



Global Compact  
Communication on Progress 2012

# Chief Executive Statement

As Segtec concludes its third year as a member of the Global Compact we are ready to take our long-term commitment to its ten principles, a step further.

There are many challenges ahead for us, mostly to work with our local network in order to gain a deeper understanding of the available resources. This year we began our internationalization, so we are looking forward to getting involved with the office in Chile, so we are looking forward to getting involved with the regional Latin American Global Compact offices.

We are aware of the challenges ahead, but we look forward to getting involved and further integrating the principles into our strategies and advance within our sphere of influence.

Hugo Jorge Fernández  
Chief Executive Officer  
Segtec

# Letter of commitment



Mexco City, March the 18<sup>th</sup>, 2014

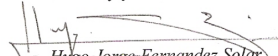
H.E. Ban Ki-moon  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that *SEGTEC* supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence.

We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. *SEGTEC* will make a clear statement of this commitment to our stakeholders and the general public. We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the Global Compact, and *annually* thereafter according to the Global Compact COP policy.

Sincerely yours,

  
Hugo Jorge Fernandez Solar  
President



## Segtec company profile

Safety and intelligence with state of the art technology

We are a Mexican firm whose main activity consists of distribution and commercialization of integral systems, products and security equipment with advanced technology and worldwide recognition.

We offer expert solutions for special safety, detection, intelligence and counterintelligence operations.

As our safety glass factory consolidates its competitiveness, we are standing on solid ground with regards to our environmental practices.

“ 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.

We support and respect basic human rights and we make sure that none of our activities are complicit in human rights abuses.

Our compliance with these principles takes priority over all other matters.

We proudly report this year there have been no incidents or complaints to report on that area.

Furthermore, we have worked with our chain of supply, particularly in cases where our suppliers have operations in Asia, to ensure there are no factories where the goods we sell are produced where human rights are not a priority.

We made several trips this year personally visit facilities and ensure our supplier's workers have proper conditions.

# Human Rights



- “ **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.

Although we are a small firm, we are strongly committed to our employees. There is an explicit policy on not practicing any form of discrimination based on sex, age, religion, political affiliation or trade union membership.

We value our team and are pursuing a training program providing continuous growth opportunities. The result is clear, this year again we had a zero turnover rate.

Security wise, our premises have the best equipment and working spaces are well lit and properly ventilated.

We take pride in providing a positive work environment.

Given the large percentage of single mothers in our office, we have successfully implemented hours with more flexibility and some remote office work opportunities for them.

There is an open policy in our factory regarding freedom to join any union or worker group.

# Labour

- “ **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.

This is the area where the most perceivable advances were made. Beginning with our central office, we have continued to enforce policies established regarding environmentally friendly practices like paper recycling, lighting changes, reduction of vehicle use whenever possible. We have a zero tolerance policy regarding electronics and management of other waste. Everything is disposed of according to regulation and sent to different recycling centers.

Our new factory has state of the art environmentally friendly technologies.

This year we made considerable progress in the glass recycling area:

We increased from 12% to 18% on a monthly average basis.

# Environment



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

We insist to all of our sales team as well as technical department that business is to be conducted fairly and ethically. We have a zero tolerance for corruption acts. We follow local legislation on the matter very seriously and participate in bids for public contracts with absolute respect for rules.

On our weekly conferences with our sales task this is a subject that continually comes up and is discussed. We have open whistle-blowing channels and follow up mechanisms with our director.

The policy clearly states that corruption practices damage our image as a company and as a nation, therefore those practices will not be tolerated.

We have identified clear risks with our sales force, particularly when dealing with local government offices, so we provide our sales force with the necessary tools to offer competitive prices and options to our customers that will ensure no improper practices take place.

We believe in leading by example and uphold our reputation on the subject as one of our main assets as a firm.

This year we are working in collaboration with our international suppliers following their local legislation on the subject and have taken the first steps to establishing a written detailed code of ethics.

# Anti-Corruption