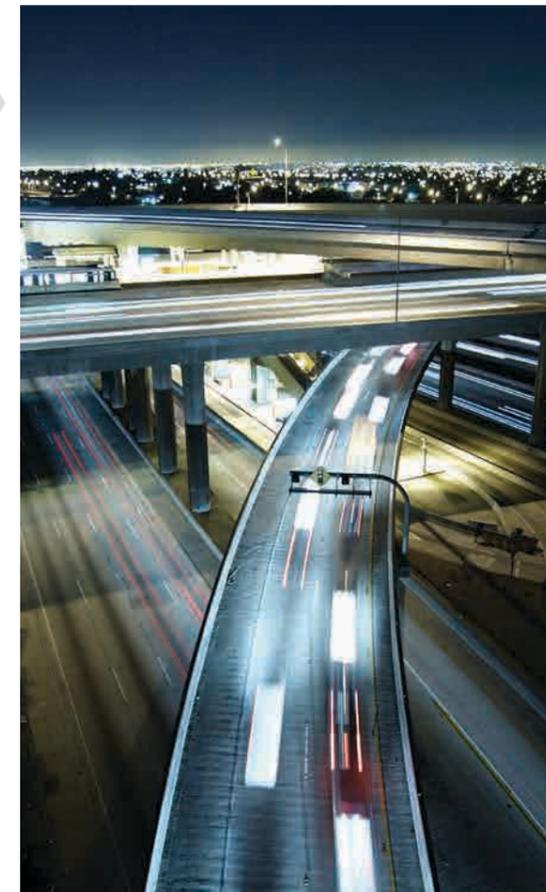




UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS 2013



MOBILITAS



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UN GLOBAL COMPACT 10 PRINCIPLES

HUMAN RIGHTS

PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

PRINCIPLE 2: make sure that they are not complicit in human rights abuses.

LABOUR

PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

PRINCIPLE 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI CORRUPTION

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



Our COP design incorporates the perfectly formed hexagon of the honeycomb. By working together, bees remind us to put aside our own desires in order to serve the needs of others and benefit the entire community.



ACTION PLAN

UN PRINCIPLES	MOBILITAS ACTIONS	STAGE	ACTIONS FOR 2013	ACTIONS FOR 2014
HUMAN RIGHTS	ETHICS CHARTER	3rd year: Communicate	Ethics charter branded and introduced to Business units; communicated to employees; it was decided not to have Suppliers/partners sign as Supplier Code was developed based on feedback that it was more appropriate	No further actions for the Ethics charter
	BUSINESS FOR PEACE	1st year: Implement	Signing of the Business for Peace Statement of Support	Align with Business for Peace local networks in specific African countries Identify possible actions
	CSR ACTIVITIES	>5 years communicate	Communicate on selected initiatives worldwide	Decentralized model to continue informed by the guidelines contained in Ethics Charter and Code of Conduct
LABOUR	VIE PROGRAM	>5 years	Continued active participation in the program	Continued active participation in the program
	TRAINING INITIATIVES	>5 years	Continued measurement and monitoring Introduction of Personal Security Policy for Executive Relocations in Africa	Roll-out of training program for Personal Security Policy in Executive Relocations in Africa
ENVIRONMENT	PLANÈTE URGENCE	4th year: Communicate	Commitment to continued working with Planète Urgence	Commitment to continued working with Planète Urgence
	BILAN CARBONE®	2nd year: Action to reduce environmental impact	AGS Paris operations assessed year 2 and action taken to mitigate environmental impact	Adopt an Environmental Quality Management System in Paris
ANTI CORRUPTION	CODE OF CONDUCT	3rd year: Communicate	Employee Code of Conduct developed for Froesch and Pelichet brands AGS Supplier Code of Conduct developed and shared internally and externally	Develop an assessment questionnaire for our suppliers' adherence to key principles in the Supplier Code





I WOULD LIKE TO STRONGLY CONFIRM OUR COMMITMENT TO THE PRINCIPLES AS OUTLINED IN THE UN GLOBAL COMPACT ””

MOBILITAS is delighted to once again reprise our role in promoting and enshrining the universal principles defined in the UN Global Compact. Through our participation in key initiatives like Business for Peace in 2013/14, we have recognized the interconnectedness of the global community and the influential role business plays in furthering prosperous and peaceful settings or indeed the opposite.

The Business for Peace project aligns directly with our company statement by concretely applying one of MOBILITAS' fundamental values: Solidarity, which outlines "our commitment to working with our neighbours and communities of the world, recognising that although we may not be the same, we live on common ground."

This Communication on Progress will outline the responsible and proactive actions throughout our networks, which we believe results in a self-reinforcing cycle of socio-economic development that benefits both businesses and communities.

MOBILITAS has also rolled out a rigorous code of conduct for all our global suppliers in 2014, ensuring that they fully comply with UN Global Compact Principles and adhere to internationally recognised environmental, social and corporate governance standards. The code of conduct is another way in which MOBILITAS aims to unite its strengths with its suppliers' to make full use of the opportunities sustainable development offers.

As chairman of MOBILITAS I confirm our commitment to the principles as outlined in the UN Global Compact and continuing to take action to affirm these values in the activities of the MOBILITAS group.

MOBILITAS VALUES

QUALITY

At MOBILITAS we are devoted to finding a better way. We believe that quality begins by focussing on our clients' needs and all else will follow.

PERFORMANCE

Excellence is at the heart of MOBILITAS. Our pulse is improvement. We aim to exceed expectations and demonstrate to our clients that our standards are the world's best.

INNOVATION

Innovation is the keystone of our success and sustainability. We set trends in technology and methodology, measuring them by customer feedback. In this way, we aim to create ideas with the potential to change our industries and improve how our customers are served.

RESPECT

We believe both in listening and being worth listening to. We value others' viewpoints and diversity of thought. We respect honesty and believe in the highest ethical standards, earning trust through commitment, consistency and principled actions.

SOLIDARITY

We commit ourselves to working with our neighbors and communities of the world, recognizing that although we may not be the same, we live on common ground. In standing together we believe we are always stronger, wiser and more aware.

ACTION: BUSINESS FOR PEACE SIGNATORY

In 2013, MOBILITAS joined the Business for Peace (B4P) initiative launched by the UN Secretary General in 2013. The initiative is focused on assisting companies to develop and implement responsible business practices aligned with the UN Global Compact 10 principles, and help to foster peace in the communities in which the company operates.

The B4P initiative is fully aligned with the MOBILITAS value of Solidarity:

"We commit ourselves to working with our neighbors and communities of the world, recognizing that although we may not be the same, we live on common ground. In standing together we believe we are always stronger, wiser and more aware.

In addition, the global scope of MOBILITAS activities includes areas where peace and security are on-going concerns for the country and community. This is particularly relevant for the extensive MOBILITAS network in Africa which already spans 45 countries, with a strong commitment to offer full coverage of the continent in the next few years.

In 2013, we have become a signatory of the B4P initiative and in 2014 we aim to implement strong, locally-developed initiatives in alignment with the objectives.

COMPANY ACTIONS THAT GO BEYOND "DO NO HARM" TO ASSIST SOCIETIES IN BUILDING PEACE ””



For the initial ideas, the local branch managers will work on the following 3 key areas of business operations:

[1]

CREATING JOB OPPORTUNITIES

Sensitive human resource policies, such as youth employment programmes



[2]

CREATING VALUE LOCALLY

Ensuring the use of local products and services in its supply chains wherever possible, particularly including vulnerable and conflict-affected parts of the population.



[3]

CREATING INFRASTRUCTURE DEVELOPMENTS

Related to company operations which can benefit local communities.



CSR ACTIVITIES

MOBILITAS subsidiaries continue to positively engage with the communities in which they operate. For 2013, please find a selection of activities undertaken by the different branches in line with MOBILITAS' commitment to protect human rights:

AGS GUADELOUPE

AGS Guadeloupe is a long time supporter of the Food Bank which collects and distributes food to needy family every year. AGS has provided packing materials every year since 2007 enabling the Food Bank to continue to assist families around Guadeloupe.

AGS SUDAN

AGS Sudan gave its full support for a fundraising event to assist female prisoners at Omdurman, Sudan's largest prison. A project of the Ladies Help Ladies association, this special event aimed to improve the conditions of incarceration with a training centre to support women. The training centre will also support the incarcerated women's children, ensuring they are adequately clothed and attend school.

AGS UAE

The local AGS branch in Abu Dhabi joined forces with the UFE (French Foreign Union) to provide the packing boxes required to get emergency supplies gathered in the Emirates to displaced survivors of Typhoon Haiyan in the Philippines.

SVL SOUTH AFRICA

The Durban branch decided to make this Christmas time special for children of the Amen Orphanage. The branch organized for the collection of donated toys and money to share with the orphans and other members of the Kwa-Mashu community. The team spent the whole day delivering the gifts and clothing as well as providing a Christmas meal.

AGS HONG KONG

AGS is proud to be a long-time supporter of Picnic in the Park, Hong Kong's largest annual live music and dance festival, supporting youth-based charities in Hong Kong. This year we supplied a dedicated crew and truck for three days to bring equipment from Hong Kong Island to the festival site at Discovery Bay.

AGS VIETNAM

AGS Vietnam supported the East Meets West Foundation in welcoming talented Central Vietnam students from disadvantaged provinces to Ho Chi Minh City. The attendees were the latest group of underprivileged students to attend the SPELL Goes to College Scholarship programme. As the students arrived in the 'Big City' they were greeted by AGS Vietnam staff and enjoyed a Ho Chi Minh City Orientation Workshop.



GUADELOUPE



SUDAN



UAE



SOUTH AFRICA



HONG KONG



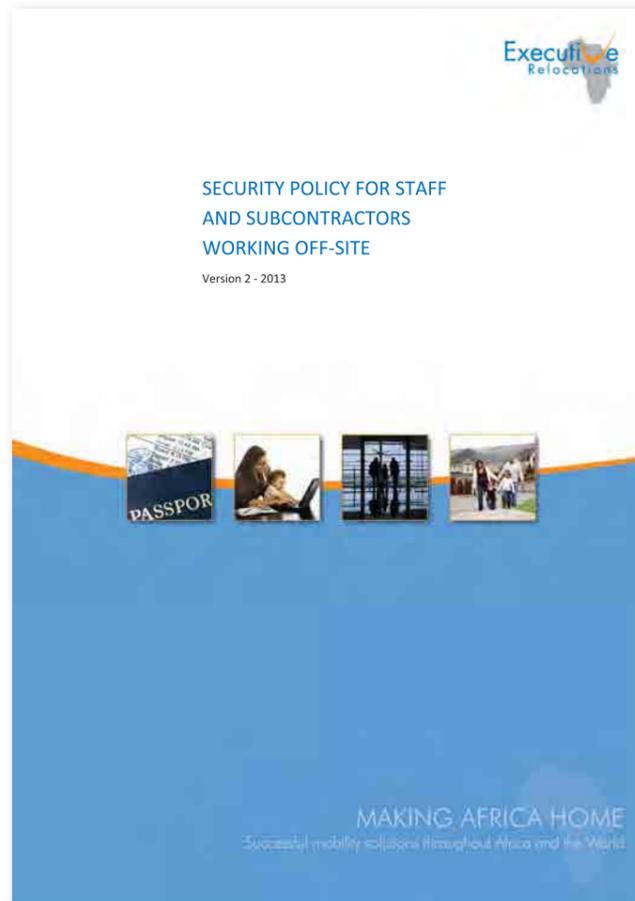
VIETNAM

ACTION: PERSONAL SECURITY POLICY

Putting our employees' health and safety first has always been a priority for MOBILITAS. In 2013, the relocation business Executive Relocations in Africa grew substantially. As it did, a need for a personal security policy to protect the staff that often worked off-site was identified. Relocation managers accompany expatriates and their families on preview visits, orientations, accommodation and school searches in their potential new home. Africa has several instable regions, and for our corporate clients in the oil industry in particular, their employees can be sent to regions with security concerns. Expatriates can be specifically targeted.

The Executive Relocations in Africa Personal Security Policy for Staff and Sub-Contractors Working Off-site presents guidelines to assist the employee in reducing the risk of a security breach to themselves, the clients in their care, and the company. Each and every individual is encouraged to become familiar with the program, follow and enforce the procedures, and become an active participant.

In 2014, Executive Relocations in Africa will build on this policy by rolling out a training program that is part of the training plan for every staff member that works off-site.



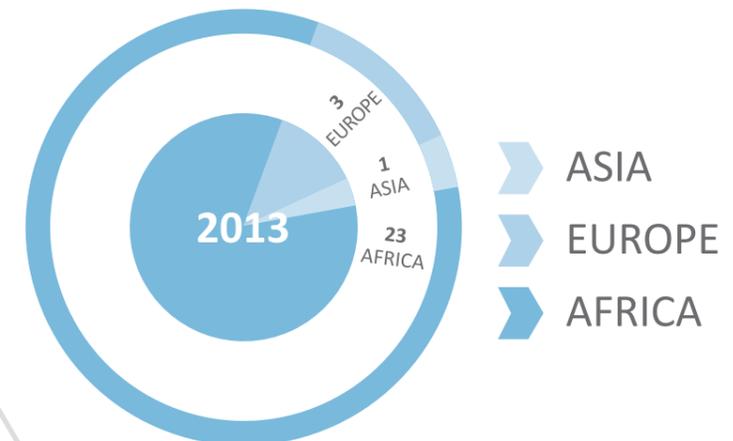
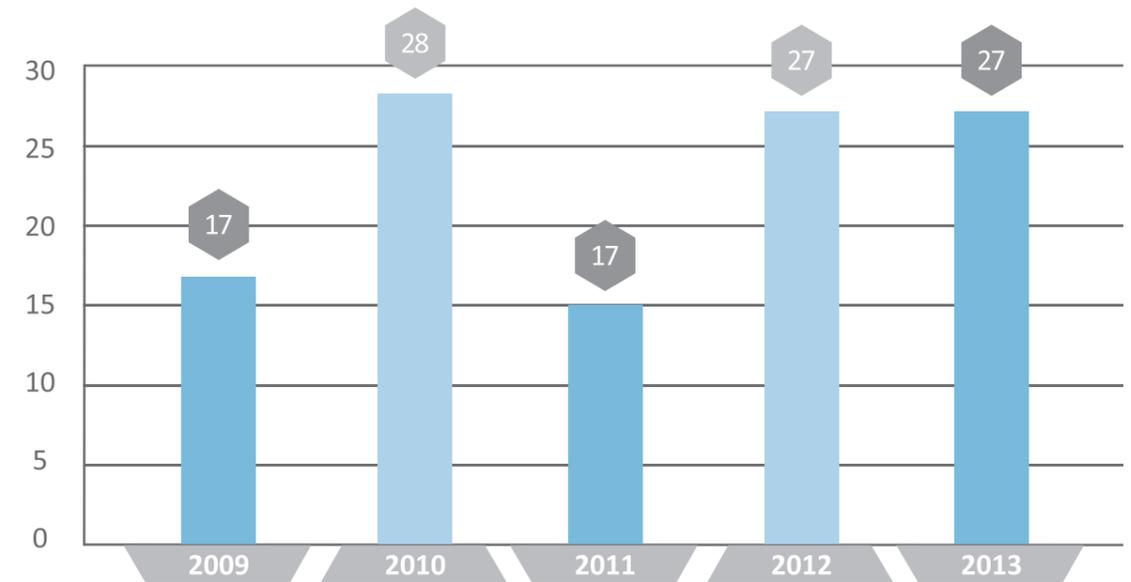
ACTION: VIE PROGRAM

In 2013, MOBILITAS actively continued its commitment to the VIE (Volunteer for International Experience) program. This program, managed by UBIFRANCE, offers a structured entry level program for young graduates for international positions from 6- 24 months. Recruitment of VIE candidates took place in the annual VIE forum organized by UBIFRANCE in October 2013.

Alain Taïeb, Chairman of the MOBILITAS Group continued, for the third year, in his role in the Steering Committee for the VIE/VIA Africa Grand Prix's that took place in Paris on 25 October 2013. He used this opportunity to state that all of MOBILITAS' VIE candidates constitute a pool of talents and

that "since 2001, the VIE formula has become an excellent instrument for the development of French companies in foreign markets".

VIE candidates in MOBILITAS were again based mainly in Africa, with some candidates in Europe and Asia, to gain international business experience. In addition to creating a talent pool within MOBILITAS, the VIE program continues to offer a structured approach to addressing the employment of youth and giving candidates global corporate experience.



VIE INTERVIEW: EXCERPT FROM REPORT ON THIS VIE EXPERIENCE:

LIVING AND WORKING IN SIERRA LEONE

“ I started in my position as Sales Manager of Sierra Leone in October 2013, at the end of the rainy season. This time of the year is crucial, as we are still in the peak season for removals which lasts from May to the end of October / early November in Sierra Leone. Starting in peak was like being thrown in the deep end of the pool.

Despite the fact that locals are considerate, welcoming and hard working, we can't ignore the fact that Sierra Leone is a desperately poor country. Infrastructure is almost non-existent, with little electricity, a failing water supply system and few roads- all of which impact removal operations. An example would be the road between the harbour in the East and residential locations in the West which are separated by only 10 kilometres but usually require at least 3 hours for transit.



JONATHAN HOMERIN
VIE & SALES MANAGER OF AGS SIERRA LEONE



AGS SIERRA LEONE



WORKING WITH THE GLOBAL COMPACT

AGS Sierra Leone is a small company with 15 employees and labour concerns are vital to provide a consistent service. Illnesses are frequent, as are deaths of family members. This means that we need to be sensitive to employees to support and help them. Since some of them can't read or write, we've set up training to teach basic literacy. This doesn't only improve operations of the business, but also gives them vital skills to contribute further in the economy and their community.

Due to a variety of factors including very low average wages, corruption is found everywhere. To fight against it, AGS Sierra Leone complies with the Anti-Corruption Code of Conduct. This can lead to some tensions with the authorities, but it's a necessary part of AGS business values

and it is increasingly in the spotlight for Sierra Leone as it continues to develop.

With regards to the respect of environmental standards, we limit our use of fossil energy by optimizing our moves and we also limit our use of paper. We drive increased environmental awareness for our staff, supplier and customers and we usually emphasise the potential for tourism. We communicate that even at the level of a small company like AGS, a cleaner world with less pollution will improve the world for this generation and the next ones. In the end, this can help the growth of AGS Sierra Leone: if more expats come to Sierra Leone, we will have more operations to work on.

”



THE MOBILITAS COMMITMENT

Preserving and caring for the environment is, for the MOBILITAS Group, both a moral imperative and part and parcel of sound business practices. Over the course of the last 4 years as part of committing to and embedding

the principles of the UN Global Compact, we have developed and rolled out initiatives which minimize the environmental impact of our business and promote environmental awareness.

ACTION: ONE MOVE = ONE TREE

Our focus and commitment to caring for the environment can be most clearly seen in the MOBILITAS reforestation initiative. This is in place for both the AGS and Archiv System subsidiaries.

The MOBILITAS Group has partnered with the NGO Planète Urgence on this initiative from the kick off of the program in 2009. MOBILITAS, the subsidiaries and our customers have been excited to be part of a project which has planted over 65,500 trees in Mali, Indonesia and Madagascar. By the end of 2013, this figure increased to a total of 100,000 trees.

This reforestation initiative is in line with MOBILITAS' social and environmental commitments. With the planting of trees, the MOBILITAS Group is compensating for the environmental impact that is inherent to its business activity, which includes the production of packing materials and carbon dioxide emissions during transportation. The projects also support local communities by providing opportunities for growing fruit, market gardens and fodder production which contribute to local economic development.



SINCE THE START OF THE PROGRAM
MOBILITAS HAS PLANTED OVER
100 000 TREES ” ”

THE MOBILITAS COMMITMENT

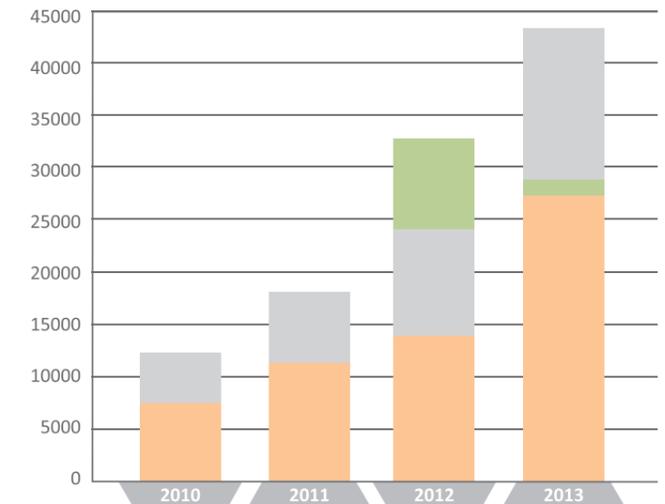


Our partnership with the NGO Planète Urgence was carefully selected for its aims of protecting biodiversity and promoting local socio-economic development in the local communities where these initiatives take place. Planète Urgence is a well-respected NGO with vast experience working with communities- we focus on our core business, they focus on planting the trees and working directly with the communities.

The visibility of this project is in line with the Global Compact principle to promote environmental awareness. We wanted all our customers to know the work we were doing and to feel a part of the process. A certificate was designed to communicate that a tree had been planted on behalf of the customer. In addition, to heighten the awareness through further customer involvement, we were able to work with Planète Urgence in order to enable the customer to decide where the tree is planted. The “one move=one tree” message has been fully incorporated into the communications of our company. Logos were specially designed and added to all standard company materials and regular communications report on the project’s progress.

In addition, our staff has fully embraced the initiative. It has been an invaluable sales tool worldwide, and has been used at environmental themed events in addition to our normal sales activities.

TREES PLANTED BY PLANÈTE URGENCE
2007 - 2013



- MADAGASCAR
- INDONESIA
- MALI



ONE MOVE - ONE TREE: INDONESIA

THE RISK

Rapid deforestation and degradation of mangroves exacerbating the effects of climate change, which have seen rising sea levels, coastal erosion and flooding which threaten the environment and livelihoods of communities.

THE PROJECT

"Mangrove rehabilitation and community development in the North Sumatra region"
Protecting and rehabilitating mangrove areas at risk while supporting the development of economic activities compatible with environmental protection.

4 PROJECT GOALS

- 1 Restoration of a unique ecosystem
- 2 Fight against climate change
- 3 Economic development
- 4 Protection of threatened endemic species



ONE MOVE - ONE TREE: MALI

THE RISK

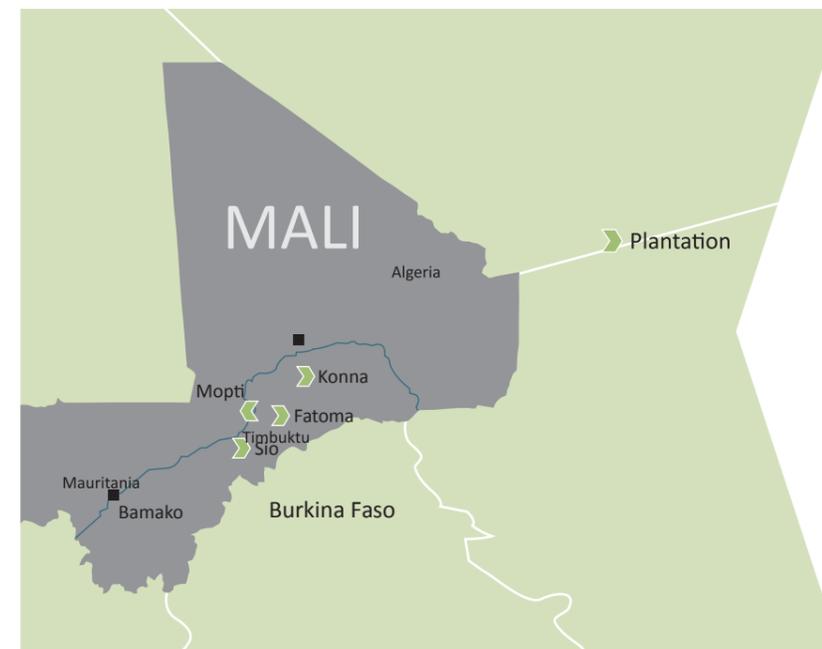
High rate of desertification, substantial exposure to climate change due to ecological, political and socioeconomic vulnerabilities of the population.

THE PROJECT

"Mopti vert" (Greening Mopti)
Development of family agro-forestry plots of 1 hectare and digging wells and developing market gardens to enhance food security and income in the Mopti region.

4 PROJECT GOALS

- 1 Fight against desertification
- 2 Development of family agro-forestry plots
- 3 Emergency food assistance
- 4 Managing the wood energy sector



ONE MOVE - ONE TREE: MADAGASCAR

THE RISK

Biodiversity is threatened by very significant deforestation generated by slash and burn cultivation techniques, illegal logging and the production of wood and charcoal for domestic use.

THE PROJECT

Reforestation and protection of forests in the region of Itasy.

4 PROJECT GOALS

- 1 Reforestation and protection of native forests
- 2 Development of sustainable economic activity
- 3 Support to agriculture and silk industry
- 4 Development of wood energy sector



ACTION: BILAN CARBONE®

The Bilan Carbone® assessment pilot was finalized for AGS Paris in 2012 and the full details of the CO₂ equivalents emitted as part of business activity was shared in the previous COP.

In 2013, activity for AGS Paris focused on 2 key elements:

COMMUNICATION

AGS engaged in extensive discussion with key account customers regarding the environmental footprint of the removals activities. We developed measurements and performance indicators aligned with our Bilan Carbone® initiatives as well as the individual customer's carbon footprint calculators. We also shared some best practice ideas and techniques with other customers who did not develop these initiatives in-house in order to raise awareness and inspire aligned activities.

As an outcome, for 2013, we met carbon footprint performance objectives with 3 of our customers, helping them to achieve their environmental goals. For 2014, we will develop a carbon emissions calculator based on our clients' removals activities and share this number with a wider selection of clients. This collaborative activity with different customers will increase environmental awareness as well as providing a clear incentive to continue to improve our own environmentally friendly activities.



RECYCLING

The Bilan Carbone® assessment of 2013 identified recycling as a key area where AGS Paris could improve their environmentally responsible business practices. For 2013, the focus was on improving recycling around 2 components:

- the treatment of non hazardous industrial waste
- sorting of cardboard used in packaging materials.

The results of this focus year on year is shown below:

NON HAZARDOUS INDUSTRIAL WASTE (TONS)



RECYCLED CARDBOARD (TONS)



ACTION: SUPPLIER CODE OF CONDUCT

For 2013, the Supplier Code of Conduct was drafted for the MOBILITAS subsidiary AGS based on discussions both internally and externally with the relevant stakeholders.

This Supplier Code of Conduct was then made available externally through the AGS website: www.agsmovers.com/supplier-code-of-conduct

We are pleased to share excerpts from this document:

At AGS, we view our suppliers as partners: intrinsic to our ability to deliver the highest quality services and succeed in our commitment to customer satisfaction. As our partner, we expect you to fully embrace the ethical code that we do business by.

AGS aims to unite its strengths with its suppliers' to make

full use of the opportunities sustainable development offers. We expect our suppliers as well as their suppliers and subcontractors to fully comply with applicable laws and adhere to internationally recognised environmental, social and corporate governance standards. Together we can combine economic success, social responsibility and environmental protection in our business operations and create a sustainable future for generations to come.

This Supplier Code of Conduct is inspired by the United Nations Global Compact of which we are an active member. We in turn encourage our suppliers to embrace this commitment themselves. As our supplier, we particularly expect you to embrace the following standards, based on four areas of the 10 principles of the UN Global Compact:

HUMAN RIGHTS

- Support the protection of internationally proclaimed human rights, including minimum wage and working hours.
- Eliminate forced labour, child labour and discrimination in the workplace.



ANTI CORRUPTION

- Abide by all applicable national and international legislation.
- Work against corruption including bribery and extortion in all forms.



ENVIRONMENT

- Comply with all applicable environmental regulations.
- Promote the safe and environmentally sound development, manufacture transport, use and disposal of your products.
- Protect your employees' and neighbours' health, as well as the general public at large against hazards inherent in your processes and products.
- Use resources efficiently, apply energy-efficient, environmentally friendly technologies and reduce waste, as well as emissions in air, water and soil.
- Minimise impact on biodiversity, climate change and water scarcity.



LABOUR

- Comply with all applicable health and safety regulations.
- Uphold the freedom of association and the right to collective bargaining.
- As a minimum, potable drinking water, adequate sanitation, fire exits, essential safety equipment, access to emergency medical care and appropriately lit and equipped work stations must be provided.



However creating and sharing the document is not the final stage of the Supplier Code of Conduct journey for AGS. For 2014, we are planning on further actions to further embed the Global Compact principles in our day to day business:





MOBILITAS

In support of the United Nations Global Compact
www.mobilitas.org