



STATEMENT OF NON-FINANCIAL PERFORMANCE

Year ended 31 December 2018



SOMMAIRE

STATEMENT OF NON-FINANCIAL PERFORMANCE

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1. GENERAL APPROACH AND METHODOLOGY

1.1. Governance of the Corporate Social Responsibility (CSR) approach

CSR is managed by the company's Financial Division.

1.2. Specific context of the Statement of Non-Financial Performance

The Statement of Non-Financial Performance (Déclaration de Performance Extra Financière, hereinafter referred to in the English translation by its French initials "DPEF") of the Prodware group (hereinafter the "Group" or "Prodware") is presented in accordance with Article R. 225-105 of the French Commercial Code and the related Decree No. 2017-1265 of 9 August 2017. This decree was passed in application of Order No. 2017-1180 of 19 July 2017 on the publication of non-financial information.

This DPEF is thus the first such statement prepared by the Group by virtue of the texts referred to.

1.3. Prodware's CSR commitments

Prodware has subscribed to the UN Global Compact since 2009.

It is thus committed to complying with and applying all the principles of the Global Compact, which concern its corporate social responsibility, its conduct and its actions as regards sustainable development and environmental problems as well as its engagement with society.

In 2015 the United Nations adopted a new programme consisting of **17 Sustainable Development Goals ("SDGs")**. The SDGs have thus become established as the new worldwide framework of priorities, the transposition of which for businesses by the Global Compact, the WBCSD and the GRI constitutes a new exhaustive CSR frame of reference.

Prodware has opted to rely on this SDG frame of reference, as broken down for businesses, to identify its main CSR challenges and monitor the performance of its policies.

CSR risks and challenges have been defined and analysed by the Finance Division.



2. PRODWARE'S BUSINESS MODEL

2.1. Prodware's business lines

The digital transformation is leading to major upheaval in businesses' organisation. They are having to re-invent their business models in order to retain existing customers and win over new ones, relying in particular on the new disruptive technologies. The customer is indeed the focal point in this transformation for businesses (E&Y digital transformation barometer).

In this context of transformation with its many challenges but also opportunities for economic actors, Prodware seeks to position itself as the indispensable digital expert to help businesses build their business processes for the future.

It designs and develops innovative solutions, personalised for each client but nonetheless incorporating all the components of a comprehensive offering, such as advisory services, integration, etc. In particular, Prodware helps its customers to realise their Cloud strategies, to develop decision-making tools based on AI and to create IoT applications.

Prodware's **strategy** is based on the following foundations:

- › **Permanent attention to innovation**, a token of its positioning as an expert;
- › An offering customised to the needs of each customer, relying on the **Prodware teams' expertise in dedicated sectors**:
 - Manufacturing,
 - Retail,
 - Distribution,
 - Professional services,
 - Public Sector - Finance.
- › **Technical excellence** in the quality of service provided to its customers.

In this constantly changing technological and commercial environment, Prodware's main challenges can be summarised in three parts:

- › Maintaining a **high level of innovation** and expertise available to its customers
- › **Developing its human capital**, its main asset, by:
 - attracting the best talents;
 - valorising its human capital through multiple dedicated actions;
 - and retaining appropriate talents.
- › While at the same time pursuing its good citizenship approach aimed at **reducing its impact on the environment**,

living up to its **values** and fulfilling its legal obligations in ethical matters.

2.2. Winning features

Human capital

- › 1,325 employees at 31 December 2018 spread among 15 countries and 4 continents
- › 38 hours of training per employee on average

Intangible capital

- › A catalogue of innovative solutions by sector and business line
- › Recognised technical expertise along the entire length of the IS value chain (advisory, integration, managed services, etc.)

Capital structure

- › Listed on the stock exchange since 2006 – Ticker ALPRO
- › With strong management involvement: >38% of the capital held by founders and managers

Social capital

- › Signatory to the UN Global Compact since 2009
- › Managerial Charter
- › Strong values: Boldness, Passion, Trust, Integrity

2.3. Value creation

Human capital

- › Group workforce up by 3.8% compared with 2017 and by 44.3% compared with ten years ago
- › 17% of the workforce in the “nearshore” region
- › 27% of the workforce in R&D (direct and indirect)

Intangible capital

- › A base of 19,000 customers, stable for many years
- › Recurring proportion of revenues 38.4% in 2018 and constantly increasing
- › A comprehensive ‘end to end’ offering proposed to clients

Financial capital

- › €175.9 million in revenues in 2018, up by 4.9% relative to 2017 and by 85% over ten years
- › Operating profit of €17.2 million, up by 12.1% on 2017 and by 364% over ten years

3. PRODWARE’S RISKS AND CHALLENGES

The risks associated with the business are thus basically technological and human in nature. They are presented from an economic point of view in the section of the management report dealing with risk factors.

The challenges have been allocated to the various SDGs so as to monitor the Group’s CSR contribution and to measure the associated policies and performances.

They are summarised in the following table.

Sustainable development constitutes a major challenge for our society and represents a formidable performance factor, not just in economic but also in social terms, for today’s businesses.



4. INNOVATION, THE GROUP’S DNA - SDG 9

Innovation forms an integral part of PRODWARE’s DNA and of its development. It plays an important part in the development of all the Group’s business lines and offerings.

For many years Prodware has invested a significant portion of its resources in R&D activities, which year after year have been recognised as innovative and have obtained a research tax credit.

At year-end 2018, 27% of Prodware employees (direct and indirect) were dedicated to research and development.

Apart from this, the Group also sponsors the Prodware Innovation Space, an incubator for start-ups.

This programme helps start-ups to structure and organise themselves around a development strategy, with access to the distribution and sales channels of the programme's sponsors. In return, these solutions could be incorporated into the product catalogue and benefit from the go-to-market strategy of these sponsors, including Prodware – a win-win approach for ambitious and durable sales growth.

This programme therefore forms part of a dynamic of innovation and value creation, in perfect consonance with Prodware's strategy of helping companies to re-invent themselves to turn the various market developments and technological disruptions into catalysts of skills and experience for its customers.

5. HUMAN CAPITAL, AT THE HEART OF PRODWARE'S STRATEGY

Prodware's core business consists in accompanying its customers in their approach to value creation. The success of each of its projects relies on both technical and human aspects.

It is therefore logical for human capital to be at the heart of the group's strategy.

This dedicated strategy breaks down into monitored actions measured against objectives that can be summarised as follows:

Making the Group more attractive, in particular by means of:

- › a well structured and fully staffed HR Division in the service of a strong employer brand;
- › a structured policy for hiring the best talents;

Developing the Group's talents, in particular by means of:

- › employee training throughout their careers, in line with the Group's needs;
- › career and mobility prospects;
- › assured wellbeing at work;

Retaining employees and earning their loyalty, in particular by means of:

- › a competitive remuneration policy;
- › remuneration schemes that recognise and promote performance.

5.1. The human capital of the CSR group in figures

5.1.1. Workforce of the CSR group at 31 December 2018

The headcount of the group within the Prodware's CSR scope at 31 December 2018 stood at 1,195, or 90% of the entire Prodware group workforce at that date, compared with 74% at the end of 2017.

Reporting covers the following countries: France, Germany, Belgium, Spain, the Netherlands and Israel for the first year.

Comparisons will be made on a like-for-like basis insofar as possible.

5.1.2. Average workforce of the CSR group

Consistent with previous years, Prodware has opted to use the average workforce as the benchmark for its DPEF.

We should point out that the calculation used for the average workforce takes account of the proportion of the year for which employees were present and of the percentage of full time worked.

It is therefore a FTE workforce that is used in order to better assess the contribution of each employee to the group's performance in the year in question.

The average workforce of the CSR group increased by 6.1% on a like-for-like basis, in line with the growth of the business.

Workforce	2018	2017 (on a like-for-like basis)	2017 published	2016 published
Total average workforce	1,128	1,063	949	1,006
Change in workforce 2017/2018	6.1%			

5.1.3. Workforce by status

The workforce consists mainly of people with a master's degree or equivalent and/or an executive position ('cadre' status in France or equivalent abroad).

The percentage of Executives & Managers has remained remarkably stable at around 70% over several years.

Workforce	2018	2017 (on a like-for-like basis)	2017 published	2016 published
Executives & Managers	70.8%	70.2%	71.9%	69.3%

5.1.4. Average workforce by gender

Women represent 29.0% of the group's average workforce, a stable percentage relative to the previous financial year on a like-for-like basis, slightly up on 2017.

Workforce	2018	2017 (on a like-for-like basis)	2017 published	2016 published
% of women in the CSR Group	29.0%	29.0%	27.1%	27.0%

5.1.5. Workforce by geographical region

57.7% of the workforce is outside France, up by 3.9 pp relative to the previous year, in line with the contribution of international business to turnover and results.

France saw a slight decline.

Workforce	2018	2017 (on a like-for-like basis)	2017 published	2016 published
Average international workforce	57.74%	53.81%	48.3%	30.7%

5.1.6. A group representing all age groups

The distribution of ages within the group remains almost the same, with a predominance of the 25-54 groups.

The following tables show the initial benefits of the actions taken in support of young people and those taken to retain talents in the senior age group.

2018	< 25 yrs.	25-34 yrs.	35-44 yrs.	45-54 yrs.	55-64 yrs.	Total
Workforce	27.20	283.29	385.54	306.52	125.32	1,127.87
In %	2.4%	25.1%	34.2%	27.2%	11.1%	100.0%

2017 published	< 25 ans	25-34 ans	35-44 ans	45-54 ans	55-64 ans	Total
Workforce	8.90	197.70	341.00	302.60	98.40	948.6
In %	0.9%	20.8%	35.9%	31.9%	10.4%	100.0%

5.2. Attractiveness of the group - SDG 8 - SDG 5

5.2.1. Employer brand - Recognition

One of Prodware's goals is to be recognised as a benchmark employer in its sector, making it both more attractive to new talent and more likely to retain the loyalty of exiting ones.

Whatever the criteria or categories used to underpin this recognition, being a 'good place to work' is always the consequence of an ambitious, structured HR policy that employees can identify with.

With this ambition in mind, a strengthened HR Division has been put in place at group level and in each location where the group is established.

It currently consists of no fewer than 27 HR employees (FTE) responsible for carrying out the necessary national and transversal actions in the service of the group's human capital and its employer brand. Some of these actions are detailed hereunder.

A brand's profile also relies on a communication strategy.

The group has strengthened its presence on social media, reporting its commercial successes, giving news about the Group's business lines and technologies and also posting job offers, mobility prospects, corporate news, etc. Between 1,500 and 2,000 messages were posted in 2018 on the major social media platforms, leading to a significant number of impressions.

Since Prodware's best ambassadors are its employees, the promotion of the group through social media and by employees themselves is also favoured and stimulated through certain channels.

Numerous employee profiles and autobiographies are published both on these platforms and on the company's intranet, and are particularly appreciated by new recruits. Furthermore, a system for tapping in to the recruiting power of existing employees has proven effective. By way of example, in France in 2018, 35 people were hired by these means.

Thanks to these actions Prodware France was placed among the 500 best employers in the joint survey by business magazine Capital and online statistics portal Statista in February 2019, and in fourth place among software publishers.

Prodware Luxembourg came first in the Very Small Companies category of the Best Workplaces Luxembourg ranking.

The group intends to pursue its actions in support of its brand and profile, and aims to be among the employers referenced in the 'Great Place to Work' and 'Top Employer' rankings in several countries before too long.

5.2.2. Attracting the best talents - Recruitments

A reflection of its growing profile and attractiveness is Prodware's having recruited the substantial number of 333 employees in 2018, 29.5% of group's average workforce.

This ratio is appreciably higher, on a like-for-like basis, than in 2017, when at 23.3% it was already significant relative to the average workforce.

Recruitments as %% of average workforce	2018	2017 on a like-for-like basis	2017 published	2016 published
Total recruitments	333.00	248.00	216.00	144.00
Average workforce	1,128	1,063	949	1,006
Total	29.5%	23.3%	22.8%	14.3%

The International business was the biggest contributor to this ratio, with 69% of the recruitments carried out in 2018.

5.2.3. High-level employees

57% of recruitments were of people with a master's degree or equivalent and/or an executive position ('cadre' status in France or equivalent abroad).

This percentage reflects the high level of training necessary for employees to deliver the Group's high added value services.

It was remarkably stable between 2017 and 2018.

Group 2018 - Recruitments	Total	% by status	2017 on a like-for-like basis	% by status
Executives & Managers	190.00	57%	141.00	57%
Non-Executives/Non-Managers	143.00	43%	107.00	43%
Total	333.00	100%	248.00	100%

5.2.4. Insufficiently equal recruitment

In 2018, women accounted for 27.6% of new hires compared with 29.0% in the previous year on a like-for-like basis.

Group 2018 - Recruitments	2018	2017 on a like-for-like basis	2017 published
Women	92	72	55
Total recruitments	333	248	216
Total	27.6%	29.0%	25.5%

The slight decline from one year to the next, which in any case is of a one-off nature, not a trend, has to be seen in the context of total workforce in a sector that is still predominantly male.

In 2018, 37% of all female hires were Executive & Manager status, which was also down compared with the previous year.

The group's objective is to improve these ratios, as it is keen to have a diverse workforce that will spur innovation and boldness.

5.2.5. Indefinite employment contracts

One of the attractions, particularly for the youngest applicants, is the use of indefinite employment contracts or equivalent in the Group.

95% of employment contracts are of indefinite duration.

The Group makes use of limited duration or temporary employment contracts basically to replace employees on leave or long absence and uses internship contracts to help young people enter the labour force.

5.3. Development of talent - SDG 3 - SDG 4

5.3.1. Training

In a technical environment that is constantly evolving, characterised in particular by the digital transformation, employee training is a priority. Employees need, in real time, to have the required level of expertise to perform the high added value assignments undertaken by the group.

To respond to these needs, several years ago the group put in place an internal training school called the **Prodware Academy**.

In the Prodware Academy, specific programmes allow participants to acquire step by step solid technical skills in the group's business lines or solutions, not forgetting behavioural skills.

These actions explain the constant increase in the number of hours devoted to training and the number of employees involved. The group delivered a total of 27,565 hours of training to 721 employees, nearly 64% of the average workforce.

This percentage, which is very high, represents an average of 38.23 hours of training per employee in the CSR group. It bears witness to the group's determination to be at the technical level expected by its customers.

Training	Group 2018	Turnover 2017 CSR Group (on a like-for-like basis)	Turnover 2017 CSR Scope (published)
Total hours	27,565.05	24,224.96	21,774.96
Number of employees receiving training	721.00	602.00	494.00
<i>as a % of average workforce</i>	63.9%	56.6%	52.1%
Number of hours per employee	38.23	40.24	44.08

5.3.2. Career prospects - Internal mobility

There is a structured process for employee career monitoring at Group level, the objective being for all employees to have the opportunity of advancement depending on their wishes and the company's needs.

An annual performance conversation is set up with all employees to review achievements in the past year and set objectives for the coming one. This is also an opportunity for employees to express their hopes and ambitions in terms of career development, training and so on.

To improve guidance on employee career development, a specific programme has been put in place in France, leading to the appointment of proximity managers, one of whose responsibilities is to advise and guide their less experienced colleagues.

By way of example, these actions have led to 26 employees in France being promoted to higher positions in the hierarchy.

Employee mobility is also strongly favoured in the Group, with continuous information being given about the various opportunities existing.

5.3.3. Quality of life at work

The Group has given special attention to two key issues for employees:

5.3.3.1. Premises renovated in several countries;

In the interests of wellbeing at work, the premises of several sites have been substantially renovated to conform to the new practices linked to the digital information and communication technologies and to the best environmental standards.

Prodware's Paris headquarters, renamed 'Prodware Campus' has been totally transformed and features the latest energy saving installations.

As part of the innovation approach described above, it will host innovative start-ups, taking part in their development and facilitating exchanges on innovation among and within the group's teams.

Substantial refurbishments or moves have also been carried out in Bordeaux in France and elsewhere in Spain, Belgium, Israel and Luxembourg.

5.3.3.2. Permanent social dialogue

The accent was placed on dialogue with social partners in countries where these representative structures exist.

Thus in France over the past few years numerous agreements have been signed with the social partners relating in particular to:

- › gender equality
- › telecommuting and in particular its use to preserve jobs or positions in exceptional circumstances such as an employee's temporary inability to travel, closure of agencies, etc.)
- › an incentives agreement;

All these agreements are the subject of communication to all personnel.

5.3.4. Work/life balance: a strong trend

5.3.4.1. Part-time employees

These represent 15% of the group's average workforce, their number growing by 17% compared with the previous year.

They result almost exclusively from requests on the part of employees.

The majority of part-time employees are women: 67.9% in 2018 compared with 68.9% in the previous year. 42.9% of part-time female employees are executives.

Part-time employees	Group 2018	2017 - CSR Group (on a like-for-like basis)	2017 - CSR Scope (published)
Total men	53	44	27
Total women	112	97	82
Total	165	141	109
Women as % of part-time employees	67.9%	68.8%	75.2%

5.3.4.2. Parental leave - employees' request

This represented a total of 1,179 days in the Group, up by 3.0% compared with the previous year. France and Spain represent the major part of this total.

5.4. A policy of retaining employees and fostering loyalty - SDG 10 - SDG 5

5.4.1. Remuneration

5.4.1.1. A remuneration structure favouring initiative

In the past few years the group has strengthened its remuneration structure, emphasising the variable portion linked to the attainment of qualitative and quantitative objectives.

In France, 77% of executives have a variable portion; this now represents more than 45% of their total remuneration.

5.4.2. Incentive programmes

5.4.2.1. Incentive 2021

As a reminder, in December 2016 the group allocated preference shares to more than a hundred employees. The rate at which these can be converted into ordinary shares will depend on the degree of attainment of quantitative performance objectives. At the end of this performance period (June 2021 unless early conversion is decided on), employees still present will be able to dispose freely of their shares.

In December 2016, 88,500 free ordinary shares were granted, definitive allocation of which in June 2021 will likewise be conditional upon the attainment of quantitative performance objectives.

For both these allocations, uninterrupted presence is a condition for being able to obtain the shares at the end of the performance period.

At 31 December 2018, nearly 72% of the employees receiving these allocations were still present, representing a total of 6,909 preference shares and 62,200 ordinary shares.

Thus the implementation of this plan corresponds to the group's determination to associate certain key employees with the group's performance, with strong elements of performance and loyalty.

5.4.3. Equal opportunities for men and women

5.4.3.1. Parity

As a reminder, the percentage of women in the CSR Group in 2018 was 29.0%, compared with 30.4% in the previous year.

5.4.3.2. Executive staff

The following table throws light on the insufficient but growing percentage of women executives compared with certain workforces.

Thus in 2018 women executives represented 23.9 % of the total number of executives, whereas they represented 29% of the workforce.

	2018	2017 - CSR Group on a like-for-like basis	2017 published
Number of women	328	308	257
Average workforce	1128	1063	949
<i>executives as % of workforce in the Group</i>	71%	70%	72%
<i>women executives as % of executive workforce</i>	23.9%	23.7%	21.5%
<i>% of women in the CSR Group</i>	29.0%	29.0%	27.1%

These percentages must however be analysed in comparison with the percentage of women among graduates of engineering schools, which is still a minority despite recent improvements; these schools remain a major source of recruitment for the Group and its sector.

The Group also forms part of a dynamic common top several businesses in its sector encouraging girls to take technical courses and engineering in their secondary studies.

5.4.3.3. Remuneration Men/Women

The ratios of remuneration between men and women are analysed by relating the average salary of women to that of men in their category.

	Pay ratio Women/Men 2018	
	Executives	Employees
France	0.94	0.97
Germany	0.94	0.82
Belgium	1.25	0.72
Spain	0.87	0.92
Netherlands	0.90	0.98
Israel	0.98	0.95

By way of illustration, this figure shows that women employees in France are paid 3% less than their male counterparts on average.

The Group's objective is to reduce these gaps in each country where it is established as part of an approach based on equal opportunities and careers.

5.4.4. Tangible results in terms of employee retention and loyalty

5.4.4.1. Steady turnover in a high-mobility sector

A key measure of employee retention and loyalty is the turnover rate, or the number of people leaving (excluding temporary employees) as a percentage of the average workforce for the year.

With 265 departures and an average headcount of 1,128, the turnover rate of the CSR Group was 23.5% in 2018 compared with 23.1% in 2017 (for the published scope).

These fairly stable percentages should be seen in the context of a sector that has traditionally had high mobility and also of an economic context favouring mobility.

Exits are typically concentrated in the 35-54 age group, but with fairly steady percentages relative to the average group workforce.

2018	< 25 yrs.	25-34 yrs.	35-44 yrs.	45-54 yrs.	55-64 yrs.	Total
Departures (excluding temporary contracts)	4,00	49,00	108,00	69,00	35,00	265
Workforce	27.20	283.29	385.54	306.52	125.32	1127.87
Turnover	14.7%	17.3%	28.0%	22.5%	27.9%	23.5%

2018	< 25 yrs.	25-34 yrs.	35-44 yrs.	45-54 yrs.	55-64 yrs.	Total
Departures (excluding temporary contracts)	4	48	83	60	24	219
Workforce	8.9	197.7	341	302.6	98.4	948.6
Turnover	44.9%	24.3%	24.3%	19.8%	24.4%	23.1%

5.4.4.2. Une ancienneté moyenne élevée

The average number of years of service in the group remains high at 6.7 years for men and 6.4 years for women.

France remains at the forefront of the countries in the CSR group with an average of nearly 9.5 years of service, more than the average number of years of service of employees in the engineering sector as a whole.

5.4.4.3. Very low absentee rate

In 2018 there was an appreciable fall throughout the group; the rate is remarkably low compared with the figures published by the engineering federation Syntec.

Absentee rate	2018	2017 - CSR Group (on a like-for-like basis)	2017 CSR Scope published
Total days absence (working days)	9,666	9,294	8,857
Absentee rate	3.49%	3.66%	4.08%
of which absence due to sickness	2.5%	2.89%	3.21%
of which absence due to accident at work	0.13%	0.08%	0.09%

6. THE GROUP'S ACTIVITY, ANCHORED IN RESPECT FOR THE ENVIRONMENT

Prodware carries on a services business which by its very nature has a relatively limited environmental impact. Nonetheless the Group seeks to minimise its impact on the natural world by adopting approaches aimed at integrating environmental issues into its day-to-day management.

The CSR group has offices exclusively in urban areas. It does not own them and is therefore not concerned by either the sustainable use of land or by biodiversity. Water is used solely for toilets and its consumption, included in rental charges, although not measurable, is insignificant.

The CSR group is also not concerned with the issue of food wastage since it has no canteens. The group does not cause any noise nuisance.

In contrast, the group pays attention to limiting its CO₂ emissions caused by travel, this being the main way in which it can and does seek to reduce its environmental impact.

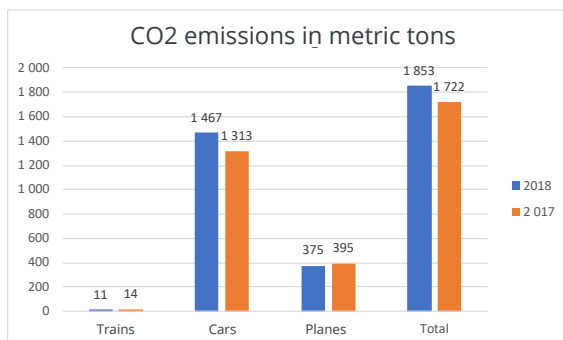
6.1. Controlling greenhouse gas (GHG) emissions

As a reminder, Prodware carried out a full Carbon Footprint® assessment in 2011 and updated its GHG emissions assessment with 2016 figures. On a like-for-like perimeter basis, GHG emissions fell by 16% in five years. The fleet of vehicles accounts for more than 90% of emissions.

The Group has therefore embarked upon a programme to reduce these emissions.

A choice of low-emission vehicles and indeed hybrids is offered to employees; certain countries such as Israel now mainly use electric vehicles.

The company has also put in place a travel policy aimed at minimising CO₂ emissions. By way of illustration, air travel is authorised only if the journey by train takes more than three hours. Car sharing is preferred before resorting to rental vehicles.



CO₂ emissions

As part of its continuous improvement approach, Prodware SA now monitors and reports the CO₂ emissions of the Company's vehicles.

Emissions have been calculated for France in accordance with the ADEME (French Environment & Energy Management Agency) method.

The impact of these emissions for the year is significant (1,074 metric tons).

They are slightly up on 2017 due to the increase in activity. They should be reduced as vehicles are replaced with less polluting models.

6.2. Circular economy

The main waste generated by the CSR Group is office waste (paper, computer-related consumables, etc.) as well as end-of-life computer hardware.

As an IT company, Prodware is subject to the requirements of the Directive on the Waste of Electrical and Electronic Equipment and its recycling (WEEE).

Prodware SA has put in place a computer hardware redeployment policy. In order to optimise the recycling of hardware, after more than four years of use, and if it is still viable, another initiative offers hardware to employees for a symbolic amount. Similarly, during mobile phone replacement phases (2-3 years), the old phones are systematically offered to employees for a low price.

7. OTHER SOCIAL ASPECTS - SDG 16

7.1. Developing and promoting ethical business practices

In the context of “Sapin II”, the French 2 anti-corruption law, Prodware has adopted the Middenext Anti-Corruption Code of Conduct which refers to the United Nations Convention against Corruption.

This code defines the fundamental principles and rules on corruption and influence peddling with reference to the following subjects:

- › Rules specific to public officials,
- › Gifts and invitations,
- › Donations to charitable or political organisations
- › Patronage and sponsoring,
- › Facilitation payments,
- › Monitoring of third parties,
- › Conflicts of interest,
- › Accounting records and internal controls.

The Group is determined to combat all forms of corruption.

7.2. General Data Protection Regulation (GDPR)

Prodware takes the protection of its employees' and partners' privacy very seriously and is committed to complying with the GDPR.

7.3. Other issues

- › Respect for Human Rights: The Group has not undertaken any specific actions in this area. However, its subscribing to the UN Global Compact, renewed each year, reflects its commitment to Human Rights and the ILO's agreements.
- › Fighting corruption and tax evasion: the Group is determined that its tax policy should be fully in line with its corporate responsibility strategy.
- › Societal commitments in favour of Sustainable Development.

See Article L.225-102-1 - Mandatory topics to be addressed in the DPEF	Issues
Fighting food waste	Non applicable
Fighting food insecurity	Non applicable
Respect for animal welfare	Non applicable
Responsible, equitable and sustainable food	Non applicable
Measures in favour of persons with disabilities	The group applies the regulations in favour of persons with disabilities



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