



Progress undertaken by INTM in its commitment to Global Compact

“Work Conditions”

PRINCIPLE No. 6

**INTM has continued its struggle against
racial discrimination**

Racial discrimination is an attack on the principal of equality from which men are born and live freely and equally in rights.

GIVING A CHANCE TO EACH WORKER

INTM has fought racial discrimination for several years.

Since it was founded, INTM has recruited engineers and technicians from every horizon to maintain its growth. No distinction or criteria is made based on origin, color or beliefs of candidates.

There is no denigration attack the honor of an individual due to race, religion, ethnicity or nationality.

Diversity and pluralism have always been part of our values and our convictions thereby respecting each and everyone.

From different sourcing sites and sponsoring we meet hundreds of candidates per year. As part of our commitment against discrimination we have decided to maintain hiring of several foreign candidates that we have guided in administrative procedures. Our company has never screened candidates for religion or culture.



DIVERSITY AS A SOURCE OF CREATIVITY

Our internal policy is to welcome more foreign workers with a view to responding to and contributing to a real source of diversity, creativity and equal opportunity among INTM's employees.

RESULTS OF THIS STEP

For the last twelve months more than 900 candidates were received by INTM; about a hundred were recruited:

The number of foreign workers in our company is more than 10%, the employees come from all over the world, and overall 50% of the company has multicultural origins.

Nineteen non-French candidates were hired. INTM has taken on the responsibility of administrative procedures to change their status while guiding them in their projects to help them adapt.



“ENVIRONMENT”

PRINCIPLE No. 8

INTM is committed to reducing and recycling its waste

OUR CONVICTIONS

In the near future, we would like to take action concerning depletion and the life cycle in order to save and preserve natural resources.

We are committed to sustainability, which enables responsibly managing waste and contributing to reducing global warming, in order to better protect our planet.

OUR ACTIONS THROUGH GENUINE COMMITMENT

Through its daily contributions, INTM fights to save the planet and act responsibly:

Envelopes and paper used in the company are from recycled paper.

Printing of our documents is double-sided to save paper.

The office's electric bulbs are low-consumption and when they are changed, are placed in appropriate containers.

The heating in our premises currently uses low-consumption energy.



RESULTS OF THIS STEP

We have been aware as a computer company that part of our consumption of paper can be saved using paperless electronic documents. This is why we have consumed 30% less paper than the year before. We have also reduced our consumption of electricity given the same parameters by more than 50% through our way of heating and low-consumption bulbs.