



Communication on Progress of OTS Assembly Srl

Period covered from May-15 to Apr-16.

Statement of continued support

14 April 2016

To our stakeholders:

I am pleased to confirm that OTS Assembly Srl reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

As a builder of machines for automatic assembly and testing, OTS Assembly srl has become an important partner for many worldwide top players in a variety of fields.

Its responsibility has continued to grow alongside the importance of the projects in which it has been involved.

This has led to continuous attention to the quality of its products, both in terms of tangible quality as well as in terms of corporate values in the production process.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mr. Sandro Scarasso

General Manager


OTS Assembly Srl



Human Rights Principles.

OTS Assembly Srl is a small company with private ownership.

Its specific activity consists in designing and manufacturing special machines for automatic assembly.

“Special” means that each project has a specific and dedicated content that has to be developed around the product to process.

This activity is based on creativity and experience. From this point of view, people working in OTS are a unique value for the company.

We think every businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in abuses of human rights.

Ours goal is to influence employees and our complete business to respect the Universal Declaration of Humans rights especially about Women and Gender Equality, Children's Rights, Indigenous Peoples, Persons with Disabilities and Human Trafficking.

As an example of improvement this year, our company has instituted an Ethics Committee with the task of controlling the application and grievance violation of the inner Ethics Code.

In order to respond to and prevent possible risks we would like to:

- Create a suggestion box,
- Train and inform all employees on Human rights,
- Have consultation with stakeholders and affected parties.

All OTS customers are worldwide players that, in the same way, ensure/uphold maximum respect of human rights.

The attention that customers put on initiatives such as the Global Compact Project and the long time relationships with OTS indicate how much OTS takes care of human rights.



Labour principles.

OTS upholds the freedom of association and effective recognition of the right to collective bargaining, wants to eliminate all forms of forces on compulsory labour, especially child labour, and also to eliminates discrimination in respect to employment and occupation.

OTS fully respects the right of employees to associate or to participate in activities of labour associations.

All business relationships, contracts, and agreements are formalized with reference to National and International contracts.

All labour relationships with OTS are absolutely voluntary and the company does not tolerate any kind of forced or compulsory behavior. All the employees are completely free to stop their activity if they are not satisfied with the conditions proposed.

OTS offers training and educational activities for its employees. This means an increase of quality offered to the customer and an improvement for the employees themselves. All these activities are fully paid by OTS and no personal contribution is required.

Child labour is not admitted, neither at customers' or suppliers' plants.

No expression of discrimination is admitted in OTS (racial, sexual, religious or any other).

Our company sets up a periodical medical visit for the employees, in every feature that concern the work and its quality. There are many safety courses for the workers in order to prepare them for possible emergencies. OTS also provides the necessary devices to work safely during working hours and performs fire safety drills yearly.

We have a dedicated team that monitors and mandates environmental and safety risks. We will continue to refine our employee handbook as needed and incorporate the Global Compact.



Environment principles.

OTS has a production process with a physiological low impact environmentally speaking.

Machines supplied themselves represent the main contribution given by the company.

For the best ecofriendly policy, we have replaced the lights with reduced energy consumption LEDs and our entire production is ecofriendly, from the cleaning of our machines and of the rooms to oils that are recycled and materials that are used according to the low-consumption environmental policy.

OTS main products are its mechanical machines. These machines are characterized by a very low usage of electric and pneumatic energy. Early this year we bought a new machine that help us to improve our impact during the production of our goods.

All the machines are also evaluated by our customers with an eye to these issues.

Our goal is to lower consumption during production to create a green industry that values and protects biodiversity, reducing the affects on global climate change.

All consumption is measured at the end of the production process and all information is used for future projects in a policy of continuous improvement.

A further contribution is given by attention during the design phase. All the devices chosen are dimensioned to guarantee proper functionality but are not oversized, in order to enable low consumption.

The same approach is used with the suppliers. They're encouraged to use eco-friendly and clean solutions.



Anti-corruption principle

OTS as has a zero-tolerance policy for corruption, bribery and extortion.

Due to the dimensions of the company all the activities can be properly and punctually controlled by the management.

Internally, we have maintained an excellent check and balance system over transactions. The records are maintained with proper evidence about where each Euro goes to and what is done with it. This information is checked and controlled by finance and administration.

The policy of OTS is absolutely against any kind of corruption. As an example of improvement, our company has instituted an Ethics Committee with the task of controlling the application and grievance violation of the inner Ethics Code.

No non-compliant behavior is tolerated. Our employees can report suspected facts or issues anonymously in a box available to all in the workplace.

The same policy is applied with customers and suppliers.

All the employees are educated and all the stakeholders are focused on doing business in an ethical way.