

Communicating Progress

Communications on Progress is the only official responsibility of the UNGC members as it is a voluntary initiative. In essence, COP is your summary of current activities in the domain of sustainability and social responsibility. There is no specific length requirement for this document; it can be as short as 2 pages, and as long as a full sustainability report. We suggest thinking of it in terms of value to your organization, and writing it in a way that might serve many purposes – for example, be posted on your website, be used as a press release, or as a report to your stakeholders and partners.

A statement by the CEO

expressing continued support for the Global Compact and renewing the participant's ongoing commitment to the initiative and its principles.



ATech's mission is to provide complete electronics services for selected customers by taking care of the electronics part of their supply chain.

In May 2010 ATech began implementing its business excellence project, aimed at measured and focused approach to improving quality. The business excellence project also included the continued activities in the domain of sustainability and social responsibility, leveraging the four company values: people, environment, social responsibility and quality.

We are proud to report that in spite of the challenging market conditions in past years, ATech's commitment to sustainability and social responsibility remained virtually intact to date.

As a winner of the socially responsible company contest HORUS in 2009 (awarded by the Slovenian Institute for Development of Social Responsibility, IRDO), ATech later contributed to many events and publications, openly sharing its best practices and allowing for their dynamic transfer.

The central point of environmental responsibility remains the »environmentally friendly innovation« FUMIS. For the ATech team it means the realization of the its slogan and motto: »Intelligent Ideas for smart products,« based on the Peter Drucker's wisdom: »It's not

whether social responsibility can be profitable to business, but rather how profitable business can make social responsibility.«

In this respect ATech expresses its continued support for the Global Compact activities as presented at the company's website www.atech.si. ATech activities on a corporate level »embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment, and anti-corruption.«

Massimo Makovac, CEO

A description of practical actions

(i.e., activities and, if applicable, policies) the company has taken to implement the Global Compact principles and to support broader development goals. During the first five years of participation, a COP must address at least two of the Global Compact's principle issue areas (human rights, labour, environment, anti-corruption), while all four must be addressed after five years;

Labour

- **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.

In 2010 ATech concluded initiated an intensive and focused process of empowerment and talent development. On the platform of the Charles Handy's »Elephant and the Flea« ATech has formed an interorganisational team and this way enriched its potential for a successful and creative process of management team development and empowerment.

Due to demanding and volatile market conditions it was taken care that the communication to workers was significantly intensified and that it was respectful to workers. The company provided for continuous relationship and encouragement of those who temporarily had to stay at home. Regular reports about the market situation and the predictions about possible re-employment were passed to workers and external co-workers through the director's letters. Some of them already returned to work.

The company also kept and even widened its media of communication in this period. A new tool mŠkrATech was introduced to enhance the motivation and help to understanding the activities needed for a company to keep its market position.

ATech also decided to keep the measurement tools of company-employee relationship, organized by the Golden Thread contest for the employer of the year.

ATech is proud to report that since 2007/08 the company has been annually ranked among 101 Slovenian best employers.

On this platform ATech integrates the elimination of discrimination in respect of employment and occupation, respecting the Principle Six of the UNGC activities. The principles 3, 4 and 5 are also respected and follow-suited in every respect of companies' policies and implementation.

Environment

- **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.

Devoted to its values in 2008 ATech introduced an environmental friendly product line and a new, global brand name FUMIS. **FUMIS** is a family of products that have been designed to effectively and reliably control boilers & stoves fired with RENEWABLE ENERGY SOURCE'S, mainly wood pellets, woodchips and firewood, but also other solid biomass combustibles.

The use of FUMIS is environmentally friendly in several ways as it is a way of heating with neutral **effect on the CO2 level in the atmosphere**, it improves the combustion efficiency thus reducing the overall need for energy and diminishes the emissions of CO, NOx and microparticles. It represents the implementation of the Principle 7 and 9 in the direct R&D and production capacities of the company. In 2010/11 ATech developed many components, improving the FUMIS products and adding to its attractiveness for potential markets.

In 2011 ATech introduced a new **conformal coating line** in its production facility. It enables machine coating of electronic circuit boards. The main advantage of Conformal Coating is significantly improved resistance against effects of the surrounding environment. Coated electronic assemblies can be used in demanding environmental conditions and are far better protected against temperature changes, humidity, condensation, dust particles, chemicals and mechanical damage. The coating also protects the solder joints from electric material migration (tin whisker effect), oxidation, and thus **extends the life of the electronic assemblies**.

Following the Principle 8 and UNGC efforts in general ATech has obliged itself to actively promote greater environmental responsibility. ATech's proactive approach in this respect has resulted in **articles** promoting ATech's concern for the environment. ATech is also respected for its openness and availability to take part in **round tables** and other events, aimed at development and diffusion of environmentally friendly technologies.

A measurement of outcomes¹

(i.e., identify targets, define performance indicators, or measure outcomes)

Labour

- **Progress in quality of relationship** between the company and its employees, measured by the talent and competence development & evaluated by the ranking by the Golden Thread, for:
 - 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;
- **Separate and systematic evaluating of the of discrimination** by a standard measurement, for:
 - Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- **FUMIS: level of market penetration** for:
 - Principle 9: encourage the development and diffusion of environmentally friendly technologies.
- **Number of PR activities** for:
 - Principle 7: Businesses should support a precautionary approach to environmental challenges;
 - Principle 8: undertake initiatives to promote greater environmental responsibility; and

Massimo Makovac, CEO

Revised: August 2011

¹ The key performance indicators are not publically available.