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# COMMUNICATION ON PROGRESS

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January 2016

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Losberger RDS  
Rapid Deployment Systems

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Losberger Rapid Deployment Systems SAS  
58A rue du Dessous des Berges  
75013 Paris  
France

H.E. Ban Ki-Moon  
Secretary General  
United Nations  
New-York, NY 10017  
USA

Friday, 15th January 2016  
Paris,

Subject: Declaration of continued support

Honourable Secretary General,

Via our first "Communication on Progress" we are pleased to reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-corruption.

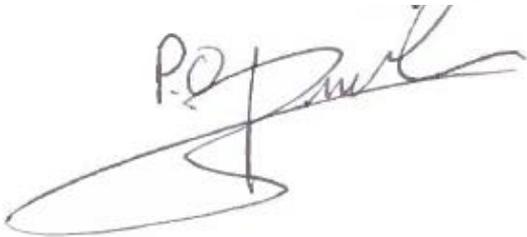
In this annual communication on progress, we express our will to advance these principles in our sphere of influence by integrating them into our business strategy, our sales culture and our operating methods.

By presenting our activities within the framework of the Global Compact we strengthen our responsibility and better share it with the Losberger RDS employees using our primary channels of communication.

These actions are part of an affirmed will see our business grow responsibly both socially and in a citizen-like manner, and to implement the ten principles of the Global Compact through our employees, clients, suppliers and partners in 2016.

Yours sincerely,

Pierre DOUCET  
Delegate Managing Director



## CONTENTS

1	HUMAN RIGHTS RELATED PRINCIPLES .....	3
1.1	Reminder of the global compact principles.....	3
1.2	The means implemented .....	3
1.3	Results analysis.....	3
2	LABOUR LAW RIGHTS RELATED PRINCIPLES.....	4
2.1	Reminder of the global compact principles.....	4
2.2	The means implemented .....	4
2.2.1	Workplace health and safety.....	4
2.2.2	Our values .....	4
2.2.3	Intergenerational diversity.....	4
2.2.4	Inter-cultural diversity.....	5
2.2.5	Training policy.....	5
2.2.6	Induction and labour legislation related information.....	5
2.2.7	Social undertaking .....	5
2.2.8	An in-depth monitoring of all employees.....	6
2.3	Results analysis.....	6
3	ENVIRONMENT RELATED PRINCIPLES .....	7
3.1	Reminder of the global compact principles.....	7
3.2	The means implemented .....	7
3.2.1	Paper consumption and recycling management.....	7
3.2.2	Travel optimisation.....	8
3.2.3	Raw material recycling and reuse.....	8
3.2.4	Sustainable development approach.....	8
3.2.5	HQE (“Haute Qualité Environnementale” - High Environmental Quality .....	8
3.2.6	Implementation of an ISO 14001 standard environment management system .....	9
3.2.7	A turnkey solution adapted to energy savings for the United Nations in Central Africa .....	9
3.3	Results analysis.....	10
4	ANTI-CORRUPTION RELATED PRINCIPLES .....	11
4.1	Reminder of the global compact principles.....	11
4.2	Results analysis.....	11



## 1 HUMAN RIGHTS RELATED PRINCIPLES

### 1.1 Reminder of the global compact principles

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights
Principle 2	Businesses should make sure that they are not complicit in human rights abuses

Losberger RDS is a French company with its headquarters in Paris, selling both in France and internationally. As such Losberger RDS is subject to French labour law, which we comply with strictly. Thus, all the human rights related principles are fully complied with.

### 1.2 The means implemented

- Losberger RDS supports the Declaration of Human Rights and is in agreement with the principles defined by the Global Compact, it declares that it has made Human Rights-related commitments applicable to all its management and employees.
- The internal by-laws indicate that, within its sphere of influence, Losberger RDS supports and applies the protection of Human rights that are considered to be universal.
- Losberger RDS defends Human rights in the framework of its activities and in the workplace. We also reaffirm our agreement with the International Labour Organisation (I.L.O.) by respecting each person and providing good working conditions. Losberger RDS encourages diversity and does not tolerate any form of discrimination based on gender, race, and social or ethnic origin. It provides its employees with a safe working environment, complies with worker protection, free association and collective bargaining agreements, and tolerates neither forced or mandatory labour, nor child labour.

### 1.3 Results analysis

- The business employs persons of 6 different nationalities and has offices in Paris (France), Milan (Italy) and Frederick (USA), our Human Rights related values are applied equally in each office. Recruitment and employment criteria are strictly founded on competences and never on religious, ethnic, age, gender related issues or any other form of discrimination.
- No Human rights related fines have been incurred to date.



## 2 LABOUR LAW RIGHTS RELATED PRINCIPLES

### 2.1 Reminder of the global compact principles

Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4	Businesses should contribute to the elimination of all forms of forced and compulsory labour
Principle 5	Businesses should contribute to the effective abolition of child labour.
Principle 6	Businesses should contribute to the elimination of discrimination in respect of employment and occupation

Losberger RDS strictly complies with labour legislation everywhere it undertakes and carries out its activities, and acts in compliance with the business's internal by-laws. Losberger RDS declares having made commitments and developed an employment policy which includes:

- The elimination of all forms of forced or compulsory labour.
- The effective abolition of child labour.
- The elimination of discrimination in terms of employment and professions.

### 2.2 The means implemented

#### 2.2.1 *Workplace health and safety*

- Losberger RDS undertakes to promote workplace health and safety for all, including physical, psychological and social aspects.

#### 2.2.2 *Our values*

- Conviviality is one of Losberger RDS's essential values. We wish for all company employees to work in good conditions that encourage their well-being.
- Furthermore, Losberger RDS is especially attached to its commitments to its privileged partners and employees. The growth of the business is for the greater part founded on the trust of its team, clients and suppliers with which it works on a daily basis.

#### 2.2.3 *Intergenerational diversity*

- The respect for each person's differences and the diversity they bring is an important value for Losberger RDS. Harmony between the different generations has been achieved and we can note a good age distribution within the business. Losberger RDS is aware of the specificities of each generation and tries to manage how they complement each other. Every year evening events, end-of-year parties and team building workshops are organised, allowing each employee to participate in friendly events that generate group cohesion and strengthen the team spirit.



- Furthermore, we try to have a better understanding of the preferences and values of all our staff and to highlight generational differences so that they become an added value within our team.
- Since its creation, every year Losberger RDS takes on trainees and/or young apprentices, within the limits of its means, in the framework of the education and discovery of the world of employment.

#### *2.2.4 Inter-cultural diversity*

- A team with different multi-cultural origins, composed of six different nationalities.
- We take into consideration each team member's particularities, without ignoring the impact of cultural differences on each person's behaviour.
- We wish to develop a strong coordination within the business in order to better work together and promote diversity.

#### *2.2.5 Training policy*

- Internally: Losberger RDS undertakes to follow a training policy: Access to training for all its employees, suitable language training, as well as the use of specialist organisations.
- Externally: Losberger RDS participates in the training of local workers on sites during the assembly of our structures. We work to activate local economies by employing and training local workers. The objective is to train them to help them to acquire the knowledge and skills needed to set up a site. Once their training is complete, the workers are capable of dealing with all site-related technical issues.

#### *2.2.6 Induction and labour legislation related information*

- An induction leaflet and the company internal by-laws are issued to each new employee.

#### *2.2.7 Social undertaking*

- Losberger RDS is highly aware of social impacts and every year encourages and contributes to social causes, and seeks to make its skills available to social and humanitarian organisations:
- Losberger RDS has an ongoing policy in favour of the disabled by using Ceignac ESAT ("Etablissements et Services d'Aide au Travail" - Sheltered employment establishment and services) for the manufacture of wood pallets used by the Losberger RDS Transport and Logistics department. The assigned amount for 2015 was 6000€
- Losberger RDS is a signatory of the UNO Global Compact. An annual donation is combined with our membership.
- In 2015, Losberger RDS made a commitment to the Terre Fraternité association by including two persons injured in combat in its teams, and accompanying them in their professional project. The purpose of this association is to contribute to accompanying the wounded, their families, and the families of those who have lost their lives in active military service. This accompaniment is materialised by financial commitments (accommodation, assistance, etc.), the payment of grants, and other support from donations or partnerships.



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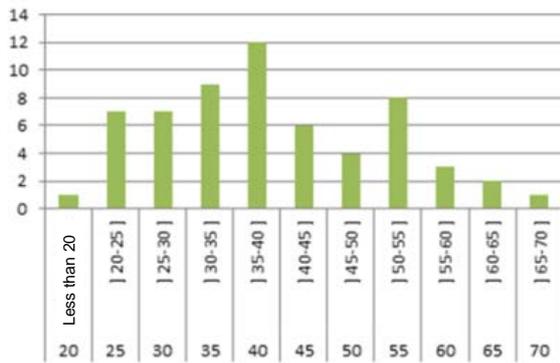
**2.2.8 An in-depth monitoring of all employees**

- Every year, 100% of employees benefit from a personal assessment meeting with their managers: a time to exchange on the shared assessment of the past year, on the objectives for the coming year and the means to implement, including the right to training.
- General meetings are held twice yearly in which results and targets are presented, and the actions to undertake collectively or individually are discussed.
- Staff representatives are elected once per year. The next election is scheduled for the end of 2016.

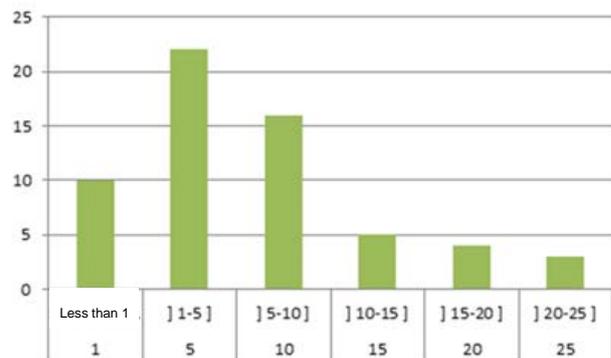
**2.3 Results analysis**

- Internal self-assessment.
- Annual survey on employee satisfaction relative to their manager.

**DISTRIBUTION BY AGE BRACKET**



**DISTRIBUTION BY SENIORITY BRACKET**



### 3 ENVIRONMENT RELATED PRINCIPLES

#### 3.1 Reminder of the global compact principles

Principle 7	Businesses should support a precautionary approach to environmental challenges
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies

LOSBERGER continuously acts to reduce the environmental impact of its industrial activity and commercialised products to a minimum:

- By limiting energy, water and raw material consumption
- By reducing waste consumption
- By guaranteeing the continuous improvement of environment-related performances

#### 3.2 The means implemented

##### 3.2.1 *Paper consumption and recycling management*

- We have created our own digital communication and document exchange tools, such as:
  - o The LOSBERGER Extranet: this computer tool is used to exchange electronic files both internally and externally.
  - o The LOSBERGER intranet: this computer tool was specially developed internally and contains a project management module and a non conformity management module. Each employee can use it to manage their projects remotely, without having to print any paper documents at all.
- We have replaced all personal printers by a centralised, solid ink printer, which means that there is no toner to recycle.
- We have implemented specific waste bins for paper recycling.
- We systematically use recycled paper for printing
- We have joined up with other local businesses to collect recycled paper. This paper is then purchased by PAPREC, a specialist in recycling and the sale of recycled industrial waste.



### 3.2.2 *Travel optimisation*

- 50% of the price of travel tickets is refunded in order to favour the use of public transport
- Physical meetings are reserved for "important" meetings, we privilege Skype conferences wherever possible.

### 3.2.3 *Raw material recycling and reuse*

- PVC coated fabric is the main raw material used by LOSBERGER. For the purchase of PVC fabric, LOSBERGER has chosen to work in partnership with the supplier FERRARI, especially for its ecological approach at the origin of unique PVC composite recycling technology: The TXYLOOP process. This technique makes it possible to recycle all PVC textile components and applies to production offcuts, process residue and worn textile at the end of its service life. 100% of the treated material is reused in existing industrial processes. TXYLOOP is the only process that makes it possible to fully recycle PVC textile composites to produce pure, directly reusable materials.

### 3.2.4 *Sustainable development approach*

- Our environmental approach also comes from LOSBERGER FRANCE S.A.S., of which LOSBERGER RDS is a subsidiary. In fact, it has joined a hundred or so other regional businesses in the "Idée Alsace" network which has been created around the sustainable development values that we wish to affirm and promote economically, socially and environmentally. Furthermore, LOSBERGER FRANCE S.A.S. has undertaken a carbon footprint procedure in order to define its priority improvement themes.

### 3.2.5 *HQE ("Haute Qualité Environnementale" - High Environmental Quality)*

- Especially thanks to the materials used in our buildings, LOSBERGER FRANCE S.A.S has undertaken an HQE approach®, ("Haute Qualité Environnementale", or High Environmental Quality) with the objective of controlling impacts on the outside environment (eco-construction and eco-management) and of creating a healthy and comfortable interior environment (comfort and health targets).
- Amongst the fourteen targets listed by the HQE association, our buildings fulfil the following objectives:
  - o Eco-construction, this target covers integration with the site, the type of building and the work site impact
    - Our buildings are low in height and merge harmoniously with the neighbouring environment, favouring a harmonious relationship with the existing natural surroundings.
    - The materials used are recyclable, environmentally friendly, healthy and require the lowest possible amount of energy and transport.
    - The light weight of our buildings and their speed of assembly makes it possible to have low pollution work sites (little machinery and therefore little noise, no waste, no ground or air pollution, very fast construction time, limited deadlines and costs)
  - o Eco-management: this target covers energy, water, activity generated waste, maintenance and servicing management:
    - Energy management with the use of natural lighting in our buildings: Because the PVC sheeting used as roofing material is translucent, significant lighting savings can be achieved. In fact, the use of natural light from the roof provides true comfort and sufficient light without any glare. The savings over artificial lighting are undeniable.



- Waste management with the use of aluminium frames: As aluminium is a noble material, it is systematically recycled once dismantled. Similarly, it requires no maintenance or treatment, unlike wood which requires chemical fungicide treatments and hydrocarbon based varnish or surface coating treatments.
- Waste management thanks to the assembly principle: Industrialised building assembly technique: no on site drilling: everything is pre-drilled, therefore there is no drilling residue and waste on the site. Our frameworks are fully industrialised. Therefore there is no production activity on the site. Similarly, because of the nature of our trade, our staff is used to working with white canvas. Cleanliness habits have therefore been integrated into the attitudes of our assembly staff. As for packaging and cladding offcuts, there is a waste skip permanently on site so that nothing is left lying around. The assembly processes and principles for our buildings only require light handling machinery, which is often low energy consuming, and construction times are fast. Therefore, work sites generate little pollution, are quickly completed and quicker to commission.
- Waste management depending on the anchor systems. If this option is selected, a TECHNIVALOR type anchor system could be suitable. This anchor system requires small amounts of materials (no concrete or steel). If the building is recycled there are no issues involving removing and processing the concrete foundations and beams. This work does not require any heavy machinery and is very fast; thereby using little energy. This system also makes it possible to significantly reduce the inconveniences caused by a work site over time.
- Natural resource management with the evacuation of rainwater: When specifications allow it, we encourage the direct connection of building rainwater to a buried collector which we install. This is to keep the roof water networks, which are considered to be clean, separate from the road rainwater networks, which are considered to be soiled and require processing using a hydrocarbon separator.
- Energy consumption management using the ventilation: The air distribution system represents the terminal and visible part of the building. It impacts the occupant's perception of their comfort as well as hot and cold sensations. Interior air quality is also a part of occupant comfort. Ventilation is used to distribute interior air, to extract pollutants and to contribute to providing the occupant a healthy environment. This distribution also contributes to sustainable development. It has an impact on the building's energy consumption.

### 3.2.6 *Implementation of an ISO 14001 standard environment management system*

- To continue our environmental approach, we have decided to set new environmental protection targets, these involve the analysis of the pollution caused by our activity at several levels: water, air, ground, noise, smells and collective impacts. We shall therefore assess the business's environmental performances and implement our environment management system in compliance with the ISO 14001 standard. An initial audit has been scheduled for September 2016.

### 3.2.7 *A turnkey solution adapted to energy savings for the United Nations in Central Africa*

- Losberger RDS has supplied, installed and managed the maintenance of turnkey systems for 3 camps that can house about 100 people. Losberger RDS has shown its capacity to act quickly and effectively while offering solutions suitable for energy savings:
  - o A solar farm produces up to 25% of the power needed for each camp.



- o Furthermore, the Multiforme 3D structure is fitted with a highly effective insulated lining and is covered with external parasols to provide perfect heat insulation, making it possible to reduce heating / cooling needs.
  
- o All lighting is provided using energy saving lighting systems.

### 3.3 Results analysis

- Internal self-assessment.



## 4 ANTI-CORRUPTION RELATED PRINCIPLES

### 4.1 Reminder of the global compact principles

Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery
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Losberger RDS has founded its growth on the fundamental principles of honesty and transparency, implemented by its management and its employees to establish long term trusting relationships with all its stakeholders: employees, clients, suppliers and partners.

- In the current high growth context, we wish to strengthen our values, as much with our employees as with our clients and partners.
- Our employees are aware of ethics relative to commercial relationships and are not faced with corruption, whether active or passive.
  - o Prohibition to bend the law.
  - o No belittling of our competitors.
  - o Hidden subcontracting is prohibited.
  - o The transparent respect of commercial rules with its clients and suppliers.
  - o The respect of its clients' tax and ethical rules relative to company gifts.
  - o The choice of suppliers from several quotes, forbidding all forms of favouritism.
  - o The compliance with legal duties: declarations and payments of contributions.
  - o Annual filing of our accounts.
  - o Accurate and documented commercial proposals, including a precise price table.
  - o Awareness of our employees raised on the risks of corruption, transparency with our partners and clients.

### 4.2 Results analysis

- Internal self-assessment
- No rulings, orders, fines or other events in this field.

