



OTS Assembly S.r.l.

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Communication on Progress of OTS Assembly Srl

Statement of continued support

28/03/2018

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.

OTS Assembly Srl, as builder of machines for automatic assembly and testing, has become, more than a supplier, a real partner for many worldwide top players in different fields. Its responsibility has grown more and more in parallel to the importance of the projects in which it's involved. This leads to a continuous attention to the quality of its products, where quality means not only what is tangible, but also all the values considered in the productive process.

For this reason, OTS in 2018 started the process to obtain the AEOC-AEOS certification by 2019

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

Sole Director

A handwritten signature in black ink, appearing to read 'S. Scarasso', is written over a circular stamp. The stamp contains the text 'OTS Assembly S.r.l.' in a bold, sans-serif font.

Human Rights.

OTS Assembly Srl is a small company with private ownership.

Its specific activity consists in design and manufacture of special machines for automatic assembly.

This activity is based on knowledge, 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 human rights abuses.

Ours goal is to influence employees and all our 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.

Three years ago we set up an ethics committee to control the application and grievance violation of the inner Ethics Code. Every employee of the company can freely contact the property or members of the Ethics Committee to have support or communicate any violations

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

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

Labour principles.

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

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

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

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

OTS puts attention to training and educational activities for its employees. This means an increase of quality offered to the customers and an improvement for employees themselves. All these activities are fully at OTS charge and no personal contribution is required.

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

None expression of discrimination is admitted in OTS (racial, sexual, religious or any other).

Our company set up a periodical medical visit for their employees, in every feature that concern the work and its quality. There're many safety courses for the workers and to response at possible emergency. OTS also provides the necessary devices to work safely during working hours and, every years, are performed fire tests.

We have a dedicated resource 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.

In 2018, large investments have been made to save energy and reduce the environmental impact. Today OTS has two production poles, both of which have been fitted with low-power lighting systems and new thermal and conditioning systems to optimize power consumption.

Our industrial machines have also been implemented with control systems that instantly measure electricity and air consumption (as required by ISO 5000). In this way, our customers can monitor their consumption and intervene to correct any inefficiencies.

A new design procedure was introduced in 2017 in order to evaluate process and component choices considering the consumption of air and electricity.

At the establishment all the consumptions are measured at the end of the production process and all the information are used for future project in a policy of continuous improvement.

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

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 proves about where each penny 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. Our company has instituted an Ethics Committee with the task of control the application and grievance violation of the inner Ethics Code.

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

Same policy is applied with customers and suppliers.

All the employees are educated and all the stakeholders are addressed to an ethic way of doing business.

