

## 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

13. May 2019

To our stakeholders:

I am pleased to confirm that KVALITO Consulting Group (\*) reaffirms its commitment to the Ten Principles of the United Nations Global Compact in the area of Human Rights, Labour, Environment and Anti-Corruption.

(\*) KVALITO Consulting Group is a strategic life science partner and global quality and compliance service network for the regulated life science industry. Headquartered in Basel, Switzerland and with subsidiaries in Barcelona Spain, Dublin Ireland and Prague, Czech Republic as well as Frankfurt and Heidelberg, Germany.

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,

A handwritten signature in blue ink, appearing to read 'M. Kurpierz'.

Magdalena Kurpierz  
Group CEO & Founder

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Switzerland, Canton of Basel-Stadt

## 2. DESCRIPTION OF ACTIONS

### **KVALITO Consulting Group (\*) Communication on Progress (COP) from 22 May 2018 to 22. May 2019**

#### **Human Rights**

- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Protect workers from workplace harassment, including religion and practice of religious beliefs
- Protect workers from workplace harassment, including race, gender, national origin, color, age or sex

#### **Labour**

- Ensure that the company does not participate in any form of forced or bonded labour
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria

#### **Environment**

- Avoid environmental damage via regular maintenance of environmental protection system (waste, water treatment systems, etc.)

- Ensure emergency procedures to prevent and address accidents affecting the environment and human health

### Anti-Corruption

- Assess the risk of corruption when doing business
- Mention “anti-corruption” and “ethical behavior” in contracts with business partners
- Ensure that internal procedures support KVALITO’s anti-corruption commitment

### 3) MEASUREMENT OF OUTCOMES

- Demographics of management and employees broken down by diversity factors

#### Management:

#### Gender:

Female: 50%

Male: 50%

#### Ethnicity:

Europe: 60%

SouthAmerica:20%

Asia: 20%

Age Structure:

0-24 years: 0%  
25-30 years: 25%  
31-40 years: 100%  
41-50 years: 15%  
51-65 years: 5%  
66 year and over: 0%

Employees:

Gender:

Female: 55%  
Male: 45%

Ethnicity:

Europe: 80%  
Spaniard:10%  
Asia: 10%

Age Structure:

0-24 years: 0%  
25-30 years: 15%  
31-40 years: 55%  
41-50 years: 20%  
51-65 years:10%

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66 year and over: 0%

- Rate of occupational diseases, injuries, and absenteeism: 0%
- Percentage of recycled materials: 90%

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