

## GLOBAL COMPACT - COMMUNICATION ON PROGRESS (COP)

### COMPANY

Orient Occident is marketing high quality floor coverings, interior textiles and design solutions for public interiors and design enthusiasts.

The company was founded in 1919 and is a well-known, family owned Finnish company.

Our core values are creating value for our customers and operating in a responsible and sustainable way towards our stakeholders, and the environment.

Since 2014, we are participant in the United Nations Global compact, the largest corporate responsibility initiative in the world, with over 12,000 signatories based in 170 countries.



Period covered by Communication on Progress (COP): 1.4.2016 to 31.3.2017

## Statement of continued support

1.4.2017

I am pleased to confirm that Oy Orient-Occident Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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 share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Mikko Puputti'.

Mikko Puputti  
CEO, Oy Orient-Occident Ltd

## 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**

Our goal is to influence that our employees and all our business partners respect the Universal Declaration of Human rights. We have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

### **IMPLEMENTATION**

All of our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. We are monitoring, investigating and acting upon any violation of the Code of Conduct in regard to human rights that comes to our knowledge.

### **MEASUREMENT OF OUTCOMES**

There are no reported or known cases of violation of human rights in our value chain in the period of 1.4.2016 to 31.3.2017.

We have ensured our workers are provided with modern safe, suitable and sanitary work facilities. We have strict rules to protect our workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

## 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

### **ASSESSMENT, POLICY AND GOALS**

Our goal is to influence that all parties in our value chain respect the ILO Core Conventions. We have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

### **IMPLEMENTATION**

All of our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. We are monitoring, investigating and acting upon any violation of the Code of Conduct in regard to labor rights that comes to our knowledge.

### **MEASUREMENT OF OUTCOMES**

There are no reported or known cases of violation of labor principles in our value chain in the period of 1.4.2016 to 31.3.2017.

We have ensured that employment related decisions are based on relevant and objective criteria by using well defined HR policies and processes.

## 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.

### **ASSESSMENT, POLICY AND GOALS**

Our goal is to influence that all parties in our value chain are operating in an environmentally responsible way. We have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

As we are not a manufacturer of products, our direct environmental impact is relatively small. We have evaluated that by working with suppliers and manufacturers who implement and develop environmentally friendly technologies and promote the use of recycled raw materials, we can have the most significant impact on environment. In addition we can improve the environmental effect of the logistical value chain by optimizing transportation.

In addition to reducing the carbon footprint of products, we can have a positive effect on creating healthier working and living environments through choosing to market products with low emissions and non-hazardous composition.

### **IMPLEMENTATION**

All of our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. We increase the awareness of our customers and stakeholders of the environmental effect of our products in their total life cycle. We take part in voluntary developments to reduce our direct carbon footprint and waste.

### **MEASUREMENT OF OUTCOMES**

There are no reported or known cases of violation of Environmental principles in our value chain in the period of 1.4.2016 to 31.3.2017.

We have ensured that all our products comply with legislative environmental standards and also fulfill a multitude of voluntary standards and certification schemes.



We have increased the share of sales of environmentally sustainable products consisting of recycled raw materials with low emissions.

We have carried out an expert consultancy to improve our energy efficiency and to study the production of renewable energy. We are currently implementing changes to our heating, ventilation and air conditioning (HVAC) technologies to minimize the energy consumption in our building properties. We are also creating the infrastructure to enable us to implement environmentally efficient energy sources in the future

We have implemented a Product Information Management System which helps us to better record and communicate the environmental impact of our products.

We have taken steps to reduce the waste of product materials in our deliveries by optimizing the production and installation planning. In addition we have improved the recycling of waste created by our own operations. We are member of The Environmental Register of Packaging PYR Ltd using their solutions for recycling of packaging

We are in partnerships with environmentally certified transportation companies who are using modern vehicles in transportation of our goods. We have also increased the share of direct deliveries to constructions sites, minimizing the carbon foot print of last mile deliveries.

We enforce an environmental policy for company cars, enforcing a maximum CO2 g/km emission threshold.

## Anti-Corruption Principles

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

### **ASSESSMENT, POLICY AND GOALS**

We are committed to fair competition and have a policy of zero-tolerance for corruption. All of our employees must avoid any kind of corruptive behavior or anti-competitive agreements with representatives of customers, competitors, business partners or any other parties.

In addition, we have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

### **IMPLEMENTATION**

All of our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. All employees of Orient Occident have in addition signed a written agreement to follow our detailed internal anti-corruptive guideline. We are monitoring, investigating and acting upon any violation of the Code of Conduct in regard to Anti-Corruption that comes to our knowledge.

### **MEASUREMENT OF OUTCOMES**

There are no reported or known cases of violation of Anti-Corruption principles in our value chain in the period of 1.4.2016 to 31.3.2017.