

Empowered  
by **VERMEG**



**CORPORATE SOCIAL &  
ENVIRONMENTAL  
RESPONSIBILITY**

REPORT

**2016**



**VERMEG**  
PASSIONATE TO DELIVER

## CORPORATE SOCIAL RESPONSIBILITY IN ALL ITS DIMENSIONS

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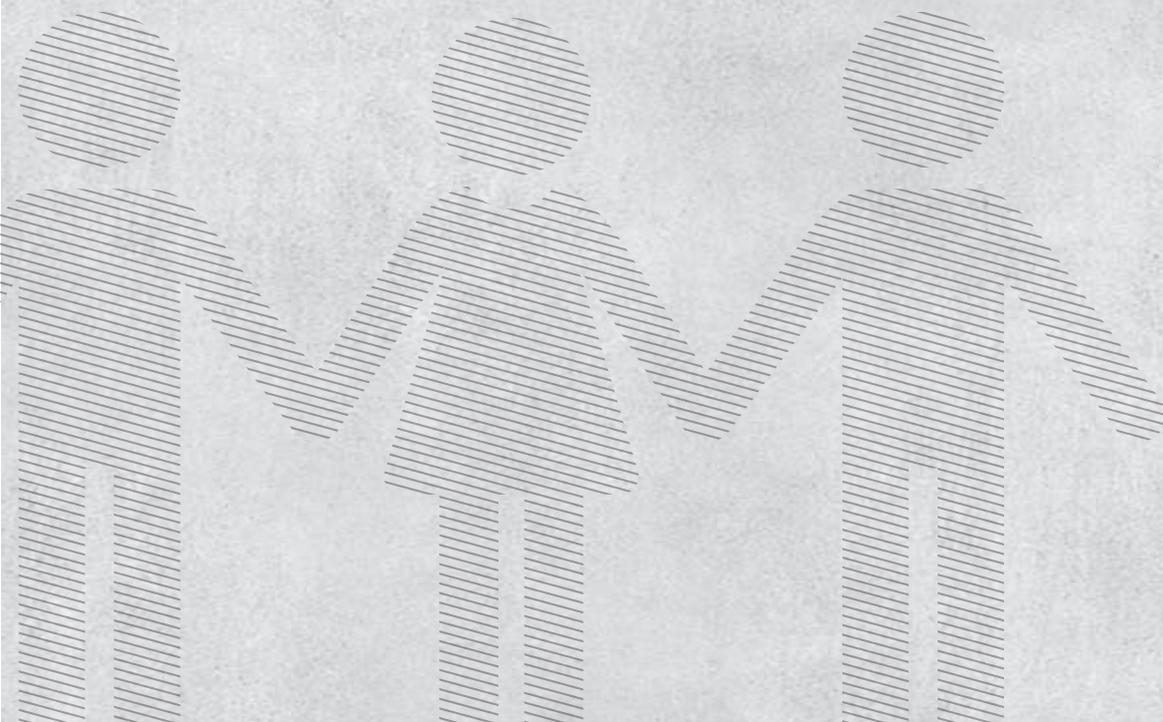
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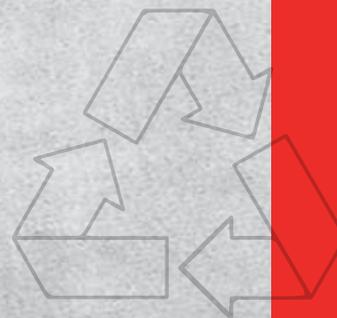


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## VERMEG'S COMMITMENT TO **CSR**

Pascal Leroy, CEO

“For Vermeg, being a responsible business lies at the heart of our human adventure and the very essence of the engaged software company we aim to be for all of our stakeholders. As a key player in the financial industry, our mission is to offer the best solutions available to advise and support individuals, businesses and institutions in the development of their projects and to ensure a positive long-term impact on the business, social and environmental world around us.

Since the founding of the company, Founder and Chairman Badreddine Ouali has engaged the company and its employees in initiatives directed towards improving life and society. Our values – Committed, Ingenious, Authentic – and our Corporate Social and Environmental Responsibility set Vermeg apart as a radically different human adventure.

In 2016, we pursued our determined approach by deciding to drive our whole ecosystem forward, sustainably, involving every one of our employees, in every country where we operate, in making Vermeg exemplary in everything it does. To achieve our goal, this year we initiated the “Empowered by Vermeg” program, reaching all the way through to the highest levels of the company, in order to build, steer and measure the fulfilment of our commitments.

It is my firm belief that Vermeg must stand out on the market as much for its collective intelligence and knowhow as for its demonstration of the values and ethics that unite and give meaning to our day-to-day actions. As you will discover, Vermeg makes that demonstration in concrete terms and ranks as a leading financial player in Europe for its achievements as a responsible publisher.

The Group is wholly committed to act strongly and responsibly in the service of its clients. That commitment relies on all of us, and on our exemplary behaviour both individually and collectively. I am convinced that Vermeg’s leadership model, driven by our employees’ capacity to be empowered and built on our solid values, will further strengthen our position as one of the world’s most responsible IT firms.”

Pascal Leroy, CEO

A handwritten signature in blue ink, appearing to be 'P. Leroy', written over a horizontal line.

## VERMEG'S CSR CHALLENGES AND AMBITION



Our business at Vermeg is to design and develop robust IT solutions that enable our clients to focus on growing their business without worrying about the quality of their information system. Our ambition is to be the partner of choice for financial institutions throughout Europe and beyond.

Our clients include asset management firms, private banks, insurance companies, security depositories, custodians and central banks. We are committed to delivering our clients' strategic projects on time and on budget, and our reach enables us to support our clients from A to Z. What sets us apart as we pursue this aim is not only our professional knowhow and expertise, but also a distinctive state of mind that seeks a relationship of true quality, beyond mere partnership; a relationship marked by a significant element of humanity and humility that builds strength and trust in our everyday relations.

This relationship with all its stakeholders is embodied in Vermeg's corporate social and environmental responsibility (CSR) policy that involves putting its commitments into practice and making sustainable progress on following priority actions:

- The importance of external stakeholders, with special emphasis on acting to promote economic development by supporting entrepreneurship and social and solidarity economy
- The importance of ensuring that the company's operations impact positively on the lives of employees and stakeholders: our impacts as a responsible employer, the quality of social dialogue, environmental protection, managerial model and corporate values.

These issues, 10 in total, have been ranked, by Vermeg's CSR & Sustainable Development Department and a working group drawn from every level of the company, according to level of maturity or current performance (existence of targets, performance indicators, degree of progress).

They represent the priorities for CSR action identified by Vermeg in recent years and set out for 2016 in this document.

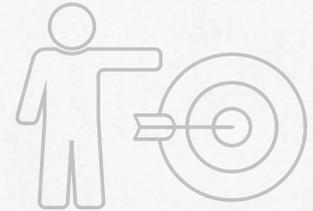
### **ESSENTIAL**

- Support for entrepreneurship
- Involvement in the social and solidarity economy
- Ensuring the long-term future of the company via global risk management, incorporating Environmental and Social aspects
- Compliance with rule and corporate regulations (code of conduct)



## HIGHLY IMPORTANT

- I Transparent and effective corporate governance – quality of social dialogue
- I A responsible employer
- I Career management
- I Quality of life in the workplace
- I Respect for the environment in all our activities



## VISIBLE

- I Cultural patronage

Vermeg aims to be an exemplary business, a human adventure of a different kind, close to its clients, chosen on the basis of the quality and commitment of its teams. This means putting all our stakeholders right at the heart of the Group's concerns.

To achieve this, Vermeg has enforced its fundamental values – Committed, Ingenious, Authentic – and then focused on the behaviours through which these values are delivered by all employees. To promote them, the management board of the company launched a global CSR program named “**Empowered by Vermeg**” - **Employee Well-being Responsibility** – that will give employees the opportunity to propose and commit to deliver CSR initiatives. This program is monthly monitored at board level monthly.



## **CSR GOVERNANCE & MANAGEMENT**



The governance of the Vermeg Group is precise and transparent, ensuring properly controlled decision making that best serves the long-term interests of the company whilst meeting the expectations of its main stakeholders and complying with the regulations. The fundamental principles by which its governing bodies operate are set out in the bylaws.

### **MISSION AND ORGANISATION OF THE BOARD OF DIRECTORS**

In 2016, the Board of Directors decided to organise functions in such a way as to ensure a proper degree of control over the Group's development. The functions of Chairman (Badreddine Ouali) and Vice-Chairman (Marwan Hanifeh) were separated from those of the Chief Executive Officer (Pascal Leroy). The composition of the Board aims for a balance between experience, competence and independence: competence, experience of the financial world and the management of large corporations coupled with incisive knowledge of global geopolitical issues, provided by Senior Diplomat and Ambassador Serge Degallaix, reflecting Group senior management's concern to engage sustainably with its stakeholders.

The Board of Directors considers it important to especially implement a robust and efficient organisation to manage its risks, its markets and the regions in which it operates, and to maintain balanced growth.

### **CSR STEERING**

The Vermeg Group pursues its growth with every respect for fundamental human and social rights, and for the environment, wherever it operates. "Corporate responsibility is an integral part of how we have run our business ever since its founding by Badreddine Ouali." (Pascal Leroy, CEO).

The CSR & Sustainable Development Department – headed by Mr Mousser Jerbi – reports directly to CEO Pascal Leroy and is tasked with defining Vermeg's CSR approach, running the community of country contributors through the Country Managers and coordinating their actions, in conjunction with the Group's business units. The CSR management system is fully integrated into the Group's Organisation and also relies on management bodies at every level (governance mechanisms, bylaws, code of good conduct, works council, etc.).

The Executive Committee, for its part, determines the main guidelines of the policy and periodically evaluates its implementation by measuring progress and outcomes, in accordance with the Group's overall commitment to the quality of execution of projects on behalf of clients.

The Executive Committee encourages the CSR department to design and implement a CSR dashboard that will allow Vermeg to measure the achievements and progress delivered by all Vermeg stakeholders. This requirement has been included as a deliverable of the « Empowered By Vermeg » with initial results expected for 2017 around the following four indicators:

- | Governance indicators: integration of CSR metrics into corporate steering at every level, in the bylaws, in the code of good conduct, in risk management culture and in client satisfaction
- | Economic indicators: evaluation of actions to promote economic development, entrepreneurship, the social and solidarity economy, innovation in support of sustainable development, etc...
- | Social indicators: recruitment, quality of life in the workplace, career and skills management, social dialogue, health and safety,
- | Environmental indicators: audit of greenhouse gas (GHG) emissions, policies on transport, energy consumption, waste management, etc...

The objective is to produce the dashboard around these four indicators ». In 2016, the performance of the CSR framework is made through the ECOVADIS evaluation.

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## **BUSINESS ETHICS**

Vermeg executive committee pays a particular attention to make sure that all employees are fully meeting expectations in terms of business ethics. That includes all rules, codes and principles that are driving behaviours to unquestionable ethics in the way the company is run and the business is done. That includes recruiting employees for the both interests of Vermeg and the employee, the attention paid to develop employee capabilities for mutual benefits and work with companies that are also engaged to push business ethics. For Vermeg, it clearly means refusing to make profits against values. In practical terms, Vermeg management is pushing employees to alert, at any level, her/his manager if business ethics is at risk.

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## **DIALOGUE WITH STAKEHOLDERS**

Vermeg sets out to structure and value dialogue with its stakeholders.

Who are Vermeg's stakeholders?

The company defines them as communities of interest, internal or external to Vermeg, - shareholders, employees, clients, suppliers, public authorities and civil society (non-profit associations, NGOs, etc.) – presenting a relatively homogeneous logic of action and influence and with which a two-way process of listening and dialogue develops.





## WITH CLIENTS

Since its founding, Vermeg has been making all efforts to partner with Clients and ensure that delivery meets all expectations. Vermeg senior executives regularly share views on how teams are achieving results and revert to project management to build appropriate action plans if necessary during the execution of major projects.

## WITH OUR SHAREHOLDERS AND INVESTORS

Proximity, transparency and listening are the key characteristics of relations between Vermeg and its shareholders and investors. A dedicated team reporting to Pascal Leroy, CEO, has been set up to handle the Group's communication of its financial results **as required by IFRS norms (International Financial Reporting Standards)**.

## WITH OUR EMPLOYEES

Our employees' commitment is an essential component of the Group's strategy: our human capital is at the core of our corporate strategy, and the Human Resources Department plays a strong role in the operational steering of the Group. Over a number of years, Vermeg has embarked on a number of initiatives designed to enhance quality of life in the workplace, and is keen to share these initiatives as widely as possible and to continue the encouragement of long-term development of new individual and collective initiatives.

A dashboard is in place at the HR department enabling management to monitor training efforts delivered to employees at Vermeg

The dashboard indicates :

- The number of employees who have received a training session this year :
  - 449 employees trained in 2016, eg 71% of total employees (total : 635 employees at Vermeg on average in 2016)
- The number of employees trained by country:
  - 21 employees in Belgium in 2016, eg 46% of total employees on average in Belgium (Total : 21 employees on average in Belgium)
  - 16 employees in France in 2016, eg 34% of total employees on average in France (Total : 47 employees on average in Belgium)
  - 38 employees in Luxembourg in 2016, eg 53% of total employees on average in Luxembourg (Total : 72 employees on average in Luxembourg)
  - 374 employees in Tunisia in 2016, eg 79% of total employees on average in Tunisia (Total : 471 employees on average in Tunisia)
- The number of man days of training delivered during the year
  - 4 540 mandays
  - 9 main training packs
- The split of man days of training delivered by level of experience

## WITH OUR SUPPLIERS

Vermeg aims for sustainable, evenly balanced relations with its suppliers, be they major international corporations or young startups. The company is committed to deploying a purchasing policy that is responsible on three levels: economic, seeking actively to call on the services of startups; social, extending its recourse to the social and solidarity economy; environmental, selecting suppliers that enable Vermeg to reduce its carbon footprint.

## ACTING FOR ECONOMIC DEVELOPMENT

### CREATING EMPLOYERS TO CREATE JOBS

Vermeg founder Badreddine Ouali is a born entrepreneur, driven by a fierce desire to pass on his enthusiasm and his experience as a business founder and developer. Taking action to help young companies along the path to success, handing on his experience and thereby promoting the creation of sustainable jobs has, with the creation of the Réseau Entreprendre en Tunisie (Entrepreneurship Network in Tunisia), become a key aspect of Vermeg's policy of promoting economic development. Réseau Entreprendre is a network of business leaders who offer their support to new entrepreneurs to help them make a success of their business and so create jobs and wealth. Inspired by one man, André Mulliez, in 1985, when he was CEO of the Phildar Group, the essence of what Réseau Entreprendre provides is:

- Support from business leaders. In a spirit of economic good citizenship, members donate their time to examining projects, sitting on commitment committees, supporting successful candidates and running the organisation in different countries and their regions... all in all, a total of over 70,000 hours of volunteer effort a year. Support is guaranteed for a period of two to three years.
- Financing in the form of unsecured loans, which are particularly useful in leveraging other forms of financing, particularly from the banks.

Motivated by the values of transmission and responsibility, Vermeg has played a major role as co-founder of the network in Tunisia ([www.reseau-entreprendre-tunisie.org](http://www.reseau-entreprendre-tunisie.org)) and is now a highly active member of the organisation in Tunisia, even providing accommodation for the organisation's headquarters and members in its Tunis office.

The essence of the support provided by Réseau Entreprendre is that it is free of charge, based on mutual assistance between business leaders. Vermeg's actions as a member of the network are guided by three principles:

- The important thing: the individual. More so even than the quality of the project concerned, it is the person, their potential to become an entrepreneur, that wins the support of the business leaders
- The principle: no charge. The services to those setting up or taking over a business are provided free of charge, so that all resources can be devoted to making the success of the project. Good economic citizenship comes first.
- The spirit: pay it forward. Today's beneficiaries are encouraged to pay forward what they have received to others, thereby becoming a link in the chain between business leaders.



In concrete terms, when a project meets the Réseau Entreprendre selection criteria it then embarks on an “approval pathway” consisting of a minimum of four meetings with business leaders. The project is then considered mature and its development potential receives the seal of approval. The candidate then goes before a commitment committee made up of entrepreneurs, all members of Réseau Entreprendre. If capable of demonstrating their potential as an entrepreneur and convincing the committee of the soundness of their project, the candidate is declared successful and will then receive individual support and mentoring from an experienced business leader committed to putting their experience and network at the candidate’s disposal. This support and mentoring, which continues for up to three years, is supplemented by an unsecured personal loan up to EURO 20 000, repayable over five years after a grace period of 18 months.

Since 2010, Réseau Entreprendre works with 195 CEOs in 7 regions in Tunisia and can leverage a network of partners that includes banks and financial and government institutions (BPCE in Tunisia – BTK, European Investment Bank, Caisse des Dépôts Tunisie, Tunisian American Enterprise Fund, the French development agency AFD, etc.), major firms (Holding Bouchamaoui Group, Tunisie Leasing, Elgazala Technopark, Ooredoo, KIA, Grandes Ecoles alumni associations (ATUGE).

In addition to its action on economic development, Vermeg is also keen to demonstrate, via its involvement in Réseau Entreprendre in Tunisia, its commitment as a good corporate citizen, ready, willing and able to contribute to the success of Tunisia’s young democracy.



## TRAIN PEOPLE AND CREATE JOBS IN THE IT SECTOR IN TUNISIA

« Vermeg's contribution in the wake of the revolution of 14 January 2011: setting up the Tunisian Association for Communication and Technology- TACT »

In addition to its civic engagement as a member of Réseau Entreprendre en Tunisie, Vermeg also demonstrates its commitment to developing skills and creating wealth through its highly active participation in the creation of TACT.

This non-profit organisation is made up of players involved in offshoring and nearshoring in Tunisia, and aims to train close to 1,000 graduates a year in ITO (Information Technology Outsourcing) skills, as a means of offering graduates in search of employment an opportunity to enter the production sector in permanent and well-paid jobs.

Over and above its involvement in TACT, Vermeg has also set itself the targets of promoting Tunisia as a pool of high value-added services and of assisting major global players in the sector to set up operations in Tunisia.

As a result of its unflinching commitment to the success of its initiatives in support of Tunisia's economic development, Vermeg has won the backing of some of the world's biggest global IT firms: Business & Décision, Discovery, Get'In, HR Access, Linedata, ST Microelectronics and Sungard.

TACT was founded in the form of a public-private partnership, involving key Tunisian government ministries and the leading Tunisian engineering schools (Sup'Com, ENSI, ENIT, INSAT, ESPRIT, etc.)



## COMMITTING TO BEING A RESPONSIBLE EMPLOYER



« Supporting the Group's 700 employees in their professional and personal development, developing their skills, offering them a quality working environment that encourages dialogue and diversity of profiles; these are our commitments as a responsible employer »

Daniel Lorent, HR Director, Vermeg

Vermeg's ambition to offer its employees a human adventure of a different kind puts its people at the very core of the Vermeg model. In the light of this ambition, Vermeg's managers have, since the business was first set up by its founder, made the conscious decision to tie the human factor closely and formally into the Group's development strategy, corporate culture and overall performance.

### SUPPORT OUR EMPLOYEES THROUGH THE TRANSFORMATIONS AND DEVELOPMENTS IN OUR CLIENTS' BUSINESSES

Our first commitment as a responsible employer is to equip each employee with the resources they need to deliver the missions Vermeg undertakes, and to live up to the company's values on a daily basis, ensuring that everyone is engaged, authentic and innovative with their clients. Our role is to look ahead to the skills our profession will need in the future, to enable our employees to develop their employability through training and to design of pertinent professional pathways, whilst recruiting the best profiles for expanding or emerging business sectors. Our role as an employer is to also manage the organisational changes necessary for our business activities, involving our employees and their representatives to the maximum.

### DEVELOP AN OVERALL CORPORATE CULTURE, PROMOTE DIVERSITY AND QUALITY OF LIFE AT WORK

Since the buyout of BSB, the Group's corporate culture has taken on an international dimension, with employees now based in France, Belgium, Luxembourg, the Netherlands and Tunisia. Single-mindedly dedicated to serving clients and delivering results, we see employee engagement as a priority and pursue it through listening and real dialogue, but also by encouraging diversity and promoting quality of life in the workplace.

In June 2014, the Vermeg Group was singled out by the EconoWin program for its "Work-Life Balance" project, which sets out to provide solutions for quality of life in the workplace, particularly for female employees. Backed by international cooperation agency Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the competition organised by the EconoWin programme selected Vermeg on the strength of its exemplary role in promoting gender diversity in the Middle East/North Africa region, and invited the Group to join its network of leading companies implementing gender diversity in the business world; this includes technical and financial support in pursuing the Group's project.



With the support of Group management, the “Work-Life Balance” project helps to improve the balance between family and professional life by introducing a system of flexible teleworking hours, raising awareness amongst employees and managers of the performance culture and the benefits of flexibility, signing up to agreements with childcare centers, kindergartens and summer holiday children’s clubs close to the workplace, establishing a network of child-minders to provide last-minute childcare if necessary, on preferential terms and at special rates, and, finally, by providing managers with training sessions in communication, leadership and about the importance of quality of life at work.

Vermeg is thus in a position to prove to its employees, beyond a doubt, that it is committed to being a responsible employer for the long term, with concrete and measurable results done by GIZ:

- 60% of parents feel they receive support in terms of childcare
- 60% of employees say they have the option to adjust their working hours flexibly
- 80% of managers believe that performance is not necessarily linked to a physical presence in the office
- 20% drop in the voluntary employee turnover rate over the last three years.

On the strength of its very real commitment, Vermeg was invited to take part in the signing in Berlin in November 2015 of the “Women’s Empowerment Principles” (WEPs), a joint initiative by UN Women and the UN Global Compact <http://www.wepinciples.org/Site/Companies/#search>). Watch the film made at Vermeg by the German Federal Ministry of Economic Cooperation and Development on women’s participation in the Tunisian economy: <https://www.youtube.com/watch?v=pZdv-AwjeUY>.





## PROMOTE DIVERSITY IN OUR TEAMS

We believe that the diversity of our teams is a major driver of commitment and performance as regards our clients, our employees and the company as a whole. Vermeg is committed to promoting women and international profiles to positions of responsibility and to the group's management bodies.

Wining the first ECONOWIN competition, Vermeg acts as a pionnier and sets the pace for other companies to act similarly.

For Vermeg, being a responsible employer also means paying particular attention to social inclusion within the company, especially in the case of disabled persons or those from disadvantaged backgrounds.

## SUPPORTING THE SOCIAL AND SOLIDARITY ECONOMY

« Disability affects some, but solidarity is accessible to all. Vermeg is committed to protecting the rights and the dignity of persons with mental disability, as part of its approach to sustainable development. »

Myriam Sanhaji, Manager

Vermeg's corporate commitment on social issues is central to the values by which all our employees operate. Committed to delivering their clients' projects, ingenious in developing innovative and authentic solutions thanks to their grounding in the humanist values that give depth to the relationship.

Vermeg supports many initiatives, both collectively in the forms of donations or volunteering, and individually, when an employee comes to management with an initiative in need of support. Below are further details of four initiatives that Vermeg supports.

### THE SIDI THABET THERAPEUTIC FARM FOR THE DISABLED – GAÏA- [www.fth-gaia.com](http://www.fth-gaia.com)

Gaïa is a therapeutic farm for disabled children from impoverished families in the region of Sidi Thabet in Tunisia, which runs an individual program to help them grow up to take their place in society and the world of work. The children enrolled in the Gaïa programme suffer from mental disabilities such as Down syndrome (trisomy 21), cerebral palsy, epilepsy, encephalopathies and pervasive developmental disorders (autism). The number of children cared for at Gaïa rose from 6 in 2007 to 70 in 2016. New arrivals receive a personal assessment and a programme of therapy activities, particularly involving animal mediation, for which Gaïa was awarded the prize for innovation by Jamiaty in 2015. The treatment programme also includes an appropriate course of training to help children find employment ultimately.

Vermeg is an active supporter of the therapeutic farm, giving its backing to numerous events, supporting its projects and sponsoring children. The support takes the form not only of cash donations but also of Vermeg employees donating their time to support a young person in their vocational training (small-scale animal husbandry, fresh cheese production, horticulture, processing local produce, etc.), or backing microprojects to help with integration into society (plan to create a rabbit breeding microproject, for example).

As a result, Vermeg regularly takes part in events involving schools, enabling pupils and teachers to enjoy the Gaïa site and share some time with the children at the farm. These encounters go a long way towards removing the stigma of disability, educating the way children look at others and preparing future generations to regard disability as no more than a minor difference.

### SUPPORTING “LA MARJOLAINE” HOUSE OF CHARITY IN BELGIUM

“La Marjolaine” is a House of Charity based at Olne in Belgium where teams welcome and educate underprivileged children that are aged between six and eighteen. Everyday, a team of professionals are offering families support and assistance to their children through educational support, social reinsertion and voluntary actions. The objective is for the children to become independent.

Committed to help children, Vermeg is supporting “La Marjolaine” through the organization of the annual Charity dinner that gathers companies which donate financial support to the House. Over the last five years, Vermeg has been proud to provide continuous support to this successful team of devoted people. See: <http://www.pwc.be/en/events-courses/material/marjolaine-pictures.html>



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## **WELCOMING CHILDREN WITH DISABILITIES AT VERMEG PARIS FOR INTERNSHIPS**

In 2016, our Paris Office decided to welcome interns from the catholic school Sainte Ursulle-Louise de Bettignies where disabled children are being offered scholarization with other non disabled children but with dedicated support (logistics, dedicated teachers,...). Through the so-called ULIS platform (Unité d'Inclusion Sociale), the catholic school offers unique support to six to eighteen children and Vermeg is supporting this initiative by providing one to two weeks internships where the children can discover what work-life means.

Vermeg employees in Paris are giving time and logistics to make sure their time at the office help them build solid self-esteem and prove to them, in concrete matters, that being disabled does not mean they cannot work. Through this initiative, Vermeg Paris is also willing to give all employees the opportunity to offer time and attention to the young disabled.

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## **SUPPORT THE KALLPA NON-GOVERNMENTAL ORGANIZATION TO HELP TRABAJADORAS WOMEN TEENAGERS IN PERU**

In the town of Cusco in Peru, over 10 000 young women work as households from 8am to 5pm before they can attend school. More then half are working 7 days a week with no salary. Those who can be paid receive no more than 20 USD a month. More than 40% of these teenagers are below 13 years. More than half are being insulted, support physical violence and sometime even sexual abuse.

These young women are invisible and without rights but the Kallpa association has intervned in 5 evening schools: informing about their rights, raising awareness and arrange training sessions on health and prevention, career guidance and development aid of their projects, emergency aid.

Concretely, the NGO KALLPA, with the financial support of Vermeg and the operational help of the person in charge of the office of Luxembourg and his spouse, provide a place for meetings, a library, a pharmacy, and gives advice in career guidance and the creation of microbusinesses.



## ARTS PATRONAGE

« For two weeks every year, under the sponsorship of Vermeg, the town of La Marsa lives the adventure of the Printemps des Arts Plastiques. »

Kamel Salhi, Mayor of La Marsa

As part of its role as a good corporate citizen, Vermeg sponsors one of Tunisia's major arts events, Le Printemps des Arts Plastiques (spring of the arts). For two weeks, the town of La Marsa to the north of Tunis has attracted throngs of art lovers. Significant in terms of the number of artists taking part, the diversity of works on show and the display spaces, the event sponsored by Vermeg has carved out for itself a prominent position on Tunisia's cultural scene. First launched in 2004, it is now a date not to be missed for major artists and an annual highlight for the art world. Ten or more reputed artists take part in the event, which is held in the prestigious setting of the Essaâda Palace.

Alongside the exhibition of works by established artists, the "Art à Venir" (art of the future) is an opportunity to discover new talents and little-known artists. A jury of artists and gallery owners is given the task of picking the winning works. Three prizes are awarded to the chosen artists in the course of the closing ceremony.



## ACTING FOR THE ENVIRONMENT



« Adopting an environment-friendly and particularly a climate-friendly policy is an essential component of our commitment to doing business responsibly. Vermeg is committed to reduce its carbon footprint and support its clients in their attempts to minimise their climate impacts. »

Mousser Jerbi, CSR Executive Director

In view of the many climate and ecological upheavals taking place, one of the issues of the century will undoubtedly be the preservation of environmental balances. COP21 (21st Conference of the Parties to the UNFCCC, held in Paris from 30/11/2015 to 7/12/2015) marks an important stage in the general mobilisation to prevent the average temperature of the earth from rising by over 2°C, with concrete commitments from states, local and regional authorities, businesses and financiers from all over the world.

Vermeg has committed itself to playing its part, by setting targets to limit its emissions of greenhouse gases (GHG) thanks to an action plan monitored directly by the Group's senior management:

- | **The introduction in 2016 of a Bilan Carbone® carbon footprint dashboard** to provide regular metrics of its energy use and, with input from all its senior managers, to establish an action plan for reducing GHG emissions according to half-yearly targets.
- | **The 2016 launch of the GREEN IT project** designed to reduce the environmental impact of IT infrastructure: systematic use, wherever possible, of videoconferencing for international Group meetings (Paris, Belgium, the Netherlands, Luxembourg, Tunis), systematic recycling of ink cartridges, encouragement and monitoring to reduce printing (number of pages, duplex printing), a zero paper policy, donating computers to schools once written off for accounting purposes, recycling mobile phones, etc.
- | **An aggressive transport policy aimed at limiting GHG emissions:** introducing shuttle bus services to transport employees and thereby limit the use of cars and parking spaces, encouraging car-pooling in all countries where the Group operates, incentivising employees to use public transport through a generous company contribution to transport costs, limiting company cars to electric or hybrid models and keeping their number to the strict minimum.
- | **Optimising energy consumption:** progressively switching to LED bulbs on all sites, installing solar panels, locating teams in HQE (high environmental quality) buildings, optimising the use of air conditioning.
- | **Systematic sorting of waste:** at each site, ensuring that waste collection at each site complies with waste sorting.

All these commitments are the subject of regular communication to employees and many are also included in the company's bylaws and code of good conduct.

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by **VERMEG**

