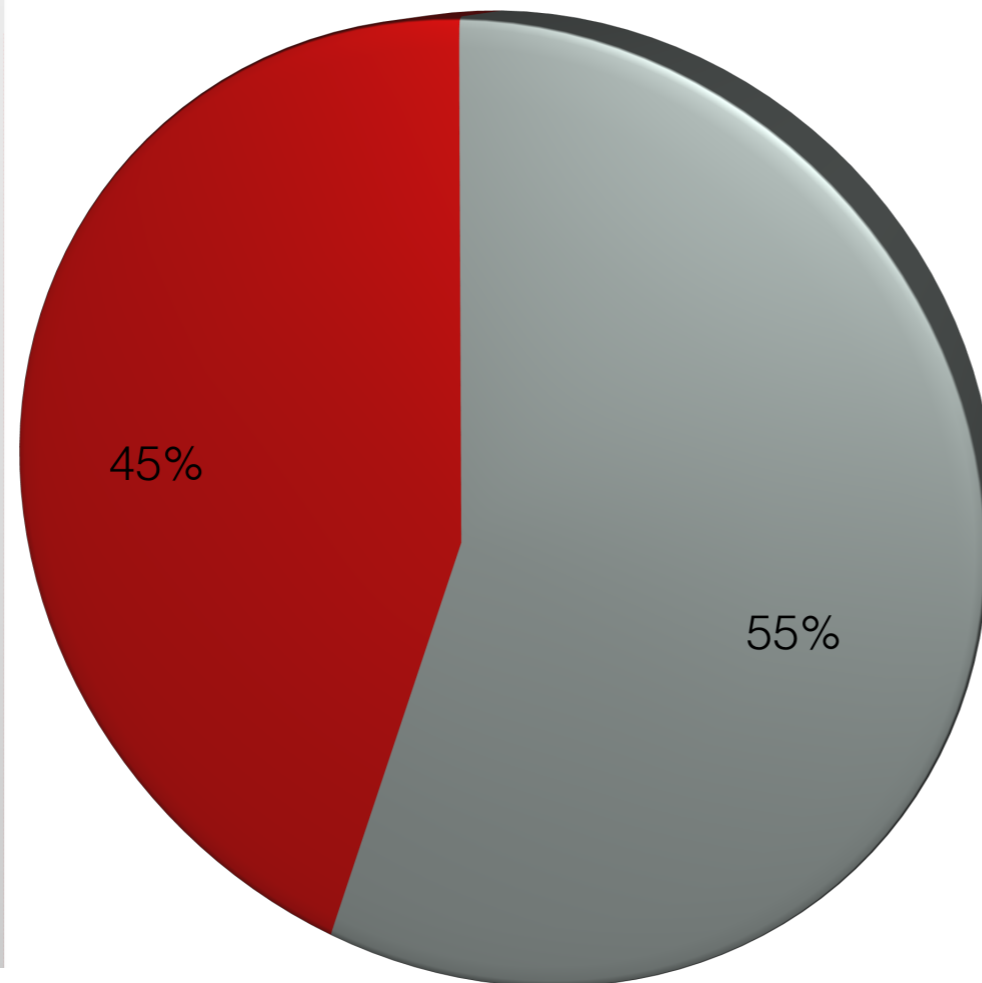
Implementation

- Practice four principles in Environmental Design Plan - Materials Selection, Product Packaging, Waste Sorting & Minimization and Biodiversity Conservation
- Encourage Video Conference to reduce non-essential travel
- Purchase paper from sustainable forestry operations (with green manufacturing processes)
- Recycle papers, glasses, plastics and cans
- Provide project specific Environmental Management Plans for our site activities.
- Conduct environmental awareness training and waste sorting training through out waste sorting program.



Measurement of Outcome

Waste minimization



Reducing waste in the workplace through recycling effort has a positive impact on the environment. MONDIALE encourage staffs in the office to separate the waste into five different elements which are general waste, paper, metal, plastic and glass. The volume of wastes produced will be measured and recorded for analysis.

The same practices has been adapted on site, where MONDIALE reducing the quantity of material sent to landfill during the construction process through effective waste management. Each waste being categories and labeled accordingly before been measured and record for analysis purposes.

The pie chart showed the percentage of recycled waste in office and construction site. Percentage in the office is slightly higher since most of waste at the office is easier to sort and construction waste is more difficult to recycle due to high level of contamination.



● Office

● Construction

Measurement of Outcome

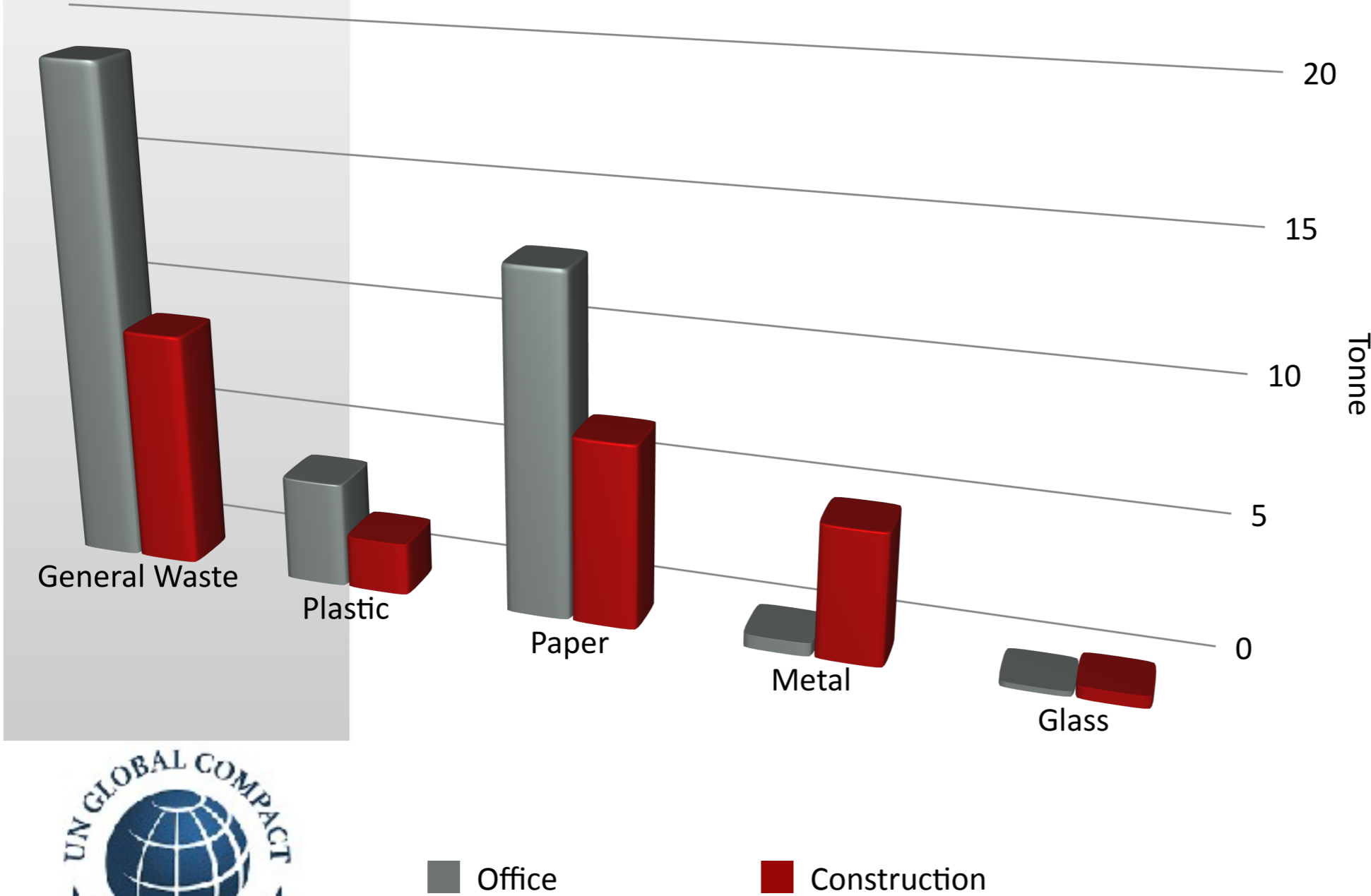


Our Environmental Footprint

MONDIALE practiced waste sorting at the point source where wastes were identified and characterized before sorting. The waste were eventually collected by licensed waste contractor

The graph show total wastes weight produced in the offices and on site for year 2017.

Form the figures, the number of recycling rate in the offices are higher compared to the site since waste sorting participation in the office is easily monitored compare at site



■ Office ■ Construction

United Nation Global Compact Anticorruption Principle



Principle Ten

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





Policy & Goals

MONDIALE operates in a free market and relies on the quality of our products and services as a source of our competitive edge and we adopt and observe fair trade practices.

Implementation

- No company shall offer bribes or similar consideration to any person or company to obtain business favors for the company
- The employee must notify the company if the client of the company or MONDIALE requests or directs the employee to perform duties that are outside of the job or assignment provided by the company
- Employees should actively discourage customers/suppliers from offering personal benefits of all kinds including every types of gifts, favor, service, loan fee or anything of monetary value



Measurement of Outcome

Corruption in MONDIALE

One of MONDIALE's core values is to uphold responsible and fair business practices. MONDIALE committed to promote and maintain the highest level of ethical standards in relation to all of its business activities. Its reputation for maintaining lawful business practices is paramount importance.

MONDIALE therefore has a zero tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all of its business dealings and relationships and implementing and enforcing effective systems to counter bribery.

MONDIALE encourages all employees and associated persons to be vigilant and to report any unlawful conduct, suspicions or concerns promptly and without undue delay so that investigation may proceed and any action can be taken expeditiously.

To date, none of MONDIALE employees are prosecuted with any bribery and corruption cases.



Contribution to United Nation



Contribution to United Nation Sustainable Development Goals



MONDIALE ensure healthy lives and promotes well-being for all at all ages by providing the medical coverage, HIV AIDS, Dengue and Malaria awareness, to our employees.



MONDIALE participated in community project that provide a better and comfortable school for underprivileged children located in the remote area.



Contribution to United Nation Sustainable Development Goals



MONDIALE focus on being a good and inclusive workplace for all employees. Our intention is that our workforce should reflect the demography of the local society.



MONDIALE installed water harvesting system to collect and provide a clean water for community located in the remote area. Our aim is to combat water scarcity and improve the community health.



Contribution to United Nation Sustainable Development Goals

8 DECENT WORK AND ECONOMIC GROWTH



MONDIALE provide a safe and motivating workplace for our employees. We work with our supplier and apply MONDIALE Code of Conduct in order to secure decent working conditions in our supply chain.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



MONDIALE builds resilient infrastructures by applying its Environmental Design Plan Principles



Contribution to United Nation Sustainable Development Goals

10 REDUCED INEQUALITIES



It is our belief that the composition of our workforce should reflect the composition of society. Everybody deserves a chance to prove their ability and improve their performance.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Our products and services are certified according to ISO 14001:2015 Environmental Management. We aim to minimize our waste in our business operation



Contribution to United Nation Sustainable Development Goals



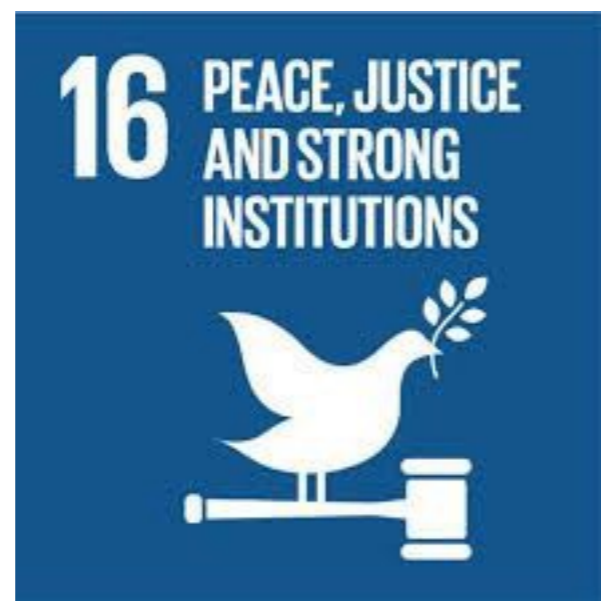
MONDIALE took preventive action such as conducting Environmental Aspect Impact Identification and Evaluation prior to project start so as to minimize the environmental impact of our business activity.



Contribution to United Nation Sustainable Development Goals



We are committed in supporting sustainable product, thus all papers used in MONDIALE are sourced from a certified sustainable forest.



MONDIALE are committed to fair business practices and to upholding the values of transparency and accountability.



