



**Enics Communication on
Progress (COP)
Jan 2013-Dec 2013**

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Statement by President and CEO

The principles of UNGC are manifested in Enics values, Enics Code of Conduct, vision, mission which form the basis for Enics culture, strategy, relations with partners, decision-making and procedures.

As Enics principle "Quality of:for Life", our values and Code of Conduct infer, sustainability is an issue that we hold of high importance. Sustainability at Enics translates into a proactive approach to economic, environmental and social responsibilities and is embedded in the Enics management system. Sustainability means that Enics pays attention to requirements set by employees, customers, society and legislation.

Enics Management Team has a strong commitment to responsible action and sustainable development.

Enics is a member of the UN Global Compact and remains committed to Global Compact's principles and goals. We work with the Global Compact, to ensure that its initiatives and 10 principles reach a wider audience. We also seek to embed the principles into our own business practice.



Hannu Keinänen
President and CEO

1. Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Businesses should make sure they are not complicit in human rights abuses

Assessment, Policy and Goals:

Enics recognize that human rights should be considered fundamental and universal, based on accepted international laws and practices, such as those of the United Nations' Universal Declaration of Human Rights, International Labour Organisation and the United Nations Global Compact (UNGC) principles.

In most of the Enics units, specific local Employees Grievances Handling Process is implemented to ensure employees have equal possibility to report any violation of their rights and fair hearing. In most of Enics' units, specific local Harassment Dealing Guidelines are implemented to ensure that employees and managers recognize harassment and know how to deal with the cases. Enics common competence evaluation and salary review processes include all employees and ensures fair possibilities to development and fair pay.

Enics has established OHSAS18000 requirements in all its units and conducts work environment measurement on a regular basis. The health and safety committee are established in all Enics units.

In interactions with Suppliers Enics promotes and takes effort to ensure human right principles are followed by them. Enics has created Supplier Manual giving preconditions to suppliers. Enics conducts assessment of suppliers on regular basis using Supplier Self-Assessment and Supplier Assessment and Evaluation tools. Up today, 75% of Enics Preferred Suppliers have signed Enics Commitment to Ethical Conduct of Business and Enics Code of Conduct.

Enics contributes to the global community development through UNICEF. In 2013 Enics donated into children education.

Implementation

Actions for 2014

- Development and implementation of Enics global policies for harassment free work environment and handling of employees' grievances, aligning existing local and created global principles, and completing implementation the relevant procedures in all units these were missing. Implementation will be supported by trainings.
- Enics Global Donation Policy will be created to define common strategy.

Measures of outcome

Progress of actions will be reviewed and reported to Enics Executive Management Team by the dedicated UNGC team on a regular basis.

Through training registers, either global or local ones, we follow that managers and key employees have passed the related trainings.

The supplier commitment is monitored via supplier assessments how many suppliers are assessed and what is the rating level.

2. Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle 5: Businesses should uphold the effective abolition of child labour

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals:

Enics considers labour principles based on accepted international laws and practices, such as those of United Nations' Universal Declaration of Human Rights, International Labour Organisation and the United Nations Global Compact principles, as fundamental and universal in its business activities.

Freedom to associate, collective bargain or form employees' responsible bodies are recognized and supported by Enics.

Enics has never intentionally used and will not knowingly use compulsory or child labour contradicting with international laws or local labour legislation.

Fair and non-discriminatory treatment of employees and also potential employees of Enics is ensured by Enics Personnel Policy and several processes, like recruitment, compensation related, contracting and other processes.

Enics' suppliers are strongly encouraged to comply with same high level and the relevant internationally recognised standards. For new suppliers, we conduct the Supplier Assessment where labour principles are included.

Implementation

Actions for 2014

- In all Enics operations, the hearing committee including employer's and employees' representatives will be nominated. The requirement is coming from Employees Grievances Handling Procedure. Specific training to committee members will be arranged.

Measures of outcome

Progress of actions will be reviewed and reported to Enics Executive Management Team by the dedicated UNGC Team on a regular basis.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

Enics environmental activities and improvement of the environmental performance are carried out in compliance with local legislation and customer requirements.

Our focus in environmental development is to reduce waste continuously and recycle. Enics business units operate according to an environmental management system, and all units have an ISO14001 certification for the system.

Towards suppliers Enics promotes its principles about the environment and technology through Enics Code of Conduct, Supplier Manual, Supplier Self Evaluation and Questionnaire, and Supplier Assessment Process.

Implementation

Actions for 2014

- Creation of global level environmental policy including different areas like water, wastewater, waste, energy consumption, chemicals etc.
- Creation of informative booklet (electronic or paper) about Enics environmental ambitions, activities and achievements.

Measures of Outcome

Progress of actions will be reviewed and reported to Enics Group Management Team by the dedicated UNGC Team on a regular basis.

4. Anti-Corruption

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

Assessment, Policy and Goals:

Enics expects avoidance of any conflict of interest by its employees and strongly opposes all forms of corruption. We respect and follow local legislation and internationally recognized principles for combating corruption and bribery. Enics' stand is clearly stated in Code of Conduct.

In interaction with customers and suppliers the Commitment to Ethical Conduct of Business, which reflects increasing requirements of UNGC principles and anti-corruption, is promoted to be signed.

Implementation

Actions for 2013

- Implementation of Anti-Corruption Policy and Non-Compliance Reporting Procedure.
- Opening channel for non-compliance reporting.
- Trainings about anti-corruption.

Measures of outcome

Progress of actions will be reviewed and reported to Enics Executive Management Team by dedicated UNGC Team on a regular basis.

Through training registers, either global or local ones, we monitor that managers and key employees have passed the related trainings.

Summary of reported non-compliance will be provided twice a year.