

Global Compact 2022: Communication on our progress

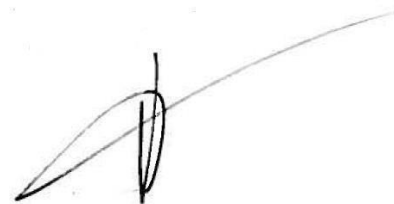
As President of the INTM Group, I am pleased to reaffirm once again my commitment to the United Nations Global Compact and its ten principles.

Our actions in the areas of human rights, working conditions, the environment and anti-corruption are aimed at promoting these fundamentals to our employees, suppliers, customers and all other stakeholders.

We are continually reviewing our action plans and possible areas for improvement.

With this publication, we commit to transparently communicate our actions, implementations and progress to all our stakeholders.

Yours sincerely,



Georges AWAD
INTM Group President

Human Rights

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.

OUR COMMITMENTS

The INTM Group is committed to ensuring that its activities are carried out in a healthy environment that respects human rights.

The INTM Group's management committee meets once every six months in an ethics committee to ensure that the company's activities are carried out with respect for each employee and any other individual involved in the company's business activities.

OUR ACTIONS

NGO and Patronage:

The INTM Group has established a partnership with the Fondation de France since 2015. Through this partnership, the INTM Group has chosen to focus its actions on two themes: youth and the environment.

In particular, it is thanks to this partnership that we support the project Accompanying Children and Their Families in Difficulty, which helps families in difficulty to cope with economic insecurity, social or cultural segregation, as well as isolation.

Sponsorship:

The INTM Group also sponsors sporting events with a humanitarian dimension. For example, the Group participated in the 10km heart run for the benefit of the Adicare association, which supports cardiology research. INTM also participated in the "Course du Souffle" which supports the fight against cystic fibrosis.



Moreover, the INTM Group also participated in the 4LTrophy car race thanks to the association Les Sudettes en 4L. This association distributes school supplies to children in Morocco.

RESULT OF OUR APPROACH

Through its various charitable actions and its partnership with the Fondation de France, the INTM Group has supported three calls for projects related to the health of young people, which have resulted in 58 initiatives.

Working Conditions

Principle 3: Businesses should respect freedom of association and the right to collective bargaining.

Principle 4: Businesses should contribute to the elimination of forced or compulsory labour.

Principle 5: Businesses should work towards the effective abolition of child labour.

Principle 6: Businesses should work towards the elimination of discrimination in respect of employment and occupation.

OUR COMMITMENTS AND OBJECTIVES

The INTM Group is committed to training and employability, particularly for young people.

Training:

The INTM Group has its own training institute within its subsidiary NSIS. Since its creation in 2000, more than 1600 young graduates have been hired on permanent contracts while benefiting from a few weeks of training.

In addition, internal development is encouraged in order to best meet the needs of customers and the market as well as the aspirations of each individual.

NGO:

The Group continues its commitment and actions with the association Nos Quartiers ont du Talent (NQT). This NGO helps young people from disadvantaged neighborhoods and/or social backgrounds to enter the professional world.

INTM is very committed to youth. Through its partnership with the Fondation de France, the Group is involved in the Bourse Déclics youth program. This action



allows us to accompany young people in the achieving and undertaking their professional projects.

Finally, INTM consolidates its partnership with NEA an entreprise adaptée (company with French legal status when employing a percentage of disabled), which works in co-contracting with one of our clients.

Relationship with schools:

INTM is also a partner of computer engineering schools. Its actions with ESIGELEC aim to bring an operational vision of the IT professions to students and thus better prepare them for their entry into professional life.

RESULT OF OUR APPROACH

Training:

INTM places great emphasis on training and allocates a budget 8 times higher than current standards.

NGOS:

This year again, 35% of INTM managers are sponsors within the NQT association, they follow one or more young people, accompany them in their job search, help them define their professional project, coach them, work on their CVs, their cover letters and their oral presentation.

INTM organizes events on the theme of employability for the NQT association. Every quarter, NSIS, a subsidiary of the INTM Group specialized in training, organizes a meeting with young people from the association in order to introduce them to IT jobs.

Relations with schools:

In order to help future young graduates to project themselves into professional realities, INTM has organized and conducted a conference on one of the specializations offered by ESIGELEC.

Environment

Principle 7: Businesses should apply the precautionary approach to environmental issues.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should support the development and diffusion of environmentally friendly technologies.

OUR COMMITMENTS AND OBJECTIVES

Sustainable development, environmental issues and the preservation of our ecosystem are central to the INTM Group's concerns.

The Group's objective is to make its employees aware of the importance of eco-responsible behavior, to reduce its waste production and to recycle.

RESULT OF OUR APPROACH

Awareness:

Once again, this year, the INTM Group is pursuing its policy of raising awareness on responsible driving in order to minimize the production of greenhouse gases.

The INTM Group has produced and made available to its employees information and prevention documents on eco-responsibility, management of furniture and supplies, travel policy, relations with biodiversity, etc.

Recycling:

The Group has set up a partnership with the entreprise adaptée (EA) Le Petit Plus for the recycling and monitoring of all its waste. The INTM Group recycles paper, cardboard, plastic, cans, ink cartridges, batteries, computer equipment and coffee capsules on all its sites.

In the year 2021, we recycled:

- 1,720 kilograms of paper and cardboard
- 215 kilograms of plastic
- 642.5 kilograms of cans, bottles and cups
- 16 kilograms of coffee capsules
- 57 kilograms of computer consumables
- 57 Kilograms of printer cartridges

The sorting and recycling done has resulted in the following environmental benefits over the year 2021:

- 50 trees preserved
- To save the equivalent of the energy consumption of 6 people in France over one year
1 for two people in professional integration.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

OUR COMMITMENTS AND OBJECTIVES

The INTM Group works daily in the management of its business and in its commercial policy for the ethics and good conduct of its business.

The management team as well as all the INTM Group's departments regularly attend training sessions and meetings on good practices and integrity in the commercial world.

OUR ACTIONS

This year, all the managers and the heads of the various departments have followed a training course on business ethics "IBM Certification". They were able to ask questions about and discuss its content during our weekly business meetings.

The INTM Group is ISO 9001 certified. Within the quality processes, a certain number of measures related to business ethics are traced and verifiable, allowing the sales teams to manage the proper conduct of business.

