



TANNER Vietnam Ltd.

43D/8 Ho Van Hue, Phu Nhuan, HCM, Viet Nam

COP Report 2018

Date: 30 June 2018

To our Stakeholders:

I am pleased to confirm that TANNER Vietnam 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 sharing this information with our stakeholders using our primary channels of communication.

It has been 4 years since the date TANNER Vietnam registered to the United Nations Global Compact. From then until now, TANNER Vietnam still follows the pace to become a role model in sustainable corporate responsibility participating in the United Nations Global Compact initiative. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

1, Human rights:

TANNER Vietnam applies at all times Vietnamese law and suitable German law for all employees and implements all articles in the labor contracts with our employees. Besides we apply always updated laws and provisions to grant employees the full benefits as well as rights.

We are committed to fair and respectful working conditions – non discrimination. Treat All Employees with all respect, dignity and fairness.

2, Labors:

TANNER Vietnam are committed to the principle of sustainability – no inappropriate risks for human health and the environment.

Comply with occupational health and safety, organize Annual Periodical Health Check-up is for all employees.

Freely allow all employees to join the Trade Union

We are committed to fair competition – no antitrust violations.

And we organize annually a company trip for all employees for team building purposes



We organize All Employees company meetings every six months to review and present our common company strategy.



TANNER Vietnam continues to send employees to many training courses to improve employees' skills and knowledge.

Organize Annual Fire Prevention Training



3, Environment

TANNER Vietnam has successfully implemented an accredited environmental and energy management plan in the workplace.

We are saving energy in the company by:

- Reminder stickers on electric equipment to save energy

- Turn off light, monitor, air-condition when going out for lunch

- Air-condition is set between 24 degree to 26 degree

- Plant pergola to cover the office to reduce the heat from the sun so we can reduce electricity consumption from air-condition

- Printing paper on both pages

#SayNoToPlastic: bring ceramic mugs/ tumbler when buying coffee/ milk tea, instead of using the disposable cups



#SayNoToPlastic: plan to install a purified water filtration system + dispensers to stop all plastic bottles used at the company.

TANNER Vietnam also encourages our employees take care of our small garden in the rooftop to bring more green to the company



4, Anti-Corruption

TANNER Vietnam maintains a strict Corporate Compliance Policy, which is based on the proven principles that characterize our business operations and clearly explains where and how you can obtain help with compliance questions.

Every employee of TANNER Vietnam is responsible for ensuring that his or her conduct is legally and ethically compliant. This applies to employees at all levels.

Commit to integrity in business dealings – no corruption.

Always obey The Law, Decline Inappropriate Gifts.

We signed with all suppliers Non-disclosure agreements and General Data Protection Regulations (GDPR).

We signed with all customers Compliance Agreements and General Data Protection Regulations (GDPR).

Our Principles of Business Conduct

Why be concerned about corporate compliance policy?

1. We are committed to fair competition – no antitrust violations.
2. We are committed to integrity in business dealings – no corruption.
3. We are committed to the principle of sustainability – no inappropriate risks for human health and the environment.
4. We are committed to upholding national and foreign trade laws – no import and export infractions.
5. We are committed to proper record-keeping and transparent financial reporting – no deception.
6. We are committed to fair and respectful working conditions – no discrimination.
7. We are committed to protecting the fruits of our own endeavors and respecting the legally recognized rights of others – no infringement of our own or others' property rights.
8. We are committed to keeping corporate and personal interests separate – no conflicts of interest.
9. We are committed to cooperating with the authorities – no misinformation.
10. We are committed to protect and safeguard the environment.
11. We comply with General Data Protection Regulation (GDPR).