



Global Compact  
Communication on Progress 2011

# Chief Executive Statement

As Segtec concludes it's first year as a member of the Global Compact we are proud to report the beginning of a long-term commitment to its ten principles.

It has meant to make very positive changes within our offices and way of doing business, among them getting involved with our local network, but there are still many challenges to overcome.

We look forward to entering our second year, with our aggressive growth program; we plan to further integrate the principles into our strategies and advance within our sphere of influence.

Hugo Jorge Fernández  
Chief Executive Officer  
Segtec

## 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.



“ 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.

# 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 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.

# 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, there were new policies established regarding environmentally friendly practices like paper recycling, lighting changes, reduction of vehicle use whenever possible, among others.

Although we recycle all packaging materials from the products we receive for commercialization, we are working with our suppliers to improve their design so we can drastically reduce waste. That is a big area of opportunity, which we are working on for the future.

# 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  
licitations with  
absolute respect  
for rules.

Anti-Corruption