



ALPHA ARMOURING® Germany

Advanced Quality Guardians

Garching b. Munich, 25. July 2014 | 1

United Nations Global Compact

Two Nations Plaza

New York, NY 10017

Registration number: 13706

General Report by Managing Director (CEO)

This report is the first edition of Alpha Armouring® Panzerung GmbH report for the United Nations Global Compact.

I am pleased to confirm that Alpha Armouring® Panzerung GmbH affirms its support to the 10 principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

The report is based upon the last 12 months and is addressed to our customers, employees, authorities and suppliers interested in our principles and targets. The intention of this report is to offer transparency and Alpha Armouring® wants to share this information. This report describes the efforts to establish and continue the integration of the UN Global Compact and its principles into our business strategy and daily business.

Sincerely yours



Victoria Forstmaier

Managing Director (CEO)



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Alpha Armouring® Panzerung GmbH | Zeppelin Strasse 27 | D-85748 Garching / Munich | Germany

Registration Chamber of Commerce: HRB Munich 150224 | EU Tax No: DE 813 772 203

Managing Director Victoria Forstmaier | Technical Director Klaus M. Ackermann

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1. COMPANY PROFILE

Alpha Armouring® Panzerung GmbH (Alpha Armouring®), located in Garching in the North of Munich is one of the world's leading manufacturer of high quality armoured SUV's. The company is a "GmbH" under German law and has actually got about 50 employees.

Alpha Armouring® started 30 years ago its business. Based on an enormous practical experience in armouring vehicles the Alpha Armouring® team of specialists provides its customers with highest protection and safety standards. Alpha offers outstanding quality and reliability in Alpha Armouring® armoured SUVs based on Mercedes G-Models and Toyota Land Cruisers according to the requirements and demands of our customers. Our professionalism and high standards allow us to meet the needs of our clients all over.

Alpha has more than three decades experience in research, conception, development and production of armoured vehicles. Alpha Armouring® Panzerung GmbH is a main supplier of quality heavy duty armoured vehicles to diverse governmental and non governmental organisations and private VIPs worldwide.

Governments, embassys, non governmental organisations and private persons form diverse countries use our armoured vehicles worldwide. The armouring of Alpha Armouring® products meets highest standards in the armouring industry.

We supply FCO UK, DFAT Australia, EUPOL Afghanistan, several UN organisations and many more with our armoured vehicles and services.



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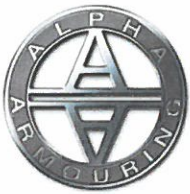


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1.1. ISO 9001 CERTIFICATION

Alpha Armouring® strictly operates to ISO quality management regulations ISO 9001 and meets all international compliance and environmental standards. On July 21st 2014 Alpha Armouring® consisted the ISO audit and we are awaiting the renewed ISO 9001 certificate.



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2.1. BALLISTIC CERTIFICATION OF VEHICLES

Alpha Armouring® is interested in offering full security and protection to guarantee the most possible safety during driving for all our customers. To guarantee this all vehicles are certified officially:

Alpha vehicles are tested and approved to the latest international VPAM BRV 2009 VR7 ballistic and blast requirements and fully certified by internationally recognized institutes Beschussamt Germany and / or QinetiQ UK.

Alpha Armouring® vehicles meet european and international road safety standards tested, approved and certified by TÜV Germany and / or Millbrook Proving Ground UK.



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2. CONTENT OF THE REPORT

To achieve the report Alpha Armouring® followed the guideline of the Global Reporting Initiative, this is the first report of Alpha Armouring®.

For the next report for United Nations Global Compact report Alpha Armouring® plans to conduct a more systematic analysis of possible improvements and to include suppliers, contractors and clients in the reporting system.

There has been no external verification of the report statements.



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3. TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

Alpha Armouring® signed the United Nations Global Compact and declared to commit the observation of their ten principles.

This report describes the efforts to establish and continue the integration of the UN Global Compact and its principles into our business strategy and daily business.

3.1. HUMAN RIGHTS POLICY

The human rights are component of compliance as well as the 10 principles of the United Nations Global Compact.

Alpha Armouring® makes every effort to create a agreeable climate between employees and business partners based on mutual respect, tolerance, trust and fairplay.

Alpha Armouring® respects the privacy and personal rights of every individual. We do not tolerate any discrimination on the grounds of gender, religion, belief, political sex, social or ethic origin. These principles are valid for new employees as well as for already long term working employees. The only important factors for Alpha Armouring® are performance, personality, skills, capacity and suitability. Accusation of discrimination will be investigated, Alpha Armouring® makes sure that there is no human right abuse of employees.

For always there are employees from all over working together in the plant of Alpha Armouring®, actually there are more than 10 different nationalities working cooperatively





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together at Alpha Armouring®. Alpha Armouring® supports assessment of human rights related risks for all employees.

For the future Alpha Armouring® will try to involve our suppliers and contractors to get statements how they handle human rights in their fabrication and production process.

4.1. LABOUR STANDARDS

Child labor and forced or compulsory labor

Alpha Armouring® rejects all kind of forced labor and child labor. Alpha Armouring® supports the abolishment of exploitative child labour, we observe the minimum age for employees according to German legislation. All these principles are stipulated in ILO conventions No 138 and 182.

At the moment Alpha Armouring® hasn't got any information about child labor of suppliers in other continents. For the future Alpha Armouring® will involve suppliers and contractors to give information about child labor or forced labor in their production.

At Alpha Armouring® there are at the moment no information regards forced labour within the company, Alpha Armouring® rejects all kind of forced labor, employees are trained in the protection of labor standards.

Alpha Armouring® supports the elimination of discrimination concerning employment and occupation. At the moment there are no written documents for all employees on the goals of labour standards, actually there is no need for Alpha Armouring® employees. Working times, number of holidays, overtime work are written in every employment.



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From time to time parts of the employees are working overtime, they are always remunerated.

Health and Safety Policy

The health and safety policy of Alpha Armouring® is to ensure that every step in the production process is clear for all employees responsible for that part of production. Alpha Armouring® has to take care all time to protect health, safety, welfare of all employees. Alpha Armouring® provides and maintains safe and healthy working methods and procedures for all employees. Alpha Armouring® provides all necessary protective clothing and safety equipment for the task which is being performed. Accidents or incidents are reported, investigations are carried out to prevent these in the future. There are first aid facilities to safeguard all employees. There are assessments for employees to be aware of possible dangers in their working surrounding.

5.1. ENVIRONMENTAL POLICY

Alpha Armouring® develops and manufactures for more than three decades heavy duty armoured vehicles for the global market (certified according to ISO 9001 (Quality management)). Environmental protection is one of the Alpha Armouring® fundamental objectives.

The main goal of Alpha Armouring® in this context is to be able to provide products to our clients which are at the same time environmental friendly, economical and offer a maximum quality and security. Alpha Armouring® is committing prevention of pollution



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and care of the environment, all activities are in accordance with the German legislation for environmental belongings.

Complying with environmental standards and continuous enhancement of our performance is self-evident at Alpha Armouring®.

It is of particular importance to Alpha Armouring® to ensure that all employees develop a responsible attitude towards their environment. Thus Alpha Armouring® employees are continuously informed, trained and motivated in respect of environmental protection.

Alpha Armouring® minimizes waste, promotes recycling, reduces harmful emissions and works with suppliers and contractors who have environmental policies as well and who can ensure they support efforts of Alpha Armouring® to achieve objectives.

Alpha Armouring® principles for environmental protection:

- ✓ Alpha Armouring® is committed to perform in a responsible way with the available natural and energetic resources such as water, raw materials, gas, electricity, petrol and other necessary things.
- ✓ Alpha Armouring® is committed to act in compliance with all international European and national environmental legislations, laws, regulations, official standards and directives in force. Alpha Armouring® has always the endeavour to improve occupational health and safety as well as environmental protection. Goal of Alpha Armouring® is to minimize the environmental impact of all activities. Improving the environmental performance of our products is a major point of emphasis at Alpha Armouring®.



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- ✓ Alpha Armouring® further supports this process by providing information to all employees, customers and suppliers regarding the use and maintenance of our vehicles and the appropriate and environmentally convenient handling.
- ✓ Alpha Armouring® ensures in conjunction with our suppliers, service providers, retailers and recycling companies that the environmental compability of our vehicles is improved efficiently, systematically and continuously – covering the entire life cycle of our armoured vehicles.
- ✓ The ultimate goal of Alpha Armouring® is to avoid waste, reuse in a proper manner recyclable materials/substances and the safe and responsible disposal of residual wastes according to specifications. During the manufacturing process of the vehicles Alpha Armouring® uses environmentally friendly products to strenghten the reuse of recycled components.
- ✓ For the same reason Alpha Armouring® avoids to use ballistic blankets (as Aramit, Kevlar, etc.) or composites (Kevlar or ceramic combinations) – these materials are not recyclable and non biodegradable.
- ✓ Alpha Armouring® takes always care that during maintenance and repair service that oil, grease and other fluids are disposed environmentally friendly.



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6.1. ANTI CORRUPTION

“Corruption ... undermines democracy and the rule of law, leads to violations of human rights, distorts markets, erodes the quality of life and allows organised crime, terrorism and other threats to human security to flourish. This evil phenomenon is found in all countries - big and small, rich and poor...corruption hurts the poor disproportionately by diverting funds intended for development, undermining a government's ability to provide basic services, feeding inequality and injustice and discouraging foreign aid and investment. Corruption is a key element in economic under-performance and a major obstacle to poverty alleviation and development.” (Kofi Annan, former UN Secretary General).

According to this basic principle quoted by Kofi Annan, the former UN Secretary General Alpha Armouring® acts and behaves in daily business. It is expected that our anti corruption policy is respected by all employees in their day to day business and in any actions or representations on behalf of Alpha Armouring®. Employees are trained in acceptable and not acceptable behavior regards improper payments, gifts or commisions.

Alpha Armouring® assures compliance with all international, federal, state or local laws, regulations, code which are applicable.



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Alpha Armouring® conveys the following principles :

Responsibility – every person is responsible for his/her actions

Integrity – in case you think something is wrong, please report, never compromise your integrity

Genuineness – please pay genuine prices for genuine products, never pay over the odds. In case agents ask for big commissions, never pay too much.

Honesty – always act honestly and in good faith in all respects of your work

Transparency – keep all invoices and receipts for correct records, thus show transparency

Everybody has to keep these principles in mind and act according to them then there is nothing to hyde

In daily business of Alpha it is our great interest to act actively for anti corruption. This is on one hand achieved by Alpha Armouring® training our employees to refuse any gift or benefit, every effort has to be reported. Alpha Armouring® supports anti corruption principles by publishing and sending always identical sums for identical service and or spare parts the same pricelist to all interested parties. Alpha Armouring® denies an artificial drive up of prices to allow commissions for various intermediaries or other recipients.

Victoria Forstmaier
Managing Director

Birgit Kaller
Marketing & Sales



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