



UNITED NATIONS GLOBAL COMPACT
Communication on Progress July 2018



WORLD LEADERS IN SYNTHETIC TURF





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July 5, 2018

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EXECUTIVE LETTER

July 5, 2018

Dear Stakeholders,

This past year, Act Global has centered on bringing new focus to our mission: **“With a foundation of innovation, integrity and quality, Act Global strives to positively impact society and maximize land use through the use of synthetic turf.”**

At Act Global, we are innovating more, to change the way the world uses synthetic turf.

Our planet has added more than 2 billion people in the last 25 years alone. As a society, we are traveling more, producing more waste and filling up landfills, expanding city spaces and using more natural resources. Act Global is focused on creating synthetic turf solutions which address these issues, protect our resources, and enhance land use for business, leisure, sports and communities.

The opportunities for artificial turf to enhance land use are expanding, and to meet these needs requires constant product development, responsible business practices, advocacy and education. It is our goal to be a leader in promoting responsible industry practices, while doing so in a sustainable, environmentally-conscious manner.

This will be the ninth year that Act Global is a proud member of the United Nations Global Compact. It our responsibility and privilege to maintain honest, positive business practices, and the principles set forth by the United Nations Global Compact will continue to guide our future decision-making.

Best Regards,
John Baize
Chief Executive Officer





Be More



We are a dynamic, global synthetic turf company committed to BE MORE.

Our mission to “Be More” is ingrained in every facet of our business, every employee and throughout our value chain. With a foundation of innovation, integrity and quality, Act Global strives to positively impact society and maximize land use through the use of synthetic turf.



Innovate more.

Advancing turf products and services, with a focus on research, development and a vision to innovate.



Protect more.

Investing in green-friendly technologies, enhancing safety and promoting sustainable practices.



Play more.

Enhancing sports, community spaces, and leisure activity through synthetic turf.



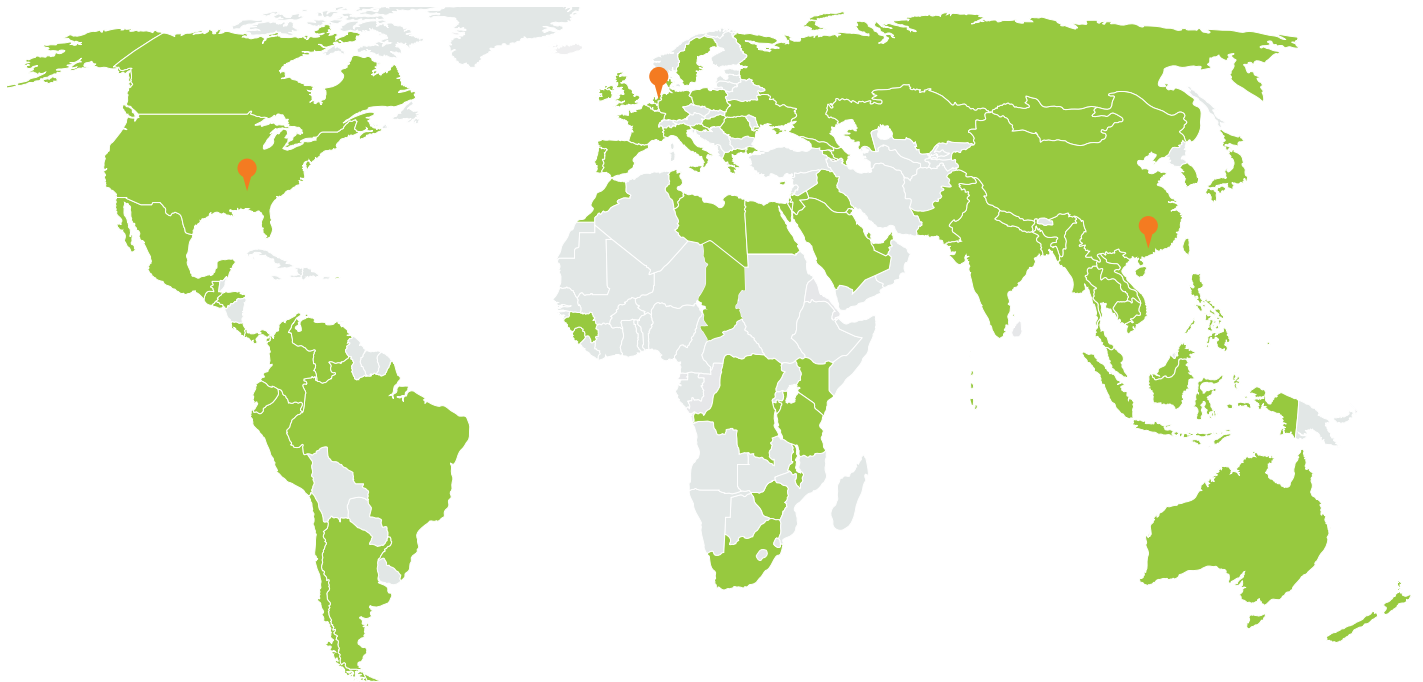
Give more.

Supporting charitable and global aid organizations around the world.

As one of the **WORLD'S LARGEST** producers of synthetic turf, we take quality seriously.

📍 **Manufacturing facilities on 3 continents**

■ **Installations in over 90 countries**



ISO 9001 Quality

Act Global adheres to strict international standards proven to increase quality. We maintain state of the art operations to ensure each order is of the highest quality, and our team manually inspects every turf roll coming out of production. Strict quality controls, reporting and annual audits keep our operations lean, clean and accountable.





TECHNOLOGY LEADERS

- ✓ Full range of synthetic turf for sports, landscape, aviation and landfill capping solutions
- ✓ Long-term investments in new manufacturing centers, in-house R&D laboratory, and testing equipment
- ✓ Patented technologies
- ✓ ISO 9001 Quality Certification
- ✓ Certified Synthetic Turf Council Manufacturer
- ✓ Complete environmental, ASTM, EN/DIN, UV and Lisport Durability testing
- ✓ Cross optimization of global resources, trends and technologies with local support



A vision to INNOVATE.

PRODUCT RANGE



Our sports turf has been used in community fields to elite professional stadia.



Artificial grass provides natural looking, low-maintenance landscape solution.



Patented aviation turf enhances safety and operations for airports.



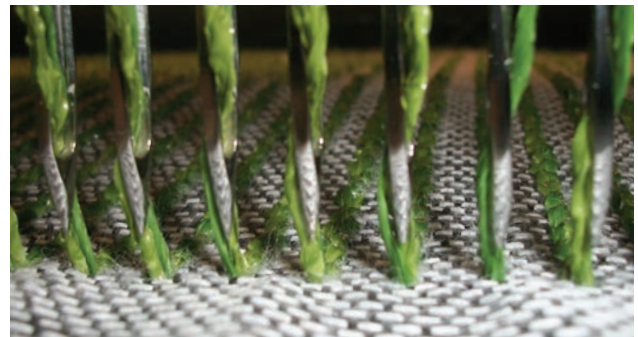
Patented synthetic turf capping system offers protection for long-term cover of landfills.

Inspired by nature, engineered to exceed. Verified by Testing



Natural Grass Benchmarks

We start with the best **NATURAL GRASS BENCHMARKS** and latest **SAFETY DATA**, considering a variety of markets, needs and regulations.



Designed to PERFORM

✓ Grass fibre and system testing that exceeds **TYPICAL ASTM REQUIREMENTS**



✓ Melting point, breaking strength, tuft bind, strength, elongation, dtex/denier, thickness, width and environmental



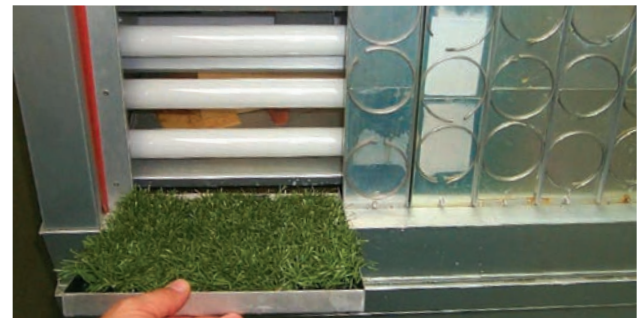
✓ UV and artificial weathering



✓ Instron tester for tensile strength



✓ Extended Deltec Lisport testing up to 140,000 cycles



COMPANY HISTORY

About Act Global

- ✓ Founded in February 2004 as Global Sports Systems
- ✓ Management team with extensive industry experience in each functional area
- ✓ Sales in over 90 countries through exclusive distribution partners
- ✓ Excellent reputation for quality, strong relationships, integrity and expertise
- ✓ Worldwide industry and charitable partnerships
- ✓ Only company holding all five:
 - FIFA Quality Licensee, FIH Preferred Supplier, World Rugby Preferred Producer, Synthetic Turf Council Certified Manufacturer and ISO 9001

2017 CORPORATE MILESTONES

- ✓ Act Global becomes the official synthetic turf supplier for the USL
- ✓ Partnered with WFSGI and completed audit
- ✓ Mercedes-Benz Superdome selects Act Global's synthetic turf
- ✓ Malaysia National Hockey Stadium awarded 1st FIH Global Elite Pitch in History
- ✓ Renewed commitment to organizations such as World Rugby and Synthetic Turf Council
- ✓ Act Global Participates in Dresses for Dreams 5k benefiting Field of Dreams Uganda.
- ✓ Donated turf for 2017 Homeless World Cup in Oslo, Norway

Promoting the United Nations Global Compact

We are proud to call ourselves partners with the United Nations Global Compact. Our goal as a world leader in synthetic turf industry is to educate and encourage other companies in the industry to gather the basic principles to action for continued communal growth.

- ✓ We will maintain a current copy of our latest Communication on Progress archived on our company website www.ActGlobal.com, for the public to view and download.
- ✓ We display the United Nations Global Compact Support logo in our marketing materials and efforts
- ✓ Act Global is committed to building personal relationships with customers, and promoting our support of the Global Compact through these relationships.
- ✓ We hope to inspire others to make a difference in the world by administering the principles of the Global Compact in their own business.



Overview of Global Compact Communication on Progress

#	PRINCIPLE	IMPLEMENTED	COMMENT
1-2	Human Rights	Yes	No issues - Support to CARE - Passed WFSGI audit
3	Labor Rights – Freedom of association and collective bargaining	Yes	No issues - Passed WFSGI audit
4	Labor Rights – No forced or compulsory labor	Yes	No issues - ISO 9001 Certification - Passed WFSGI audit
5	Labor Rights – No child labor	Yes	No issues - Support to World Vision - Donations to FOMO and Field of Dreams Uganda - Passed WFSGI audit
6	Labor Rights – Eliminate discrimination	Yes	No issues - Homeless World Cup Sponsor - Passed WFSGI audit
7	Environment – Precautionary approach to challenges	Yes	- Developing recyclable technologies - Educating on environmental benefits of synthetic turf - Passed WFSGI audit
8	Environment – Promote greater responsibility	Yes	- Support of Conservation International - LEED credit education - Member of US Green Building Council - Passed WFSGI audit
9	Environment – Develop and diffuse environmentally-friendly technologies	Yes	LiteEarth environmental solutions - Developing recyclable friendly technologies - Passed WFSGI audit
10	Anti-Corruption	Yes	No issues - Passed WFSGI audit

A FOUNDATION OF INNOVATION, INTEGRITY AND QUALITY, TO POSITIVELY IMPACT SOCIETY AND MAXIMIZE LAND USE THROUGH THE USE OF SYNTHETIC TURF.

Be More

HUMAN RIGHTS

Principles 1 and 2

Businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicity in human rights abuses.

ACTIONS AND ACHIEVEMENTS:

Act Global advocates human rights and equal opportunities worldwide. We display posters and have educational materials available for all employees regarding the Occupational Safety & Health Association, Employee Rights, and Workers Compensation. We maintain a comfortable, safe and professional working environment for our employees and partners, and full-time employees are offered medical insurance benefits. We



foster an open culture by encouraging regular communication amongst employees.

ACT GLOBAL SUPPORTS HUMAN RIGHTS ORGANIZATIONS

Act Global annually contributes to CARE, a humanitarian organization that fights global poverty in part by providing economic opportunities to women in particular. Our goal with CARE is to provide resources needed for survival in the hands of those individuals most adept to make a change in their immediate community. With our donations, the women, mothers and wives are able to provide value to their families and friends while developing a sense of empowerment.



MEASUREMENT:

We have implemented feedback systems to allow employees to express any concerns or feedback to leadership. With regular communication and proper training of business ethics we confirm no human rights are violated.

LABOR STANDARDS

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.



ACTIONS AND ACHIEVEMENTS:

Act Global continues to uphold the freedom of association and the effective recognition of the right to collective bargaining. We do not discriminate on grounds of membership in a labor union. Act Global fosters an open environment and welcomes open dialogue and association among team members, without interference from our management.

MEASUREMENT:

Our company policies clearly indicate our compliance with these issues. Act Global will engage open discussions and formal reviews of work environment to ensure these policies are continually met.

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labor.

ACTIONS AND ACHIEVEMENTS:

Act Global upholds a zero tolerance policy to all forms of forced and compulsory labor. To avoid miscommunication regarding labor expectations, responsibilities, wages and schedules are formally outlined for each employee. We openly invite employees to provide feedback and suggestions and treat all our worldwide partners with the same open courtesy and respect.

ACT GLOBAL RECERTIFIED FOR ISO 9001 WITH ZERO COMPLIANCE ISSUES



To achieve ISO 9001 recertification, an independent, third-party audit found zero compliance issues in the areas of manufacturing quality, labor practices, employee training processes and customer service.

“For a company to truly achieve a culture of quality, it takes team members with skill, commitment and passion to make it happen. We maintain open lines of communication and a comfortable working environment to motivate employees and encourage growth.”

Give more.

IT IS OUR RESPONSIBILITY AND PRIVILEGE AS A COMPANY TO GIVE BACK. JOIN US IN OUR JOURNEY.



LABOR STANDARDS continued...

MEASUREMENT:

International partners and employees undergo an interview process to ensure they can comply with our company standards and those set forth by the United Nations Global Compact. ISO 9001 holds company accountable via a third party audit.

Principle 5

Businesses should uphold the effective abolition of child labor.

ACTIONS AND ACHIEVEMENTS:

Child labor is cruel and inhumane and our company does not tolerate this type of behavior. All of our employees are hired within the legal working age and do so by consent of both parties. We establish a comfortable working environment to ensure our employee's happiness.

Act Global lends support to World Vision, a Christian humanitarian organization dedicated to working with children, families and their communities worldwide to reach their full potential by tackling the causes of poverty and injustice.



ACT GLOBAL SUPPORTS FRIENDS OF MULANJE ORPHANS

Friends of Mulanje Orphans (FOMO) is a community-based programme which houses, feeds and educates orphans in Malawi. Act Global director Chris Clapham has been involved with FOMO for 8 years and this year Act Global sponsored FOMO teams in a U-14 football tournament.

During a recent visit, the children danced, laughed and listened to talks from Chris and the Malawi National football coach. Act Global is both humbled and inspired by those who dedicate their lives to helping others!

LABOR STANDARDS continued...



ACT GLOBAL DONATES TO FIELD OF DREAMS UGANDA

Act Global helped sponsor a recent Field of Dreams mission trip, which supports the children of Uganda through the vehicles of sports and education.

MEASUREMENT:

Our hiring guidelines and practices clearly outline our policies against child labor. We implement a strict evaluation process when working with outside suppliers and partners to ensure their practices align with these standards.

Principle 6

Businesses should eliminate discrimination in respect of employment and occupation.

ACTIONS AND ACHIEVEMENTS:

To be a successful global company, Act Global accepts and embraces diversity. We believe in building lasting,

honest relationships, and our worldwide network of partners and suppliers in over 80 countries are truly an extension of the Act Global family. We also have offices stationed in the Netherlands, United Kingdom, Malaysia, France, Poland, Cyprus, Australia, Canada, as well as Texas, Arizona and Georgia, USA.

We treat every person, in every regional market, with a mutual respect. With this understanding between our valued stakeholders and Act Global we are able to develop an open line of communication and acceptance. We do not discriminate against race, color, sex, religion, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership, and sexual orientation. Our employees and contractors are hired based on their skills and ability to do the job.



ACT GLOBAL WAS THE OFFICIAL HOMELESS WORLD CUP SPONSOR IN 2017

With a mission to inspire life change through football, the Homeless World Cup brings together individuals from around the world for a week of football and fellowship. Act Global is honored to be the official synthetic turf donor for the event, which has impacted the lives of more than 1 million homeless individuals around the globe.

MEASUREMENT:

We will maintain documentation of all complaints and issues.

Protect more.
 SYNTHETIC TURF PROMOTES GREATER
 UTILIZATION OF LAND AND RESOURCES



ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges.

ACTIONS AND ACHIEVEMENTS:

Sustainability can be described as meeting the needs of the present without compromising the ability of future generations to meet their own needs. For Act Global to be sustainable, we must simultaneously maintain a profitable business, be conscious of staff and company needs, be forward thinking in our green technology, and prevent detrimental harm to the environment. We strive to ensure that the environmental impact of all our activities is minimised, while balancing the needs of stakeholders, communities and employees to ensure satisfaction.



Sustainable practices Act Global has put in place:

SUSTAINABLE MANUFACTURING

- ✓ Established recycling program at our manufacturing facilities reclaim every by product of turf production - fibre, turf, backing, cardboard, plastic and wood.
- ✓ Segregated waste facilities to facilitate recycling.
- ✓ Responsibly sourced raw materials.
- ✓ Detailed records of environmental testing for lead, mercury, zinc, cadmium, chromium, tin, toxicity, EOX and DOC.
- ✓ Implementing robust inventory and project tracking process to minimise waste and improve efficiencies
- ✓ “Switch Off” labels on all electrical equipment, independent A/C units and light switches.
- ✓ Replacing IT equipment at end of life with energy star rated equipment
- ✓ Low energy lighting
- ✓ Using recycled paper for marketing materials and documents

ENVIRONMENT continued...



SUSTAINABLE PARTNERSHIPS

- ✓ Provide ongoing monetary support to environmental organization Conservation International
- ✓ Participate in environmental causes such as Carbonfund.org's Million Tree Challenge
- ✓ When general contractors and architects purchase and install our synthetic turf products they can gain LEED credits.
- ✓ Engaging with local communities, such as local football team sponsorship

MEASUREMENT:

Detailed records of all our environmental testing for lead, mercury, zinc, cadmium, chromium, tin, toxicity, EOX and DOC. We confirm these results to the general public by placing labels on all our artificial turf rolls. We are beginning to monitor energy consumption to benchmark and improve company use.

Principle 8

Undertake initiatives to promote greater environmental responsibility.

ACTIONS TAKEN & ACHIEVEMENTS:

Act Global regularly communicates to its stakeholders and the public regarding the importance of environmental soundness, best practices in energy and resource efficiency, waste reduction, renewable resources, and the use of cleaner production.

When general contractors and architects purchase and install our synthetic turf products they can gain LEED credits. Established by the US Green Builders Council, the Leadership in Environmental Design (LEED) organization designates products as "green friendly" by obtaining points through environmentally-conscious organizations.



Act Global also continues to support environmental organizations such as Conservation International.

MEASUREMENT:

Act Global makes measurable monetary donations to global environmental organizations. Records of LEED credit projects, energy consumption and water consumption maintained.



ENVIRONMENT continued...

Principle 9

Businesses should encourage the development and diffusion of environmentally- friendly technologies.

ACTIONS AND ACHIEVEMENTS:

Based on feedback from partners, industry affiliations and with a focus on sustainability, Act is committed to research and development to expand our green-friendly technologies.

- ✓ Our latest product development, Xtreme Grass, is designed to be 100% recyclable at end of life.
- ✓ Synthetic turf promotes greater utilization of land, as you can achieve more with the same surface space. Our LiteEarth product provides an aesthetically pleasing, functional final closure for landfill, coal ash deposits and other land reclamation projects.
- ✓ We are conducting ongoing research and development for offering products with greater recyclability.

MEASUREMENT:

Xtreme Grass is 100% recyclable.

ANTI-CORRUPTION

Principle 10

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

ACTIONS AND ACHIEVEMENTS:

Act Global does not condone any form of corruption, extortion and bribery. With clear lines of communication we confirm that we only work with those individuals and companies that share the same value systems as Act Global. It is our policy to limit the amount of gifts that can be given or received by an employee or professional partner. We do not tolerate corruption or bribery in any shape or form.

MEASUREMENT:

Any policy or ethical violation that is detected by an employee is immediately reported to management and documented.



ORGANIZATIONAL

ACT GLOBAL

MEMBER SINCE MAY 17, 2017

The U.S. Green Building Council is the nation's foremost coalition of leaders working to transform the way buildings and communities are designed, built, and operated, enabling an environmentally and socially responsible, healthy, and prosperous environment that improves the quality of life.

Mahesh Ramanujam

MAHESH RAMANUJAM
President & CEO



WFSGI CODE OF CONDUCT

GUIDING PRINCIPLES

APPROVED BY THE WFSGI GENERAL ASSEMBLY
IN MUNICH, GERMANY, ON 23RD JANUARY 2016



INTRODUCTION

The World Federation of the Sporting Goods Industry (WFSGI) was formed in 1978 to promote the world's sporting activities, to standardise the size of equipment and the rules of sport, to improve the standards of quality for sporting goods and to promote responsible and sustainable practices in sporting goods internationally. Today the WFSGI consists of a diverse global membership including brands, manufacturers, retailers and national & regional sports federations ("members").

The ideals of the WFSGI are the ideals of sport, and the organisation seeks to promote fairness, honesty, mutual understanding and high ethical standards. WFSGI is committed to fostering a sports industry in which members actively build business partnerships with those who share the values of sport and take responsibility for making the values real through active engagement.

WFSGI members recognize the important role they play in the global economy and their influence on the social and economic conditions under which sporting goods are produced. That influence is exercised both through their actions as employers, and, far more profoundly, through their decisions as customers of companies that serve as suppliers of goods and services ("suppliers").

For the purpose of this Code "employer" refers to both members and suppliers when they are responsible for employees.

The Principles of the WFSGI Code of Conduct are based on relevant Conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights and internationally accepted occupational health and safety standards.

The purpose of the Code is to guide WFSGI members in the standards and practices expected in the workplaces that they operate or contract from.

WFSGI also acknowledges that companies operate under different legal, economic, social and cultural environments and these differences merit understanding and respect. Never the less, the WFSGI Code of Conduct applies to all WFSGI members, their suppliers and any authorised sub-contractors involved in the production process.



I. LEGAL COMPLIANCE

Member companies and their suppliers must operate in full compliance with national and local laws, rules and regulations relevant to their business operations including but not restricted to employment, environment and health and safety.

II. WORKING CONDITIONS

Local industry standards should prevail when higher than the local legal requirements. In countries where the legal requirements fall short of internationally recognised standards, it is recommended that members should apply the following minimum criteria:

- 1. Forced Labour**
Employers shall not use forced labour, whether in the form of prison labour, indentured labour, bonded labour, or otherwise. No employee can be compelled to work through force, the threat of force, or intimidation of any form.
- 2. Non-discrimination**
No person shall be subject to any discrimination in employment, included in hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin. Foreign or domestic migrant labour shall be treated on an equal basis with local employees.
- 3. Freedom of Association and Collective Bargaining**
The rights of workers to join (or not to join) organisations and associations of their own choosing without penalty and interference, and to bargain collectively shall be recognised and respected. Where the right to freedom of association and collective bargaining is restricted under law, the employer shall consider the development of parallel means for independent and free association and bargaining.
- 4. Wages and Benefits**
Employees shall be fully and legally compensated for all hours worked. In all cases, wages must equal or exceed the minimum wage or the industry wage, whichever is higher and all legally mandated benefits including insurances, holidays and leave shall be provided.
In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at the rate legally required in the country of operation or, in those countries where such laws do not exist, at a rate exceeding their regular hourly compensation rate.
- 5. Hours of Work**
Employees shall not be required, except in extraordinary business circumstances, to work in excess of 60 hours (including overtime) per week, or the local legal requirement, whichever is less. Overtime work must be voluntary. Employees shall be allowed to at least twenty four (24) consecutive hours rest within every seven day period.
- 6. Regular Employment**
Employees shall be employed on the basis of a recognised employment relationship established through national law and practice. Obligations of employers shall not be avoided through the excessive use of temporary contracts, subcontracting or apprenticeship schemes.



7. Child Labour

No person shall be employed at an age younger than 15 (or 14 where the country of operation allows), or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15. All legal requirements for employees under 18 shall be followed and no person under the age of 18 shall be engaged in hazardous work or conditions, or any work at night.

8. Health and Safety

A safe and hygienic working environment shall be provided, and occupational health and safety practices which prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities shall be promoted. This includes safe buildings, fire protection, electrical safety, safe use of hazardous substances and correct use of personal protective equipment. Lighting, heating and ventilation systems should be adequate. Employees should have access to adequate sanitary facilities and potable water at all times. The workplace shall have safety and health policies and procedures that are clearly communicated to the all employees. All standards shall apply to employee residential facilities, where provided by employers.

9. Harassment or abuse

Every employee shall be treated with respect and dignity and has the right to a workplace free from physical, sexual, psychological or verbal harassment or abuse.

III. ENVIRONMENT

Members and their suppliers shall aim for progressive improvement in their environmental performance. This includes:

- Responsible use of natural resources such as energy and water
- Responsible management and reduction in the use and disposal of hazardous chemicals
- Reducing, minimizing and avoiding pollution and waste including solids, liquid and air emissions
- Designing and developing products, materials and technologies according to sustainable principles
- Integrating principles of sustainability into business decisions and practices

IV. SUBCONTRACTORS

Members and their suppliers shall have full knowledge of subcontractors in their supply chain. All declared and approved subcontractors must comply with this Code.

V. COMMUNITY INVOLVEMENT

Members and their suppliers recognise the economic and social impact of their work and commit to improving conditions in the wider communities in which they operate.



VI. COMPANY SPECIFIC STANDARDS

Members are encouraged to draw up their own specific code of ethical conduct, if they have not already done so, building on the above standards.

VII. VERIFICATION & COMPLIANCE

These Principles have been adopted by WFSGI to provide guidance for members and suppliers to ensure their business operates responsibly. Members shall take steps to ensure compliance with these standards in their own operations and in those of their suppliers. Where there are instances of non-compliance [e.g. significant and/or persistent breaches] whether found by internal or independent external monitors, members shall ensure timely and reasonable remediation of such non-compliance; and ensure that adequate steps are taken to prevent recurrence and/or occurrence in other organisations. WFSGI reserves the right to require members to report regularly on the steps they are taking to ensure compliance with this Code and responsible business practices more broadly.

**Act Global's products and services are available
through distribution partners in over 90 countries.**



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