

UNITED NATIONS GLOBAL COMPACT
COMMUNICATION ON PROGRESS 2015
ADVANCED TECHNOLOGIES

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The Ten Principles of the United Nations Global Compact

Human Rights

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.

Labour Principles

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.

Environmental Principles

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.

Anti-Corruption Principles

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


Statement by the Chief Executive Officer

Advanced Technologies' line of business consists of the distribution and marketing of digital products, including consumer electronics products. We offer products such as tablets, smartphones, gadgets and accessories. Our goal is to offer high value products with innovative design, to provide the latest technology and the best quality at affordable prices. Our Company has a constant range of products, from mobile phones to tablets to convertible laptops to gadgets and related accessories. Based on the idea that started it all, to offer better value for your money, Advanced Technologies' mission is to develop consumer electronics at affordable prices.

In 2015 Advanced Technologies submitted its support for The 10 Principles of the United Nations Global Compact, an important step in our organization's efforts to meet the challenge of a safer and corruption-free working environment for our employees, partners and customers. On May 15th, 2015 we became Founding member of Global Compact Network Romania, as part of the same effort to show our support for the world's largest corporate sustainability initiative.

In order to maintain a high-efficiency organization, we maintained and renewed our organization's management standards: ISO9001:2008 - Quality Management System; ISO14001:2004 - Environmental Management System; OHSAS 18001:2007 - Occupational Health and Safety Management System, which provide our top management with an effective management process, communicate a positive message to our staff and customers and also help in identifying and encouraging more efficient and time saving processes.

We are proud to contribute to the development and availability of modern technologies. With this communication, we express our guarantee of implementing and sustaining the 10 principles. We are committed to keep the Global Compact and its values as a main part of our strategy, culture and day to day operations. Our support for the United Nations Global Compact is a formal expression of Advanced Technologies' commitment to conduct our business with the upmost respect for the universal principles around Human Rights, Labor, Environment and Anti-corruption. Advanced Technologies makes a clear statement of this commitment to our stakeholders and the general public in its CSR public policy and CSR annual report.



This communication shows the progress and commitment of Advanced Technologies regarding Corporate Social Responsibility, emphasizing our active policy of sustainable development and respect for Human Rights and for the quality of the working environment within our company and partner companies, our determination to conduct our business operations in such a manner as to ensure minimal environmental footprint, and our rejection to any form of corruption.

Our effort is to provide equal opportunities at all levels and prevent discrimination in all its forms. We aim also to minimize our environmental impact at local level.

Advanced Technologies remains fully committed to the United Nations Global Compact. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Dragos Vasile – CEO Advanced Technologies
Inspired by Technology since 1996

HUMAN RIGHTS PRINCIPLES

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

Principle 2: Make sure that they are not complicit in human rights abuses

Assessment, policy and goals

The respect of human rights is stated in our company policy.

Our company respects the Universal Declaration of Human Rights through our internal regulation document, named Code of Conduct, available to all our employees.

In our suppliers and customer selection we take into account the adherence of our partners to Global Compact principles and we do not have business collaborations with organizations that do not respect human rights.

Our company respects the human rights of employees by offering all requested benefits imposed by national laws and other regulations.

For the upcoming year we intend to have the same attitude in respecting human rights without exception, wherever we expand our business to other countries.

Implementation

- Both the Internal Rules and Code of Conduct are published and sent to every employee so that they can access the documents at any time. On their first day of work, the employees enter the Induction Programme that acknowledges internal rules and Code of Conduct, documents that will be signed once the Programme is finished. Each employee is trained regarding all company's policies related to Human Rights.
- Any violation of Human Rights can be anytime sent by e-mail, to the HR Department.
- During this year, Company's CEO became Founding member of Global Compact Network Romania, on 15th of May, 2015. We wish that other companies in the country join us, because only in this way we can create that sort of ecosystem that could generate sustainable solutions for Romania's future.
- In 2015, all employees attended courses related to Labour Protection and methods by which they can be applied.

Measurement of outcomes

- Our efforts were rewarded and until now, our company did not face any incidents of Human Rights violations.
- Our Code of Conduct is annually updated by the company's management.
- Human Rights incidents will be solved by Legal and HR department of the company.
- The **Campaign for Worker's Rights Awareness** is a programme that begun in 2013 and has resulted in a complete lack of legal complaints from employees. We continued this campaign in 2015.

The campaign had two steps:

- **Step 1:** Each new employee went through a development period in which they were informed of every right and responsibility they have as an employee of Advanced Technologies. All internal procedures are made available, explained and discussed in order to prevent any breach of rights.
- **Step 2:** Employees are made aware of any changes in procedures or legislation as soon as they're enacted.

LABOUR PRINCIPLES

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;

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

Assessment, Policy and Goals

Advanced Technologies employees are free to join unions.

All Advanced Technologies employees are issued with regular contracts, which clearly state their terms and conditions.

Advanced Technologies employees are free to join any nongovernmental association.

Our Business Code of Conduct is agreed by all our business partners and suppliers.

Implementation

- We continued this year the “Suggestions box” – implemented last year, so all the employees can make anonymous complaints regarding any events related to Labour, if necessary.
- All Advanced Technologies employees went to courses, related to Labour topics (revised policy); in our Training Calendar we had 5 Courses related to this topic.
- Number of women in Advanced Technologies reached 8 out of 23, through new opened positions and recruitment process during 2015.
- In 2015, Advanced Technologies continued to make donations to special social cases, SMURD Foundation, non-profit associations (Adept Transilvania Foundation, “Pro Scoala si Familia” Association).

Measurement of outcomes

- Advanced Technologies has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles.
- Advanced Technologies has not been subjected to any health and safety statutory notices or prosecutions in the last year.
- All our key suppliers meet the standards for Corporate Social Responsibility as it is confirmed throughout their annual reports.
- Advanced Technologies does not have employees less than 18 years old. We do not tolerate child labour in our company and supply chain either.

ENVIRONMENTAL PRINCIPLES

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

Principle 8: Undertake initiatives to promote greater environmental responsibility;

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

Advanced Technologies undertakes environmental responsibility, promoting best practices in this area. We are responsible to the environment through the purchasing of equipment with low-energy consumption: computers, servers, monitors, lighting.

All toner cartridges are recycled. Printing is kept to an absolute minimum.

Implementation

- All Advanced Technologies employees attended courses related to Environment protection.
- In 2015 our Company started a Reducing & Recycling Programme (to reduce energy usage, to use renewable energy and recycled paper, to implement efficient consumption of natural resources, and to protect the environment)
- To prevent accidents and cases of work-related ill health in working environment, and provide adequate control of health and safety risks arising from work activities.
- To implement emergency procedures such as evacuation in case of fire or other significant incident at working environment.
- To provide necessary training to ensure that employees are competent to do work at their working environment.

Measurement of outcomes

- We keep records of energy, water and paper consumption.
- We moved in a new office, with safer and healthier working conditions.
- At the beginning of 2015, Advanced Technologies developed a plan for replacing all normal lights with latest technology LED light. Middle of 2015 we successfully implemented the developed solution and now we benefit from the latest technology in Automated LED lightning with smart control in order to prevent useless usage. All lights are automatically controlled for smart and efficient usage.
- We have joined the campaign "Earth Hour" in November, 2015 and we have turned the light off for one hour on our premises. This way, we have supported the international campaign, and we will continue to do the same in March 19th, 2016.
- Advanced Technologies is collecting and recycling garbage and batteries (218 kg) as an official partner to Ecotic Company.
- Advanced Technologies has never had a reportable environmental incident.

ANTI-CORRUPTION PRINCIPLES

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

Assessment, Policy and Goals

Advanced Technologies takes a zero tolerance approach to bribery and corruption and we are committed to act professionally and with integrity in all our dealings. Advanced Technologies supports the UN Convention against Corruption and does not operate in countries or organizations that are corrupted.

Implementation

- Communication and training for all employees on the anti-corruption commitment are annually updated
- Advanced Technologies reviews its Confidentiality and Data Protection Policy, which ensures that our staff is aware of the need of protecting personal data.

Measurement of outcomes

- All employees have been updated and trained regarding Internal Rules, Code of Conduct and Business Code of Conduct
- Advanced Technologies has not been involved in any legal cases, rulings or other events related to corruption or bribery.

How will we publicize the 10 Principles?

The 10 Principles are available to all our employees, suppliers and general public by e-mail and on our site www.vonino.ro