

Pessl Instruments GmbH • Werksweg 107 • 8160 Weiz • Austria

COMMUNICATION ON PROGRESS

Period covered by your Communication on Progress (COP)
From 30 March 2016 to 30 March 2017

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

30.03.2017

To our stakeholders:

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

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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Electronic & Software
Werksweg 107 • 8160 Weiz • Austria
TEL ++43 (0) 3172 5521
FAX ++43 (0) 3172 552123
@metos.at
Web page: <http://www.metos.at>

Dejan Jancic
Deputy Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights

We provide working conditions according to Austrian standards to all our employees. In our factory modern production and safety standards are implemented which eliminate negative effects on humans and health. Harassment on the workplace is a no-go. Since we often participate in projects with UN organizations and other organizations in the area of development cooperation, all measures to eliminate negative effects on humans and health are a matter of course. Some of our employees also participated at workshops regarding human rights issues.

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Tel.: +43 (0) 3172 5521 • Fax: +43 (0) 3172 5521 23 • office@metos.at • www.metos.at • VAT No.: AT U43037600
FN 132857d • Bank Account: Raiffeisenbank Weiz-Anger • BLZ 38187 • IBAN: AT36 3818 7000 0504 4607 • SWIFT/BIC RZSTAT2G187

Labour

As mentioned above, we adapt Austrian standards and pay our employees above minimum wage standards. We also try to actively involve women in our technical jobs, however this is to be honest, a challenge. Any forced labor is an absolute no-go for us. We do not care about the ethnical or gender background of our staff. For us, qualification matters. Thus, we guarantee objective criteria regarding any employment-related decisions. We also support a very multinational and diverse team. Our employees are coming from literally all over the world. And for all our employees the same standards are applied. We also developed several policies for matters of working conditions.

Environment

Our business model is to help the agricultural sector and industry to be more eco-friendly and to reduce and minimize negative effects on the environment. We provide solutions which have a direct positive impact on environment. For this reason we also provide products for free for Environmental Research Institutes all over the world. Our own production process is getting permanently monitored and is orientating on highest safety and environmental standards. We also have a lab which meets Austrian (international) standards. In order to reduce any environmental risk when working with other organizations and companies, we cooperate with the Austrian Chamber of Commerce which has great knowledge of global markets and the entrepreneurial and industrial ecosystem.

Anti-Corruption

When doing business we closely cooperate with the Austrian Chamber of Commerce. Corruption is for us a no-go. We openly discuss this with our partners. We orientate here on the Guidelines for multinational enterprises from the OECD.

3. MEASUREMENT OF OUTCOMES

We measure gender and age in our team. This is also particularly important for our EU projects. We monitor the effect of our products regarding reduction of use of pesticides, fertilizer as well as the increased yield and in general environmental development (weather, plant diseases etc.). Recyclability is crucial for us. Most parts of our products have a lifespan of ages. However some parts (in particular sensors) do have a shorter lifespan. In order to support recycling of these parts, we exchange these parts of the stations from our clients with new sensors and provide a discount if they return the old sensor. In some cases we can repair and calibrate these returned sensors for re-use. If this is not possible, we recycle them according to Austrian standards.