

COMMUNICATION ON PROGRESS 2013

United Nations Global Compact

Statement from the Chairman of the Board

“As the COB and a major shareholder of Hurtti-Paino Ltd. I am pleased to reaffirm our commitment and support to the Ten Principles of the United Nations Global Compact in its represented areas. This is our first annual Communications on Progress and in it we describe how Hurtti-Paino Ltd. as a company integrates these principles in its business and day-to-day operation. This COP will be made available to all our stakeholders through our primary channels of communication.”

Yours sincerely,

Pasi Hurttila

COB



Hurtti-Paino Ltd.

HUMAN RIGHTS

Commitment

Principle 1 – Protection of human rights

Principle 2 – Complicity in Human Rights Abuses

Action

In addition to following all UN approved human rights Hurtti-Paino Ltd. obeys all Finish and EU laws to ensure health and work safety of all its employees. A more detailed description of work-related safety can be found in our internal quality manual.

Every employee working in the company is insured and paid adequately and overtime work is compensated every month according to contracts. Our current stakeholders are encouraged to take part in UN Global Compact policy initiative.

The country of Finland has committed to follow the UN Declaration of Human Rights and Hurtti-Paino Ltd. pays all its taxes to Finland with no connections to tax havens to strengthen our participation in the cause. All forms of human rights abuse are strictly forbidden in all parts of the organization.

Outcome

Occupational health care is organized by a private company (Porin Lääkäritalo Ltd.) and all employees have access to the services it provides. The company also audits our premises regularly to ensure that all the requirements for safe working conditions are met.

Lunch during the working day is arranged by the company to ensure proper nourishment and mental vitality during the working day.

Some of our suppliers have already taken part in UN Global Compact policy initiative.

LABOR

Commitment

Principle 3 – Freedom of Association and Collective Bargaining

Principle 4 – Forced and compulsory labor

Principle 5 – Child Labor

Principle 6 – Discrimination

Action

Every employee in Hurtti-Paino Ltd. has the freedom of association and collective bargaining.

Employees also have the chance to affect their own job description and they can specialize in many areas of expertise in our company.

Child labor is not really an issue in Finland. It simply does not exist.

Nevertheless child labor is not acceptable in our organization.

In Hurtti-Paino Ltd. we treat everyone as equal and the wages are paid based only on the competence of the employees and Finnish laws.

Finnish labor market organizations oversee that all these principles are obeyed and as a company we strongly resist all violations of the above-mentioned principles.

Outcome

Some summer jobs are offered to local teens through e.g. school work learning days. This is done in accordance with all applicable laws.

Most of our employees are trained to work in various parts of the manufacturing process in the company which results in changing work assignments inside the company and less work-related stress.

We currently have three nationalities working under the same roof in a company consisting of less than 20 people.

ENVIRONMENT

Commitment

Principle 7 – Precautionary approach

Principle 8 – Environmental Responsibility

Principle 9 – Environmentally friendly technologies

Action

Hurtti-Paino Ltd. works continuously to reduce our ecological footprint with an aim to eventually become a fully emission neutral company in our operations.

Taking care of environmental aspects is an important criteria for us when choosing new suppliers and all new equipment and machinery is evaluated on the basis of energy efficiency and recyclability.

Environmentally friendly technologies are constantly applied to our operations to the best of our abilities. This includes reducing the use of energy, using materials and techniques that are environmentally friendly and eliminating waste totally where processes can be transformed to a completely electrical form.

Outcome

The production process at our manufacturing plant has been fully closed so that all waste material, including cardboard, pallets, plastics, metal containers and printing colors, is recycled.

Main raw material suppliers are located relatively close (Sweden, Great Britain and within Finland) so that freight emissions are reduced.

ANTI-CORRUPTION

Commitment

Principle 10 – Corruption

Action

Hurtti-Paino Ltd. does not accept any form of corruption within its own organization or that of its stakeholders.

All corruption detected is reported to the correct authorities.

Outcome

Our attitude towards corruption is known to all our stakeholders in Finland and abroad.

During our years of operation we have not come across any signs of corruption.