

SICPA

Corporate Social
Responsibility
2016–17 Report



Enabling trust





CEO STATEMENT

In 2017, SICPA celebrates its 90th anniversary. Our vision **Enabling trust**, the leitmotif of our history, ensuring the well-being of citizens, is more relevant than ever. As we mark the year, we will have numerous opportunities to reflect on, and recognise, the many achievements of our SICPA family. We look forward to continuing to deliver solutions and services with positive social impact over the next 90 years. We know that working in a sustainable way is essential if we are to fulfill our ambitions.

Sustainability at SICPA means that we must adapt - as we have always done - embracing change and seeking resource efficiencies, promoting ecological ways of working and striving constantly for improvement. We must continue to invest in the development and exploitation of new technologies, valuing the unique contribution of our expert staff and offering a work place where they are motivated to give their best. We must continue to build and nurture our partnerships, be open to the feedback of our customers and suppliers, whilst also holding them accountable to the high standards for which we strive.

This is the 4th annual CSR report we have published. I am pleased that it shows the constant progress we have made. I am also conscious that it provides the opportunity to identify where we can do better and to underline our commitment to doing so. My personal commitment is clear.

CEO and Chairman

Philippe Amon



EXECUTIVE SUMMARY

Sustainability is deeply rooted in SICPA's culture and has been a feature of our values for decades. SICPA's approach respects and capitalises on the company's heritage, while adapting to a future where sustainability is ever more essential. The company's approach is based on 4 key pillars: **OUR MARKETS, OUR PEOPLE, COMMUNITIES** and **ENVIRONMENT**. SICPA integrates sustainability in its strategy at three levels: **COMPLIANCE, REPUTATION** and **BUSINESS INTEGRATION**.

SICPA has launched a number of initiatives over recent years, which enables it to demonstrate its commitment to key market issues, such as ethics, sustainable products and more recently products that contribute specifically to minimising environmental and social impact. SICPA has also improved its performance in other aspects - such as material and resource utilisation and waste reduction.

In 2016, SICPA became a member of the UN Global Compact with the aim of integrating world best practices in sustainability in its business and operations. SICPA completed its Materiality Assessment with over 500 internal and external stakeholders and identified the major and significant aspects for the company's business.

SICPA has an overall positive environmental and social performance, in particular in terms of market, products, environmental and health and safety indicators.

Our markets

In 2016, SICPA maintained its Banknote Ethical Initiative (BnEI) accreditation as well as its ISO 9001, ISO 14001 and ISO 18001 certifications.

The launch of sustainable solutions, such as marine life, forestry and water traceability are an important milestone for SICPA, contributing to minimising the social and environmental impact of sub-standard and counterfeit products. The water and halal food programme in Dubai is a good example.

Earlier in the year SICPA SIS organised IMMERSION 2016. The event occurs every four years and gathers banknote industry leaders, clients and other stakeholders.

Our people

In terms of professional excellence, SICPA's working environment reflects the importance attributed to ensuring the highest technical and scientific standards and capabilities. The company has initiated work on integrated talent management processes and launched a new Employee Branding programme. In terms of training and development over 2,400 learning programmes were delivered.

In 2016, SICPA undertook an independent third-party assessment on gender equality. The study looked at aspects such as talent pipeline dynamics, pay and relevant policies and processes. We identified a high share of women as top talents with high-performance ratings. The career transition charts show that women are still under-represented in the most senior roles (only 9% of women in top management positions, whilst 28% of the workforce is female). When it came to pay, there was parity between male and female employees.

Communities

In 2016, SICPA contributed over CHF 2.4 million to 86 community initiatives, mainly scientific, educational, cultural and environmental projects. The company also donated over 200 items of IT equipment to various charities.

The SICPA Run for Charity programme brought together 50 runners from 3 countries and raised CHF 40,000 for 2 charities. The programme is being expanded to include walking and cycling in 2017 and renamed as FIT4Charity.

Environment

The environmental footprint of the company is closely monitored. SICPA's production processes are energy intensive and the company is implementing projects to optimise energy use. In 2015, SICPA decreased its energy consumption by 15%. It is important to note that over 65% of SICPA energy consumption comes from fossil fuel, so this is a key area for future improvement. Over 73% of waste is recycled and treated, following which 40% is classified as dangerous/hazardous waste.



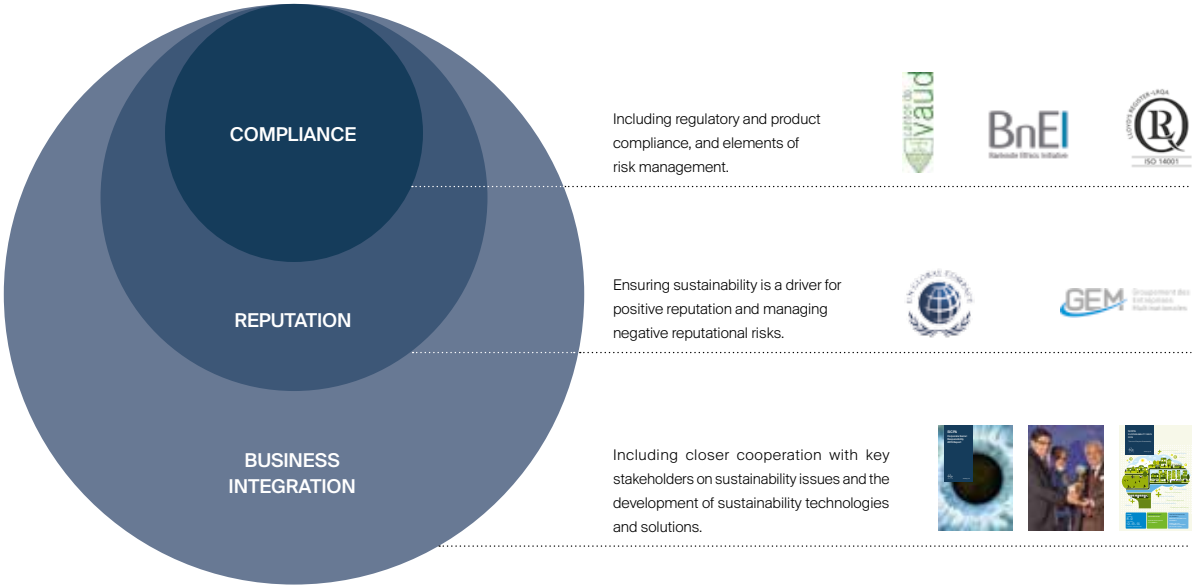
INTRODUCTION

OUR APPROACH

Corporate Responsibility is increasingly important for SICPA's business and markets. Customer requirements are evolving to include social and environmental issues. This applies not only to the selection criteria for choosing partners, product and solution providers, but also to their attitude to developing lasting business relationships. In 2013, SICPA launched a Group-wide initiative on Corporate Social Responsibility consisting of 4 key pillars:

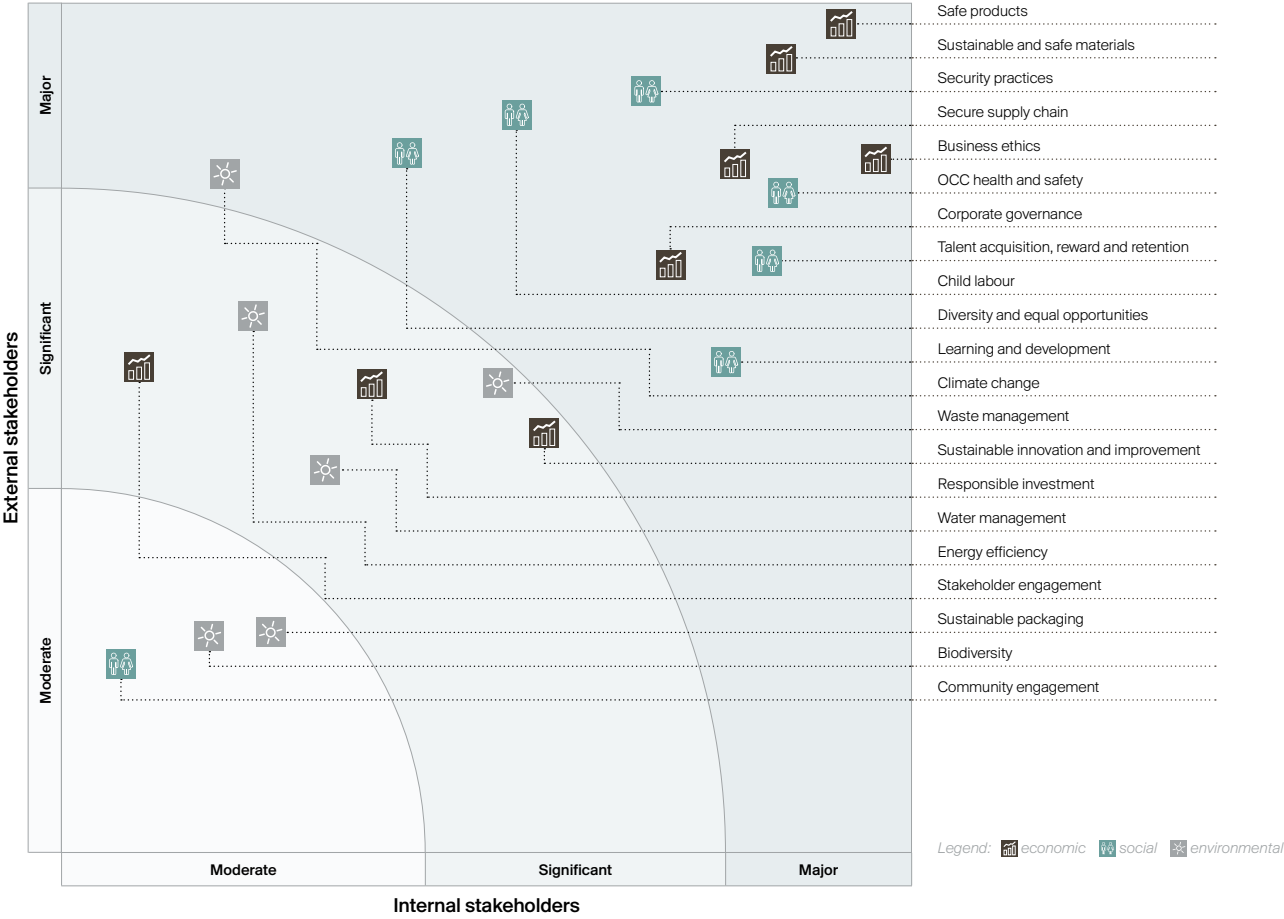
- OUR MARKETS**
Interaction and impact on the sustainability of economies and markets.
- OUR PEOPLE**
Engagement with employees.
- COMMUNITIES**
Participation within the communities where the company operates.
- ENVIRONMENT**
Impact of the company's operations on the environment.

The approach reflects the manner in which SICPA conducts its business and how it impacts economies, society and the environment. Since launching the programme, SICPA has initiated multiple programmes and monitors and manages its social and environmental performance closely. Since 2016, the company measures and monitors its sustainability actions at 3 strategic levels:



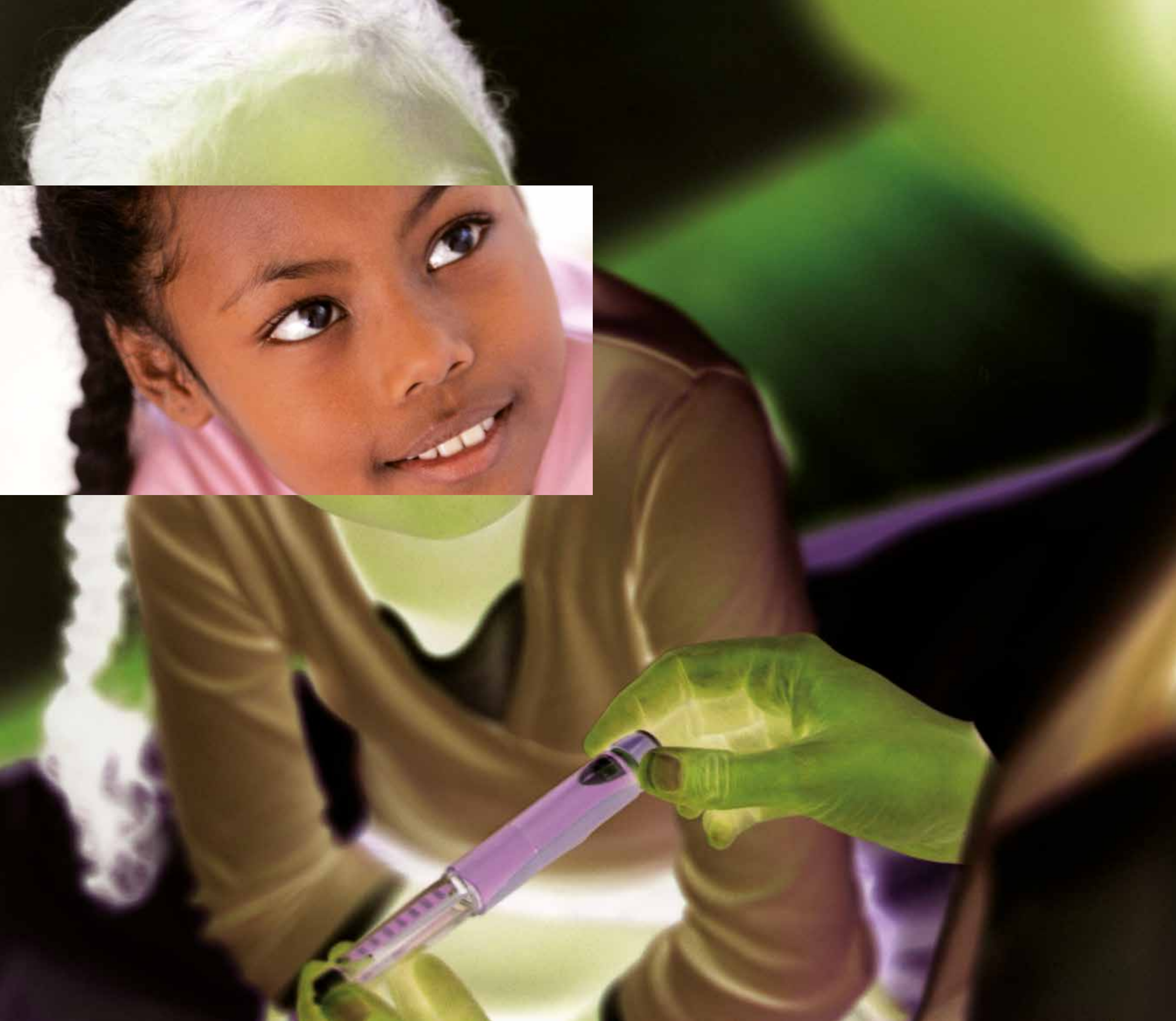


MATERIALITY ASSESSMENT



In 2016, SICPA completed its Sustainability Materiality Assessment by consulting both internal and external stakeholders. Materiality aspects were defined on the basis of the company's five year experience with CSR and the Global Reporting Initiative Guidelines. Major and significant aspects include:

Materiality aspects	Sections (status and actions)
Economic aspects	
Corporate governance	Governance
Business ethics	Business ethics
Sustainable and safe products, materials and supply chain	Quality / Procurement
Social aspects	
Occupational health and safety	Operational integrity
Talent acquisition, retention and reward	Workplace excellence
Learning and development	Workplace excellence
Diversity and equal opportunities, non-discrimination	Workplace excellence / Human rights
Security practices	Human rights
Child labour	Human rights
Environmental aspects	
Waste management	Environment / Waste and climate change
Climate change	Environment / Waste and climate change



ECONOMIC
ASPECTS



OUR MARKETS

Revised, implemented and relevant
Internal Standards

Amount of consulted stakeholders
on Materiality aspects

POLICIES 500

Governance

The company's governing structures reflect its long-term view on markets and economic sustainability. They are headed by a Board of Directors made up of shareholders and external non-executive directors. The company's strategy and operations are overseen by the Executive Committee, supported by a number of committees addressing strategic topics; these include the Technology Board, the Compliance and Risk Committee and the Market Board. SICPA policies reflect a set of robust governing principles and rules. These are reviewed on an annual basis. In 2016, SICPA reviewed and updated its principles as well as all relevant Internal Standards and Guidelines, to ensure the inclusion of current best practices. The latter are linked to Group Policies and ensure their implementation and integration in day-to-day business and operations.

Stakeholders

The company engages actively with its stakeholders: customers, partners and suppliers. SICPA continues to work closely with scientific, research and academic partners, e.g. EPFL, IMD and a new partnership with HEC Lausanne signed in 2016. During the year SICPA consulted more than 500 internal and external stakeholders, including customers, partners and employees to complete the company's Sustainability Stakeholder Analysis: Materiality Assessment. The detailed results of the assessment are available on page 9 of this report. Earlier in the year SICPA SIS organised IMMERSION 2016. The event occurs every four years and gathers banknote industry leaders, clients and other stakeholders. This year, IMMERSION zoomed in on the issue of the future of cash in a world of growing payment diversification and digitalisation. Activities were organised around the cash cycle and solutions for optimising it.

Focus on: Brazil Award

Following the LEED Sustainability Award in 2016 the company also won the prestigious AsBEA (Brazilian Architecture Offices Association) award in the category of Construction Work – Industrial Building. One of the most praised aspects was the environments comfort and luminosity. With this award SICPA Brazil has won a total of 4 architecture and environmental prizes, showing its commitment to the communities and stakeholders where it operates.

Business ethics

SICPA's long-standing commitment to conducting its business in an ethical manner and with integrity was reinforced by the publication of the core principles on the SICPA internet site in early January. The Code of Business Conduct, the ABC Policy and the Competition Law Policy are now available for consultation as part of the general governance of the company. These documents are also provided to customers and suppliers to ensure they are aware of the standards of practice that SICPA expects of them in their dealings. SICPA ensures that all key stakeholders, including the company's management and related third parties are aware and receive training on integrity and ethics principles. Further the company keeps records of all staff and third parties who have read and signed these documents. The Group Compliance and Risk Committee oversees the business and operational application of the Principles. They meet regularly to review ethics compliance issues. The Committee is also responsible for addressing and investigating any incidents of breach-of-business conduct, ethics and integrity.

2016 status and achievements

Progress: 2016 actions

Complete stakeholder analysis (Materiality)	✓
Pursue ethics training to heighten awareness	✓
Review grievance mechanism	▶

Looking forward: 2018-2020

- Renew BnEI accreditation
- Submit UN Global Compact COP
- Update grievance mechanism
- ISO 9001:2015 and ISO 14001:2015 certification (new version)
- Food and Pharma business integration of best practices

Legend: ✓ completed ▶ on-going ✕ pending



PRODUCTS

SICPA products and solutions have an underlying social benefit. The company contributes to the well-being of society-at-large by actively contributing to ensuring cash systems, value documents and sensitive goods are safer and more secure for use or consumption.

Quality

The quality of its products and solutions is key to the sustainability of SICPA as a successful company and this is reflected in the company's on-going successful ISO 9001 certification. SICPA seeks to minimise the negative environmental impact inherent in the use and disposal of its products. Recent developments include replacement of cobalt and nickel with less environmentally harmful substances. Substitution programmes for a number of chemicals led to the decrease or elimination of risks for human beings and actively contributed to the development of water recycling techniques and the launch of SPARK® Live with Ni-free optical effect pigments.

Procurement

The economic sustainability and quality of SICPA products is closely linked to its suppliers. This is reflected in the company's Supplier Code of Conduct – this code sets out requirements for business continuity and contingency plans, product changes and phase out. Further, SICPA pays particular attention to environmental and social issues in its dealings with suppliers. The Supplier Code of Conduct also covers ethics, security, environmental and human rights rules and principles. In terms of human rights, particular attention is given inter alia to employment conditions, child labour and non-discrimination guidelines.

Authentication and traceability

Authentication and traceability are becoming increasingly important in a growing number of industry sectors, such as food, pharmaceuticals, apparel and luxury goods. There is growing pressure on brand owners to demonstrate supply chain integrity and transparency, and manage associated economic, social and environmental risks.

As part of its vision and on-going work to make the world a safer place, SICPA collaborated with Clariant, a world leader in specialty chemicals, to launch PLASTIWARD™. It is an in-product protection for plastic medical devices that brings security as close as possible to the medication and aims to protect patients from fakes. With chronic diseases rising – often requiring medical devices to dose and deliver life-saving medicine – patients increasingly risk encountering fake devices.

2016 status and achievements

At the beginning of the year, SICPA launched a study on banknote perception by the blind and visually-impaired in collaboration with a designer specialised in 'inclusive design'. The study, which should be concluded in 2017, focuses on the blind, visually-impaired and colour-blind with the objective of finding the best solution for all, including sighted people.

In 2016, SICPA took another major step in establishing itself as a traceability solutions provider that helps minimise negative environmental impact from counterfeit and

sub-standard products. Solutions covered marine life, forestry and water traceability. During the year SICPA signed a contract with the City of Dubai to trace bottled water. Water is a scarce resource in the region and health and safety implications are a major concern for local authorities. Further, SICPA Global Fluids Integrity (GFI) partnered with the Atlantic Council to undertake a comprehensive study on the harmful economic, environmental and human effects of oil fraud. Later in the year, SICPA partnered with THE PORT Hackathon at CERN (European Centre for Nuclear Research) to work with a variety of stakeholders from the pharmaceutical sector on a traceability solution for humanitarian aid. Throughout the year SICPA continued to evaluate the environmental impact of the company's business and operations, including human health, climate change, resource and ecosystems impact.

Looking forward: 2018-2020	
On-going replacement of harmful substances (SIS)	▶
Sustainable solutions (GSS)	▶



Legend: ✓ completed ▶ on-going ✕ pending

C'est avoir tort que d'avoir raison trop tôt.

SOCIAL ASPECTS

Sans l'encre, la pensée aurait le sens du vide.

Science is what we understand well
enough to explain to a computer.
Art is everything else we do.

$$T_{\text{eff}}(X) = Q_{\text{eff}}(H, \mu(X))$$

$$h = \frac{2\gamma \cos(\theta)}{r\rho g}$$



OUR PEOPLE

Learning activities

2,400

Gender pay gap

1.6%



The SICPA workplace reflects the importance of technical and scientific excellence and capabilities to the company, as well as the long-term and diverse nature of its business and markets.

WORKPLACE EXCELLENCE

The below three topics were identified as major and significant aspects by the Materiality Assessment.

Talent acquisition, retention and reward

In 2016, SICPA continued working towards implementing integrated talent management processes. The initial focus is on acquisition, i.e. to strengthen recruitment processes overall and roll out procedures, tools and common practices globally. New processes and tools are objective driven focusing on quality of new hires, which is reflected in the retention rate of 97% in 2016. During the year, various employer branding initiatives were launched by targeting key stakeholders and engaging people internally and externally. For the 3rd consecutive year SICPA was voted amongst the Top 100 Most Attractive Employers in Switzerland by students and professionals, in particular in the IT and Natural Sciences fields. The company has made extensive efforts to build its engagement with young graduates and professionals, through a variety of academic and business partnerships including the launch of the Student Champion network. The Job Architecture project has been kicked off with the aim of building the foundation for integrated talent management programmes, including career development and rewards management.

Learning and development

In 2016, nearly 2,400 learning activities were delivered, including formal and distance learning and on-the-job knowledge transfer. SICPA has specific programmes to develop leadership, management and innovation capabilities and skills. In total, 44 managers participated in the leadership development programme (the SICPA Management Tool Kit Training), while the SICPA Development Programme included 21 participants. The programmes gathered participants from a variety of countries including Albania, Brazil, Chile, China, Georgia, Kenya, Malaysia, Morocco, Spain, Switzerland and USA. The launch of a global Learning Management System (LMS) has been initiated in 2016 and is going Live in 2017.

Diversity and equal opportunities

Equal Opportunities and Non-Discrimination are part of SICPA's values and Code of Business Conduct. This is reflected in SICPA's workforce with more than 70 nationalities and ethnicities represented. In 2016, the Executive Committee approved an independent third-party assessment on gender equality. The study undertaken by Economic Dividends for Gender Equality (EDGE) looked at aspects such as talent pipeline dynamics, pay and relevant policies and processes. A high proportion of women were identified as top talents with high-performance ratings. The career transition charts show a low proportion in senior posts (only 9% of top management positions are held by women compared to 28% of the workforce being female). The main drivers of pay are job complexity and performance rating in line with market competitiveness. There is parity when it comes to male versus female remuneration: gender does not seem to have a significant impact on pay. The Executive Committee approved a series of actions to reinforce equal opportunities at work.

Progress: 2016 actions

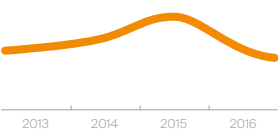
Quality of Life at Work survey	✓
Employee of Choice	✓
Human Rights Impact assessment	➤
Equal Opportunities analysis	✓
Maintain low health and safety incident rate	✓

Looking forward: 2018-2020

- Complete Competency Model and Job Architecture projects
- Integrate talent management processes
- Implement Equal Opportunities actions
- Finalise Human Rights impact assessment
- Roll out grievance mechanism

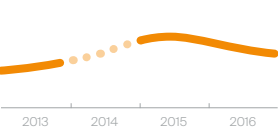
Natural turnover

% of employees that leave of their own volition



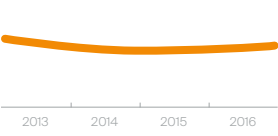
Performance reviews

% employees with formal performance review



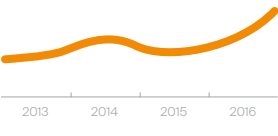
Training hours

Number of annual training hours per employee



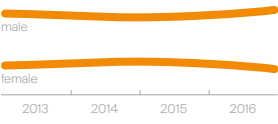
Average training ratio

% of total employee costs spent on training



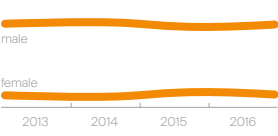
Gender ratio

% of employees (male/female)



Equal opportunities

% of employees in management - grade 11 and above (male/female)



Note: figures for 2013 and 2014 represent Switzerland only. 2016 figures include 80% of SICPA employees worldwide.

Legend: ✓ completed ➤ on-going ✗ pending

HUMAN RIGHTS

SICPA aims to conduct its business in full respect of prevailing human rights standards and legislation. Human Rights elements such as non-discrimination and respectful labour and security practices are incorporated in the company's policies, in particular the Code of Business Conduct, HR and Security Policies. The Supplier Code of Conduct looks closely at issues, such as freedom of association, child labour, employment conditions, human treatment and freely-chosen employment.

2016 status and achievements

In 2016, SICPA ensured that all relevant human rights issues were covered by the company's policies and guidelines and communicated accordingly to staff worldwide. Due to the nature of its business SICPA maintains the highest security standards. There is an on-going requirement to identify the impact these practices may have on the respect of human rights, in particular in relation to physical and data security, and ensure that adequate guidelines and training are given to security personnel, both SICPA and third parties.

In 2015, SICPA conducted a staff survey in Switzerland to ensure that the freedom of association and collective bargaining principle is respected. An overwhelming number of staff chose to explicitly renew their trust in management when it comes to the management and resolution of labour issues. In other countries, such as Brazil, the freedom of association and collective bargaining principal is applied through a staff trade union.

The 2016 Materiality Assessment results identified several human rights aspects, such as security practices and child labour, as important for the company's business. The Executive Committee has mandated a Human Rights Assessment in 2017. The UN Principles on Business and Human Rights and the Global Reporting Initiative (GRI) will be used as a basis to conduct the assessment. This will enable SICPA to identify any gaps and address them accordingly.

Focus on:
USA grievance mechanism

SICPA implemented an independent third-party grievance mechanism, starting with the USA offices in early 2016, to facilitate anonymous whistleblowing for ethics, human resource and human rights complaints. The aim is to encourage employees to report concerns without fear of retribution. As a result, the management team will have a record of concerns so they can investigate and resolve underlying issues. It is important to highlight that today there are no recorded complaints.

OPERATIONAL INTEGRITY

The health and safety of SICPA employees and the communities in which the company operates is essential for the operational integrity and sustainability of the SICPA business. This was also reflected in the outcomes of the 2016 Materiality Assessment, where operational integrity was ranked as one of the major aspects. SICPA has rigorous health and safety processes and OHSAS 18001 certification. The company provides periodic and continuous training to its employees on occupational hazards and professional safety.

2016 status and achievements

In 2016, SICPA continued to maintain a low incident rate with only 14.7 incidents per million hours worked, which is below the industry average. The number of days lost fell by 0.6%, while recorded near misses increased by 88.4% due to the increase of hours worked and quantities produced. It is important to highlight that there were no reported occupational illnesses or fatalities during the year.

Focus on:
Health in Spain and beyond

SICPA takes seriously the health and safety of its staff. It conducts periodic cardiovascular check-ups and vaccination campaigns. In Spain, as well as in other countries, the company encourages well-being and health at the workplace through the engagement of staff in sports events: walking, running and cycling.



Lost days of total days worked

0.04 %

Occupational illnesses or fatalities

0



06

COMMUNITIES

KCHF invested in
community projects

2,432

Community projects supported

86

SICPA continues to engage with the communities in which it conducts business and operates through social, cultural, education and scientific activities. The focus of the company's corporate sponsorship and donations is first and foremost in Switzerland, as its home country and main production centre, follow by countries where SICPA has existing business and operations.

2016 STATUS AND ACHIEVEMENTS

In 2016, SICPA contributed approximately CHF 2.4 million to 86 community initiatives, mainly to scientific, cultural and environmental projects. While the overall financial contribution has declined by nearly 35%, the number of projects has increased by over 20%. This explains the decline of the average project value by nearly 50%.

Since 2016, SICPA Switzerland has proposed to staff members who have lost a family member to donate the amount that would have been given for flowers to a selected charity. This scheme has been welcomed by staff and is a contributing factor to the increase in the number of donations.

SICPA has made several in-kind contributions over the year. The continuing joint work with La Nuit des Musées in Lausanne is a good example, providing inks and design know-how for the event's entrance tickets. The company also donated and resold over 200 pieces of IT equipment to 3 different charities and SICPA employees respectively. The proceeds from the resale were allocated to the RunForCharity programme.

In 2016, the RunForCharity programme covered 8 sports events, over 50 runners from 3 countries (Spain, Switzerland and USA) and gathered over

CHF 40,000 for 2 charities. The programme aims to encourage teams of SICPA sponsored employees to participate in sports events and collect funds for selected charities. In 2017, the programme will include walking, cycling, as well as running, and will be renamed SICPA Fit4Charity.

Focus on:

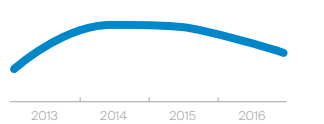
90th Anniversary Community Programme

In 2017, as part of its 90th Anniversary celebration, SICPA is launching a worldwide Community Programme in its main business and operational locations. The programme consists of donations and in-kind community involvement in a variety of projects, including education, healthcare and environment. A number of countries have chosen to launch a 90th Anniversary Scholarship Programme.

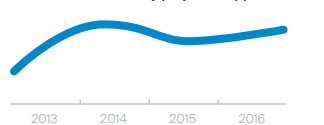
Looking forward: 2018-2020

- Continue awareness sessions
- Implement Fit4Charity programme
- Implement SICPA 90th Anniversary Community Programme

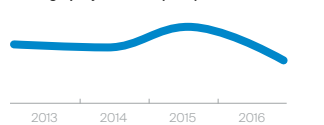
Total financial contributions (KCHF) Sponsorships and donations to community



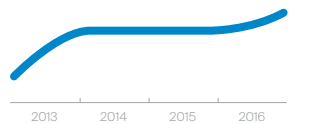
Number of community projects supported



Average project value (CHF)



Impact assessment and follow up* Number of projects with implemented impact assessments and development programmes



* A substantial number of donations are given to cultural events as one-off contributions which do not require follow up.

Note: the above figures are indicative and exclude, to the extent that it was possible to identify them, commercial donations, membership of associations, subscriptions and documentation.



Donated/resold IT equipment

+200

CHF gathered by RunForCharity

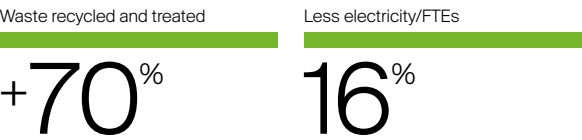
+40,000



ENVIRONMENTAL
ASPECTS



ENVIRONMENT



SICPA has a long standing awareness of the environmental footprint of its operations. This is reflected in the company's QHSSE policy and relevant processes developed as part of ISO 14001 certification. SICPA's environmental performance is closely linked to the intensity of its operations, in particular ink manufacturing. SIS continues to account for over 80% of the company's resource utilisation (i.e. electricity, water) and waste generation. In 2016, environmental initiatives and projects were related mainly to energy and waste management, such as the inks packaging project and the Swiss energy efficiency initiative.

2016 STATUS AND ACHIEVEMENTS

Energy and water

Energy efficiency was identified as a significant aspect by the 2016 Materiality Assessment. In 2016, SICPA reduced its electricity intensity by 16% and fossil energy intensity per FTE by 15%. This is thanks to the installation of energy efficient technologies in the new Brazil premises and some related measures in Switzerland. These two sites represent 70% of energy consumption for SICPA. The company still has a heavy reliance on fossil fuel, and this energy source still represents over 67% of energy consumption. At present, no energy is explicitly sourced from renewable energy sources. Water intensity has also decreased by 10% per FTE.

Focus on:

Pakistan going beyond regulations

SICPA Pakistan aims to go beyond the minimum legal requirements. Regular environmental audits are being conducted for emissions, noise, internal and external ambiance through an independent third party. An audit of lighting was conducted to determine the required light levels on shop floors and other areas. Based on the results, tube lights were replaced with energy saving and later with LED lights. Energy and chillers verification was undertaken to determine the effective use of air conditioning and energy. With these improvements, SICPA Pakistan was able to save 16% electricity units per tonne of ink produced.

Looking forward: 2018-2020	
Energy efficiency obligations	▶
Waste management solutions	▶
Communication (Think Green! campaign)	✓
CO ₂ measurement (regulatory compliance)	▶

Note: the time horizon for these actions is 3 to 5 years.

Legend: ✓ completed ▶ on-going ✕ pending

Waste and climate change

Waste Management and Climate Change have been identified amongst the top significant aspects in the Materiality Assessment.

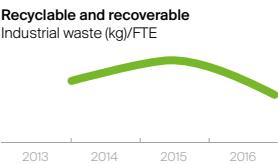
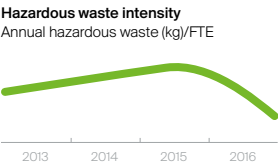
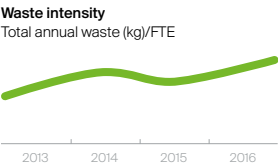
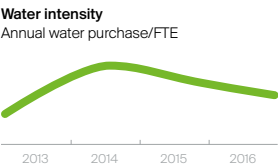
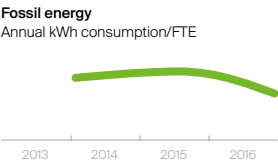
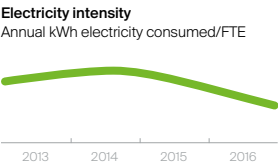
In 2016, over 73% of generated waste was recycled or required special treatment. It is worthwhile noting that 40% of SICPA waste is categorised as dangerous under European and national waste rules, which requires special treatment. 60% of such waste is generated in the company's Swiss manufacturing facility which has partnered with CRIDEC for disposal and reuse. CRIDEC uses such waste to generate materials and energy for a nearby cement plant, an example of SICPA's contribution to the concept of circular economy.

SICPA emits just over 500,000 tonnes of CO₂ per year. Switzerland and Brazil account for over two-thirds of these emissions. Greenhouse gas emission actions continue to be regulation driven and by contractual obligations in some cases. In Colombia, SICPA is working closely with its customer, Banco de Colombia, which strives for carbon neutrality. Under this scheme SICPA is planting trees with a selected provider, ConTREEbute to offset its own carbon footprint related to the country's operations.

Focus on:

Morocco GREEN CHIP

SICPA Morocco is partnering with GREEN CHIP EL JISR, an organisation that reconditions and recycles IT equipment. Functioning equipment is repaired, cleaned and repackaged for reuse in the country's public schools. Obsolete equipment is dismantled; metal, glass, plastic and electronic components are recycled.



Note: figures are based on 90% Full Time Equivalents (FTEs), compared to 86% and 80% in 2015 and 2014 respectively.



OTHER CSR ACTIONS

SICPA employees and managers contributed to CSR in 2016

+600

Attended the CSR Sustainability Days

+300

The company's approach to sustainability was formally approved by the Executive Committee five years ago. Since then, over 600 employees and 200 SICPA managers, including corporate functions, divisional management and country entities management, participated in CSR awareness sessions. In September 2016, SICPA held the 3rd Annual Sustainability Days with over 20 internal and external speakers on the theme of Sustainability Initiation and Technology. Over 300 employees attended various sessions during the event. Feedback underlined the positive impact on motivation. In parallel, 6 CSR training sessions were held as part of the SICPA Induction Programme and over 100 new employees were briefed. The company stepped up its external communication on sustainability issues. SICPA produced a corporate video, where Sustainability featured as a prominent company priority. The CSR section on the SICPA internet site was updated and nearly 30 news and alerts published in 2015. The 2014 CSR Report was communicated selectively to customers and partners. SICPA has started communicating selectively on sustainability issues with peer groups, through the UN Global Compact Network and the CSR International Forum, and plans to continue such actions in 2017. In 2016, SICPA became a member of the UN Global Compact, a step forward towards implementing internationally recognised best practices.

Focus on:
Pakistan CSR Award
SICPA Pakistan has been awarded the 'Corporate Social Responsibility Award 2017' by the National Forum for Environment and Health (NFEH). The comprehensive review covered such areas as: employee involvement in CSR activities, awareness programme related to fire and safety, safety related initiatives and achievements, energy conservation, environmental audits, customer complaints, etc.



SICPA
SUSTAINABILITY DAYS
2016
Sustainable Innovation
& Technology
SICPA
Enabling Trust

Employee Entrepreneurship
Start-up Accelerators

Humanitarian Hackathons

Eco-systems

Block chains

Vision2030

Social Innovation

Business Process Innovation

Sustainable Development Goals

DATES
PLUSSUITE
20-22
septembre / September 2016
LA ROCHELLE
26-27
septembre / September 2016

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09

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS 2016-17

PRINCIPLE	ACTIONS 2016-17	CSR REPORT REFERENCE/SECTION
Human Rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none">• Policies inclusive of Human Rights• Human Rights Impact assessment• Grievance mechanism and Remediation	Human Rights
Principle 2: Make sure that they are not complicit in human rights abuses	<ul style="list-style-type: none">• Policies inclusive of Human Rights• Human Rights Impact assessment	Procurement / Human Rights
Labour		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none">• Policies inclusive of Labour Practices• Freedom of association survey (2015)	Human Rights
Principle 4: The elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none">• Code of Conduct• Supplier Code of Conduct• Clear contractual basis	Procurement / Human Rights
Principle 5: The effective abolition of child labour	<ul style="list-style-type: none">• Code of Conduct• Supplier Code of Conduct• National labour laws and regulations• Verification mechanisms	Procurement / Human Rights
Principle 6: The elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none">• Code of Conduct• HR Police and Procedures• Records of recruitment, training and promotion• Gender Equality assessment• Grievance and Remediation	Procurement / Professional Excellence / Human Rights
Environment		
Principle 7: Businesses should support a precautionary approach to environmental challenges	<ul style="list-style-type: none">• Policies inclusive of environment• Stakeholder engagement• Governance structures• Grievance Mechanism	Governance / Stakeholders / Environment
Principle 8: Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none">• Sustainable products programme• Target and objectives	Products / Quality / Traceability
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none">• Lifecycle assessment• Product Design• More sustainable materials	Products / Quality
Anti-Corruption		
Principle 10: Businesses should work against corruption in all its forms	<ul style="list-style-type: none">• Code of Conducts, and related policies• Business Ethics training• Group Compliance Committee• Grievance mechanism	Business Ethics



ABOUT SICPA

SICPA is the leading global provider of secured identification, traceability and authentication solutions and services. Founded in 1927 and headquartered in Lausanne, the privately-owned Swiss company is organised in two global business divisions: Security Inks and Solutions and Government Security Solutions.

SICPA is a long-trusted advisor to governments, central banks, high-security printers, and industry. Security inks are at the core of the company's expertise. For more than 60 years, SICPA has been at the forefront of research and innovation in this area. SICPA inks and special features protect the majority of the world's banknotes, security and value documents from counterfeiting and fraud. The company integrates security features with digital technologies to offer solutions and services to governments. This ensures product authentication, traceability and protection as well as tax reconciliation and production control. SICPA also provides solutions and services to industry clients who need to protect their products and ensure supply chain integrity. Such solutions and services have already been delivered to companies in industry sectors as diverse as healthcare, food and beverage, fast-moving consumer goods, luxury goods and spare parts.

Today, SICPA is a global company with offices and factories on five continents. With 3,000 staff and 50 different nationalities, the company provides technologies and services to most nations worldwide.

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