



Declaration of Social Accountability

GROUP Business Software Europa GmbH (GBS) enables customers to secure, mobilise and modernise collaboration and email communication. Comprehensive solution know-how and a well-founded wealth of experience stemming from a variety of projects enable us to become pioneers in respect to the topics important to our customers and to find the best possible solutions for them.

GBS is located in Germany, the United Kingdom, North America and Canada with the headquarter in Germany. Most our GBS employees are high qualified computer scientists and administrative experts working in the research and development, the service and support department or the sales and marketing team.

In a highly competitive market we are delivering 1st class services and products. High social standards, a fair remuneration, individual prospects for career advancement and proper working conditions ensure the future of the company in a fierce competition for skilled workers. Those workers are the key success factor in our personnel-intensive business.

GBS complies with national and all other applicable laws, prevailing industry standards, other requirements as a German company and this declaration.

Detailed Declarations:

1. GBS declares not to engage in or support the use of child labour and does not employ young workers as defined by SA 8000.
2. GBS is not engaged in or support the use of forced or compulsory labour in any way as defined in the ILO Convention 29.
3. GBS declares not to engage subcontract workers.
4. GBS provides a safe and healthy workplace environment and takes effective steps to prevent potential accidents and injuries to workers' health.
5. GBS appointed a management representative who is responsible for ensuring a safe and healthy workplace.
6. GBS trained several company first-aiders.

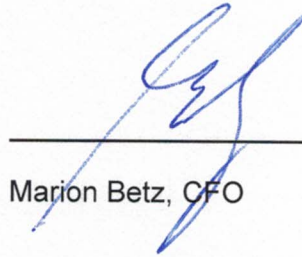
7. GBS provides, for use by all personnel, access to clean toilet facilities, access to potable water and sanitary facilities for food storage.
8. GBS ensures that any dormitory facilities provided for personnel are clean, safe and meet the average comfort of a European middle class hotel.
9. The personnel has the right to remove themselves from imminent serious danger without seeking any permission.
10. All GBS personnel has the right to form, join and organise trade unions and to bargain collectively on their behalf with the company according to German or European law. GBS does not interfere with such workers organisations or collective bargaining in any way. GBS allows workers to freely elect their own representatives.
11. GBS does not discriminate applicants and workers basing on race, national or social origin, caste, birth, religion, disability, gender sexual orientation, family responsibilities, martial status, union membership, political opinions or any other condition that could give rise to discrimination.
12. GBS does not allow any behavior that is threatening, abusive, exploitative, or sexual coercive.
13. GBS does not subject pregnancy tests under any circumstances.
14. GBS treats all personnel with dignity and respect and does not engage or accept the use of corporal punishment, physical coercion or verbal abuse. Harsh or inhuman treatment is not allowed.
15. GBS complies with applicable laws and industry standards on working hours and public holidays. The normal work week does not exceed 40 hours.
16. Personnel is provided with two days off following every five days of working.
17. All overtime work is voluntary and does not exceed 8 hours per week.
18. GBS ensures that the wages paid for a normal working week shall always be at least 20% above the legal or industry minimum standards of the several European countries.

19. GBS ensures that deductions from wages are not made for disciplinary purposes.
20. GBS employees monthly receive a written overview of their wages and benefits composition.

Eisenach, den 30.05.2016



Constanze Zarth, CEO



Marion Betz, CFO