

WE SUPPORT



COMMUNICATION ON PROGRESS (COP)

REPORT 2018



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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





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

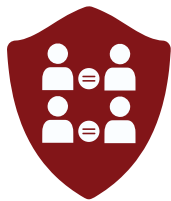
We believe in lasting partnership, founded on the shared commitment to quality value and service. Our people have decades of specialist experience, which they have dedicated to delivering solutions tailored precisely to meet our clients' needs.

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.



PRINCIPLE #1:



Businesses should support and respect the **protection** of international human rights.

PRINCIPLE #2:



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. Through HR Department, MONDIALE ensure that the human rights are upheld and reinforced through to the operational level.

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. This shall be undertaken through implementation of the following company values:



INTEGRITY



COLLABORATION



INNOVATION



RESPECT

MONDIALE follow 10 Guiding Behavior that shape the way of employee think and act within the group, which are;



Through promotion and implementation of the above stated company values, principles and behaviours we believe that we will be able to attain our corporate and stakeholders' goals and objectives for the benefit of all concerned, in particular the communities in which we will operate.

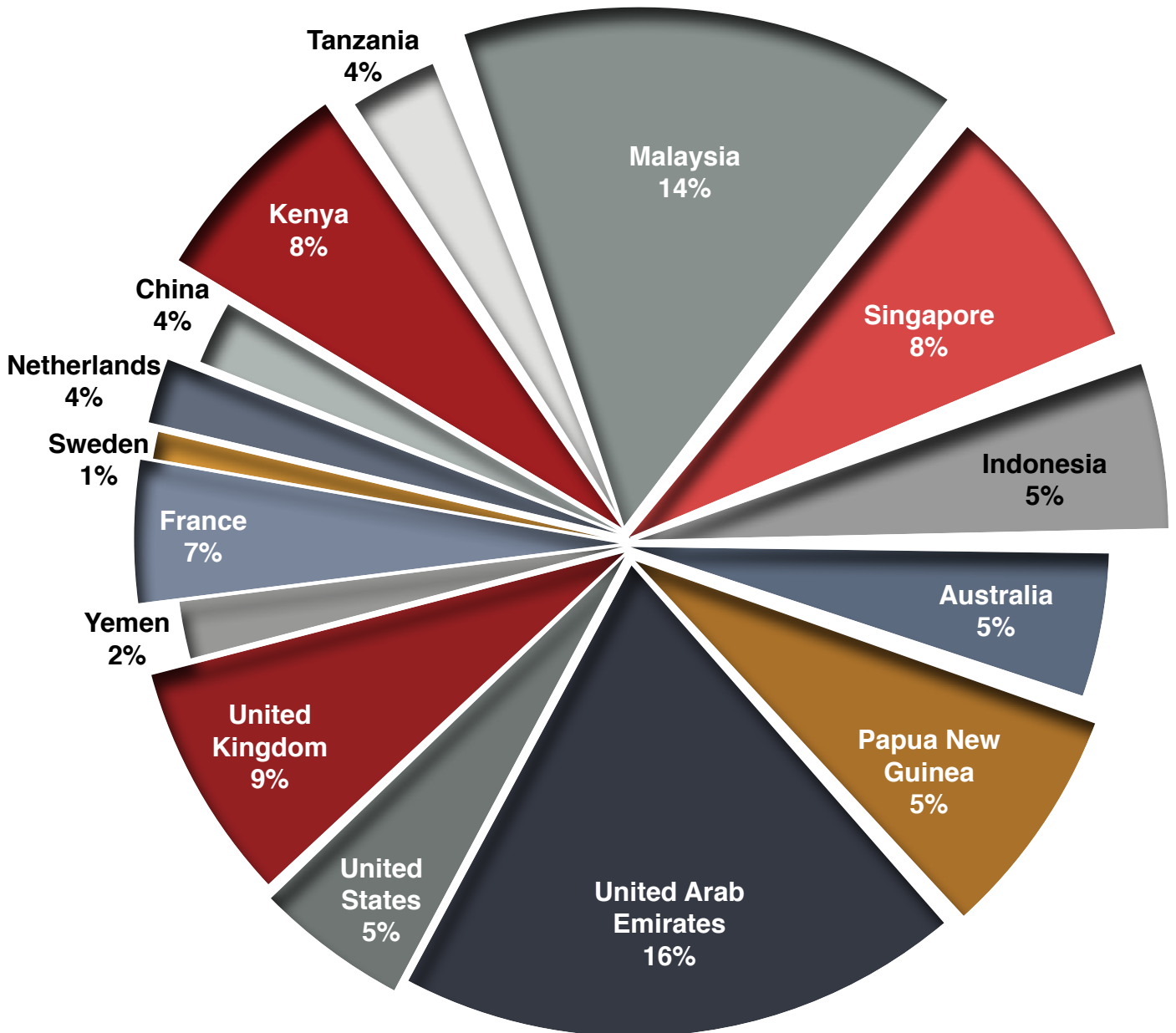
IMPLEMENTATION

- 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 and to study;
- Provides equal training and development opportunities for both genders according to their respective roles.

MEASUREMENT OF OUTCOME

Employee Nationality

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



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

MONDIALE acknowledges, understands, accepts and values differences amongst people with respect to age, class, race, ethnicity and gender.

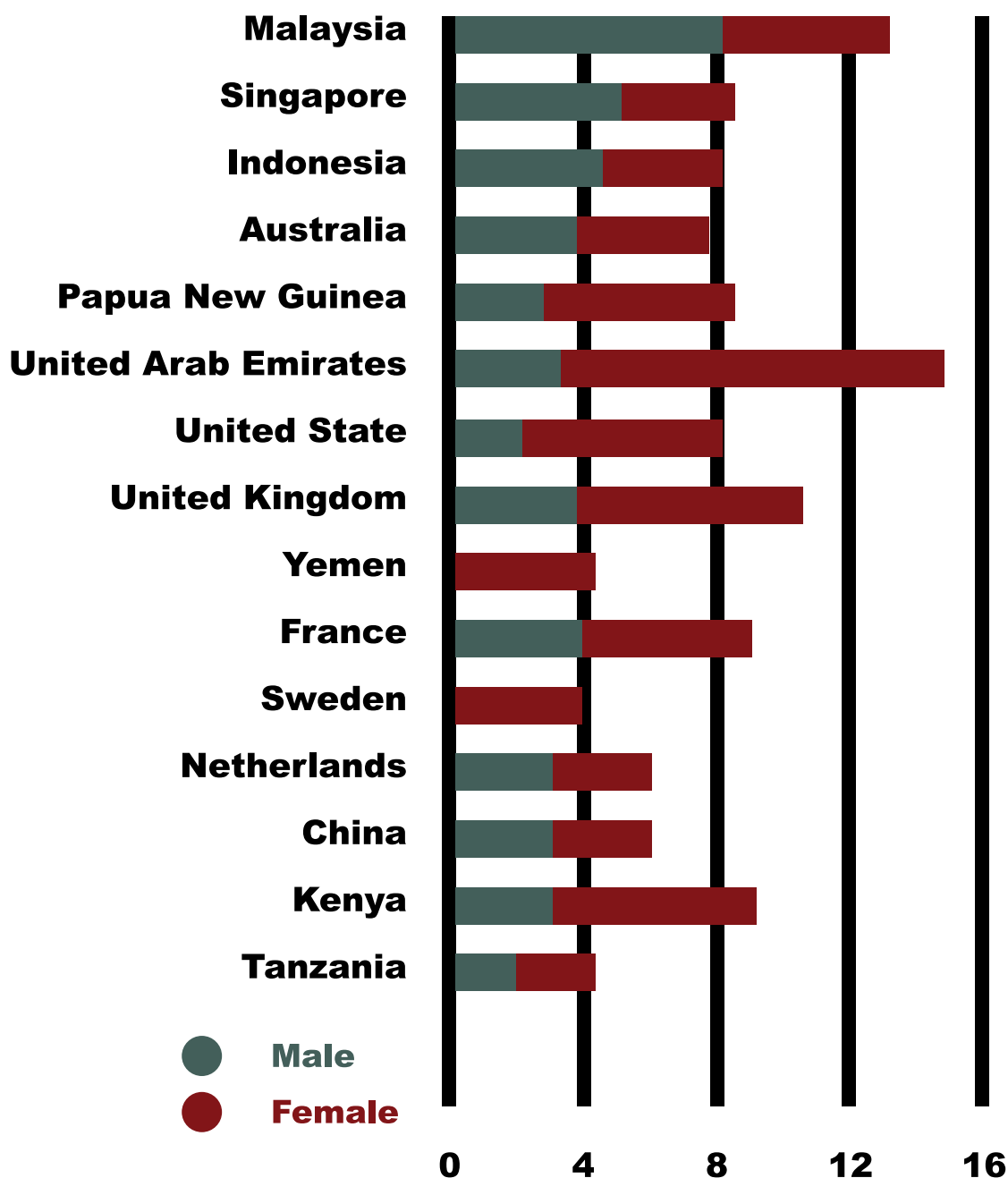
MEASUREMENT OF OUTCOME

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 that gender equality in the workplace produces better results, high quality decisions, stronger financial indicators and better outcomes for society.





MONDIALE
www.mondiale.com

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**.

PRINCIPLE #6:



The **elimination of discrimination** in respect of employment and occupation.

POLICY & GOALS

MONDIALE is certified according to OHSAS 8001:2015 (Occupational Health and Safety Management). MONDIALE targets Zero Loss Time Injury for every project undertaken. It is stated in MONDIALE Drug & Alcohol Policy, any person under the influence of alcohol or other intoxicating substance is not allowed to start work. In addition MONDIALE has a policy on child protection, where MONDIALE committed to protecting children from harm and ensuring children's rights to protect under Article 19 of the UN Convention on The Rights of the Child (UNCRC) is fully realized.

IMPLEMENTATION

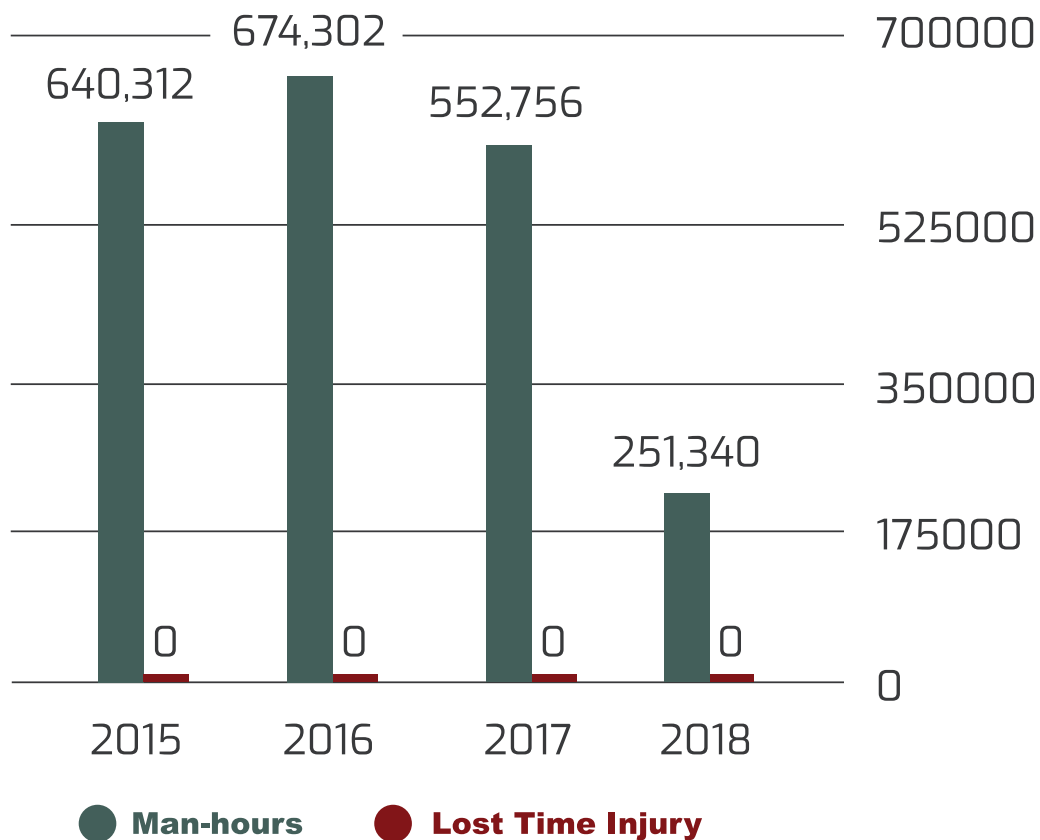
- A Daily Task Pre-Start is conducted to identify any hazards before the start of work everyday;
- A Toolbox Talk is conducted for 10-15 minutes everyday, to remind workers on safety practices;
- A Hazard Identification Risk Assessment and Risk Control (HIRARC) is performed for every work site and it is recorded in the Safe Work Method Statement (SWMS);
- Random site inspections are conducted throughout the project's lifecycle;
- All employees, contractors and visitors are provided with suitable Personal Protective Equipment (PPE);
- Site worker undergo random check with **Alcoblow** (breathalyzer) to determine alcohol in breath and to ensure the worker is sober and fit to work.



MEASUREMENT OF OUTCOME

Safety Performance

The chart shows MONDIALE figures on man-hours and lost time injury. MONDIALE has ZERO lost time injury for all projects executed.



MONDIALE adheres to the highest standards for all operations to be performed safely by developing a Safe Work Method Statement in order to ensure controls are put in place. As a result, all site workers will be more vigilant when conducting their work.

In addition daily toolbox talks raise awareness of a particular aspect of work.



PRINCIPLE #7:



Businesses should support a precautionary approach to **environmental challenge**.

PRINCIPLE #8:



Undertake initiative to promote **greater environmental responsibility**.

PRINCIPLE #9:



Encourage the development and diffusion of **environmentally friendly technology**.



POLICY & GOALS

MONDIALE are committed to 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 our business operations, products and services.

IMPLEMENTATION

- Practice four principles of Environmental Design Plan – Materials Selection, Product Packaging; Waste Sorting and 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.

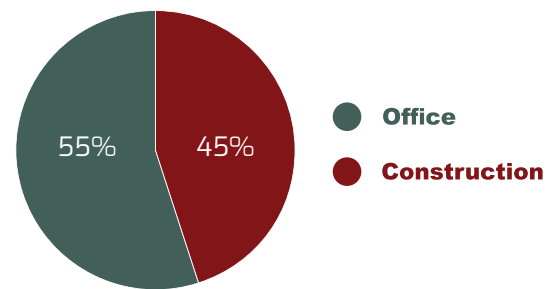
MEASUREMENT OF OUTCOME

Waste Minimization

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

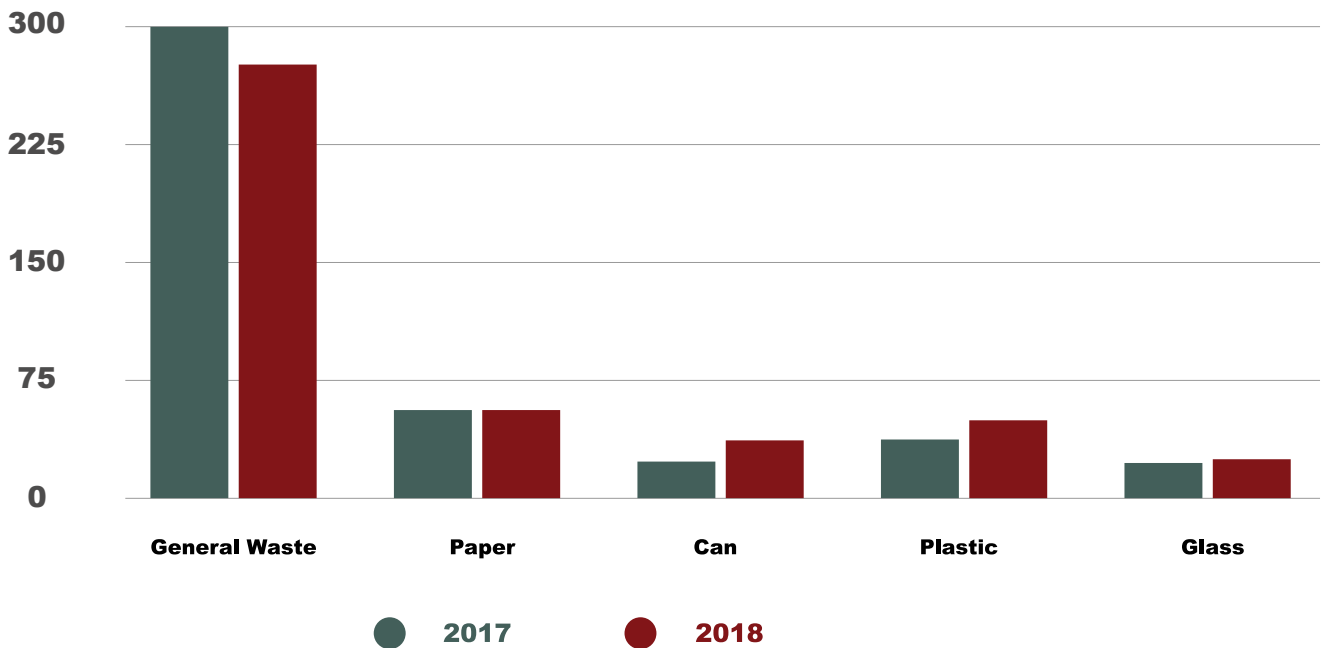
The same practice has been adapted on site, where MONDIALE reducing the quantity of material sent to landfill during the construction process through effective waste management. Each waste being categorised and labeled then measured and recorded for analytical purposes.

The pie chart shows the percentage of recycled waste in the office and the construction site. The percentage in the office is slightly higher due to the ease of waste sorting. Also the construction waste is more difficult to recycle also due to high level of contamination.



Our Environmental Footprint

In MONDIALE we practiced point source waste sorting in which helps to reduce contamination and improves the quality of the recycled product. Our sorted waste will be collected by licensed contractor.



The graph shows total wastes' weight produced in the office in year 2017 and 2018. General waste production has decreased about 27.33 % in 2018. While other recyclable wastes like cans, plastic and glass show positive increment in weight. Continual awareness and monitoring will help to cultivate the good recycling habit among the workers that ultimately aims to reduce the organisation's carbon footprint.





PRINCIPLE #10:

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 the job or assignment provided by the company;
- Employees should actively discourage customers/suppliers from offering personal benefits of all kinds including every type of gifts, favors, services, loan fees 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 is 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 of 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 investigations may proceed and any actions can be taken expeditiously.

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



THE GLOBAL GOALS
For Sustainable Development





GOOD HEALTH AND WELL-BEING

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.



QUALITY EDUCATION

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



GENDER EQUALITY

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.



CLEAN WATER AND SANITATION

MONDIALE installed water-harvesting system to collect and provide clean water for community located in the remote area and on 2018 MONDIALE built Ablution Block for school children at remote area. Our aim is to combat water scarcity and improve children and community health.



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.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

MONDIALE builds resilient infrastructures by applying its Environmental Design Plan Principles and Design and Development Procedure



REDUCED INEQUALITIES

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



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