

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 19st April 2019 To: 19th April 2020

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

18th April 2017

To our stakeholders:

I am pleased to confirm that **Sigit Oman Automotive Group - SOAG LLC** 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,

Pierangelo Decisi

Chairman

Sigit Oman Automotive Group - SOAG LLC

Company Example

2. DESCRIPTION OF ACTIONS

Human Rights

Sigit Oman Automotive Group - SOAG LLC's goal, as member of the **UNGC**, is to ensure that their employees and business partners respect the Universal Declaration of Human Rights.

Based on our commitment we have set-up a Global Ethic Code, published on our website, to make our position clear for all employees, suppliers, customers and partners. We have published and actively informed them of our commitment and encourage them to commit as well.

Through a constant awareness and implementing a series of actions we spread the responsible behavior and the preservation of the health, environment and safety of all personnel.

Sigit Oman Automotive Group - SOAG LLC provides, following the social responsibility, a safe working environment, suitable and healthy due to eliminate factors and effects that could harm or threaten human life and health. Its activity contributes to the welfare of all countries and communities in which it operates. The Global Ethic Code includes a commitment of defense and protection of Human Rights and the pursuing of objectives with loyalty, honesty, reliability, competence and transparency.

The Group works to ensure and promoting the protection of its employees from harassment in the workplace, including physical, verbal, sexual or psychological harassment, abuse or threats.

The physical and moral integrity is considered a primary value of the Company that guarantees working conditions that respect individual dignity, in safe and healthy work. The employees communication is a fundamental tool to promote adhesion to the project company, the sharing of values, transparency and fair dealings.

The high professionalism and reliability of employees and contractors is a key factor for the success of the company. The professional growth and career advancement are geared to ensure maximum fairness and equal opportunities, without any form of discrimination, nepotism and cronyism.

Furthermore, the company agrees not to establish any relationship whatsoever with people who make or use child labor or staff recruited irregularly or operating in violation of the laws and regulations provided for the protection of rights.

Labour

Sigit Oman Automotive Group - SOAG LLC support the **UNGC** principles on labour standards in addition to following local laws on labour rights.

The Group is committed to promoting and spreading a culture of safety, developing among its employees and collaborators awareness of risk management, promoting responsible behavior and by implementing a series of actions, preventive, to preserve the environment, health, the safety and security of all personnel.

The Company has identified and assessed the risks to health and safety at work.

Human resources employed on the production process or employed in the Central Departments are constantly updated, informed and supported. Training sessions and information, constant updating of the methods and systems in the light of the best technologies available, and preservation of resources are provided

The communication is a fundamental tool to promote adhesion to the project company, the sharing of values, transparency and fair dealings. The high professionalism and reliability of employees and contractors is a key factor for the success of the company. The professional growth and career advancement are geared to ensure maximum fairness and equal opportunities, without any form of discrimination, nepotism and cronyism.

Furthermore, the company agrees not to establish any relationship whatsoever with people who make or use child labor or staff recruited irregularly or operating in violation of the laws and regulations provided for the protection of rights.

Environment

Sigit Oman Automotive Group - SOAG LLC supports the **UNGC** principles on the Environment.

The guidelines to pursue this commitment have been included in the Global Ethic Code.

The environment is considered by Sigit Oman Automotive Group - SOAG LLC a primary resource to be protected, the company shall adopt the most appropriate measures to respect and preserve the environment in which it operates and promotes production processes and sustainable products compatible with the environment in compliance with the ISO 14001: 2004.

Sigit Oman Automotive Group - SOAG LLC put in place a several actions to further minimize the environmental impact. A Policy highlight on the environment is the solar energy exploitation through an advanced photovoltaic system.

Thanks to a partnership signed with Mondopower Some Plants have already been equipped with photovoltaic system designed to reduce CO2 emissions into the atmosphere and pollutants that contribute to global warming.

The goal is to equip all Plants in Italy and abroad of this and other environmentally friendly technologies, contributing to reach the energy targets set by the European Union. Implementing every improvement action once the rationalization, compatible with the maintenance of their production requirements, energy consumption and use of natural resources

The Management of Sigit Oman Automotive Group - SOAG LLC is committed to a policy that focuses internally and externally on the Environment preservation.

After the plants in CAMBIANO, ATESSA and KRAGUJEVAC, the project launched in 2011 was extended to the plant of CHIVASSO with asbestos clearing and the installation of an 800 KW photovoltaic plant. Moreover, starting from November 2014, the photovoltaic system installed for the plant in Morocco is operational.

Define and carry out projects aiming at seeking alternative solutions in the field of materials and raw materials for a reduction in consumption and an increase in the use of recycled material, while maintaining the technical/qualitative standards of the products.

Sigit Oman Automotive Group - SOAG LLC Inform its Customers about the possible environmental impact resulting from the use of the manufactured products and Conduct a professional growth of its employees, aimed at increasing the knowledge and the sensitivity towards the Environment and its preservation.

Sigit Oman Automotive Group - SOAG LLC is conscious of its role and duties towards future generations and wants to actively take part to the overall improvement of the Environment and preservation of natural resources, certain that such a result can only be achieved with the active commitment of everyone.

Anti-Corruption

Sigit Oman Automotive Group - SOAG LLC supports the **UNGC** principle on anti-corruption. We work strongly against corruption in all its forms, including extortion and bribery.

Are expressly prohibited conduct, operations or activities involving the possibility of Group in association to commit a criminal conspiracy.

The company is committed to ensuring that every transaction is properly recorded, authorized, verifiable, legitimate (use the Information Technology).

Cash flows must be managed in order to ensure operations traceability. All incoming or outgoing payments must be recorded in the company's accounting systems according to the local law. Any operation which could involve the possibility of presence of society in the affairs of handling, recycling, illicit use of property or money is prohibited.

In the business relationship with a third party is prohibited to receive or offer benefits, gifts, acts of courtesy and hospitality that the nature and value can be interpreted as aimed to obtaining preferential treatments.

Concerning the relations with the PA shall be managed only by the subjects expressly delegated, then:

- It is not allowed to offer money or gifts to managers, officers or employees of PA

- are considered acts of corruption the illicit payments made directly by the company or their employees

In the case of financing received from PA specific aimed at projects, such contributions will be destined exclusively to the intended purpose.

3. MEASUREMENT OF OUTCOMES

1. Human Rights

Sigit Oman Automotive Group - SOAG LLC has a system that encourage employees and business partners to inform if they are subjected to any kind of abuse of power or if they suspect any violation or disrespect of the Global Ethic Code. No reports have been filed.

2. Labour

Sigit Oman Automotive Group - SOAG LLC has a system that encourage employees and business partners to inform if they assist to any violation or disrespect of the Global Ethic Code. No reports have been filed until now.

3. Environment

Sigit Oman Automotive Group - SOAG LLC has a system that encourage employees and business partners to inform if they are subjected to any kind of abuse of power or if they suspect any violation or disrespect of the Global Ethic Code. No reports have been filed.

4. Anti-Corruption:

Sigit Oman Automotive Group - SOAG LLC encourage the employees and the business partners to report back any violation of anti-corruption laws or behaviors that encourage corruption. No reports have been received.