

UN Global Compact

Tel: +49 (0) 6172-930-268  
Fax: +49 (0) 6172-930-372  
Inke.FabiandeBarreto@epos.de

**Communication on Progress**

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**STATEMENT of EPOS Health Management to the UN Global Compact**

EPOS Health Management is a worldwide operating consulting firm committed to the improvement of health conditions in emerging and developing countries. As a member of the United Nations Global Impact, we adhere to the ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. Responsible and ethic management is at the core of our corporate philosophy and enshrined in our policies, strategies and actions.

Our broad presence in up to now almost 75 countries allows us to actively move the agenda of the UN Global Impact forward – by taking measures such as encouraging our local partners to address HIV/AIDS policies or including child protection as an integral part of every contract concluded with us.

In the matrix below, we report on actions we have taken to achieve the ten principles. We are actively promoting our policies in place and take care that they are adhered to by partners and any person who works with us. We raise awareness that EPOS stands for these principles. We actively and immediately intervene whenever any doubt arises that any of the principles has been undermined. We address the situation directly and insist on rectifying it – be it within our projects, with our staff or with our international or local partners. This procedure is always reported back to our Managing Directors.

December 11th,  
Dr. Robert Gaertner, Managing Director

Contact: Inke Fabian de Barreto  
Email: Inke.FabiandeBarreto@epos.de  
Phone: 06172 – 930 268 Fax: 06172 – 930 372

Template A

	<b>Global Compact Principle</b>	<b>Action Taken &amp; Impact Achieved and/or Plans for the upcoming Year</b>
<input type="checkbox"/>	<b>1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;	<p>As a company working in international development, EPOS Health Management strictly adheres to internationally proclaimed human rights in all its projects. The protection of human rights is included as a principle in EPOS' "Code of Ethics" (<a href="http://www.epos.de/Code-of-Ethics.868.0.html?&amp;L=1">http://www.epos.de/Code-of-Ethics.868.0.html?&amp;L=1</a>)</p> <p>The Code of Ethics is an inherent part of all our contracts and is therefore signed to by experts and partners. We take action if we see one of our collaborators not fully complying with these principles EPOS stands for.</p> <p>We want to be recognised as a company which takes this Code of Ethics seriously in thinking and acting. We promote increased awareness rising with all people working with EPOS around the world on the importance of the principles in this Code of Ethics. As an example, the Code of Ethics is discussed in all project mobilisation briefings with Team Leaders at EPOS Headquarters. We actively pursue adherence to the principles spelled out in the Code of Ethics and also demand this from all our collaborators.</p> <p>We make sure that human rights are also applied in all our projects all over the world and especially with our partners and local personnel.</p>
<input type="checkbox"/>	<b>2:</b> and make sure that they are not complicit in human rights abuses.	See principle 1.
<input type="checkbox"/>	<b>3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	The freedom of association and right to collective bargaining are guaranteed by the German "Grundgesetz" (Basic Constitutional Law of the Federal Republic of Germany) and are respected by EPOS.
<input type="checkbox"/>	<b>4:</b> the elimination of all forms of forced and compulsory labour;	See principle 1 and the abolition of child labour.
<input type="checkbox"/>	<b>5:</b> the effective abolition of child labour;	In recognition of the special rights of children, EPOS Health Management has developed and implemented a Child Protection Policy in 2009. The "Child Protection Policy" is now an integral part of every contract concluded with EPOS. From the date of this policy, all new EPOS Health Management staff and contractors will have a provision in their employment agreements for dismissal or transfer to other duties if he/she breaches the Child Protection Code of Conduct. Reporting suspected or actual child abuse is mandatory for all staff, volunteers, consultants and subcontractors. EPOS' Managing Director in consultation with the senior manager concerned, will ultimately decide what sanctions will be taken against breaches. The best

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		<p>interests of the child and the desire to secure the best outcomes for the child should always govern decisions regarding what action should be taken in response to concerns. In certain instances, there will be the obligation for EPOS and its staff to report concerns to the appropriate external bodies. This will usually occur as a consequence of the reporting procedure.</p> <p>(<a href="http://www.epos.de/Child-Protection-Policy.870.0.html?&amp;L=1">http://www.epos.de/Child-Protection-Policy.870.0.html?&amp;L=1</a>)</p>
<input type="checkbox"/>	<p><b>6:</b> and the elimination of discrimination in respect of employment and occupation.</p>	<p>Included in principle 1.            Staff of EPOS was sensitized on the issue of "Discrimination at the Workplace" in a workshop. The company has appointed an Ombudswoman on 07 September 2007 as contact person to which employees can address cases of discrimination.            With regards to gender, EPOS ratio of female employees is 67.            As an expert in international health, EPOS is well aware of discrimination against people living with HIV/AIDS and the need for education, care and support programmes. The company therefore implements a "HIV/AIDS Workplace Policy" which protects EPOS' employees from discrimination on the basis of their HIV status. The Policy makes provision for HIV/AIDS related services such as condom distribution and workforce education for EPOS staff and project partners, as well as provides contributions to local insurance schemes. As a globally operating company, EPOS has mainstreamed addressing HIV/AIDS in its projects by making the implementation of well run HIV/AIDS programmes a selection criterion for sub-contracting partners.</p> <p><a href="http://www.epos.de/uploads/media/EPOS_HIV_Policy.pdf">http://www.epos.de/uploads/media/EPOS_HIV_Policy.pdf</a></p>
<input type="checkbox"/>	<p><b>7:</b> Businesses should support a precautionary approach to environmental challenges;</p>	<p>Included as a principle in EPOS' environmental policy.            In 2009, EPOS has developed a comprehensive approach to address environmental issues within the company. This had led to the establishment of a working group which deals with the implementation of environmental protection as well as training and general sensitization of staff to increase environmental awareness. With the name change to "EPOS Health Management" in 2009, the company used the occasion to introduce the procurement of FSC certified recycling paper.</p> <p>(<a href="http://www.epos.de/Environmental-Policy.867.0.html?&amp;L=1">http://www.epos.de/Environmental-Policy.867.0.html?&amp;L=1</a>)</p>

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<input type="checkbox"/>	<b>8:</b> undertake initiatives to promote greater environmental responsibility;	Included in principle 7. In line with the environmental policy, EPOS requires its staff to use resources in an environmentally friendly way. To save paper, staff is encouraged to print hard copies only when necessary, to use recycled paper and to use energy efficiently.
<input type="checkbox"/>	<b>9:</b> and encourage the development and diffusion of environmentally friendly technologies.	Within the context of its environmental responsibility, EPOS purchases energy saving IT equipment and devices. We are currently investigating on how to establish carbon-neutrality of flights as a routine measure within EPOS business.
<input type="checkbox"/>	<b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery.	Included as principle in EPOS' "Code of Conduct" Cases of corruption did not occur.