

12<sup>th</sup> August 2019

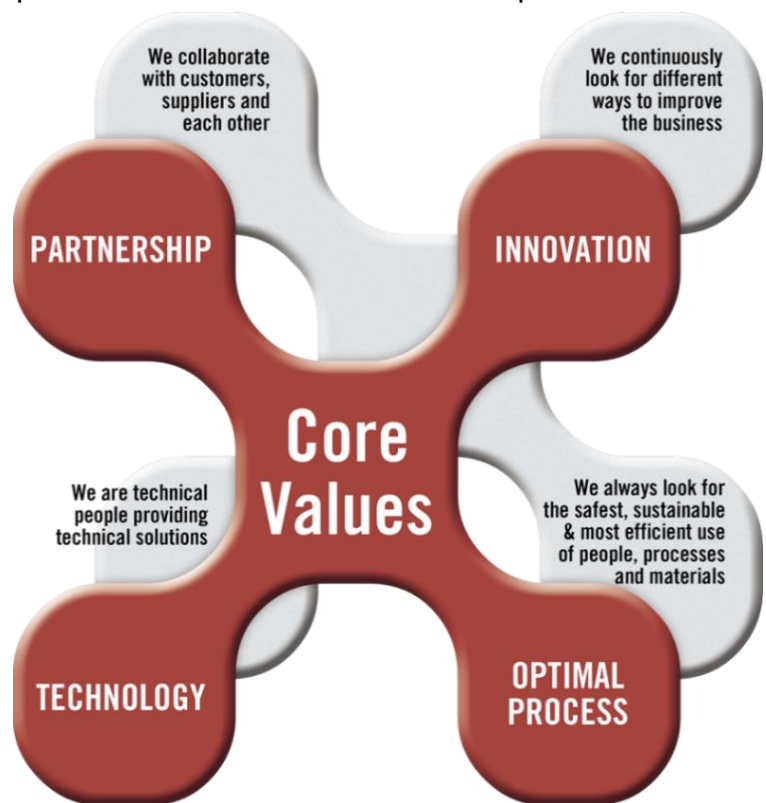
Secretary-General  
 United Nations  
 New York, NY 10017  
 USA

Dear Mr. Secretary-General,

I am pleased to confirm that Axiam Ltd continues to support the principles of the UN Global Compact in regards to Human & Labour Rights, the Environment and Anti-Corruption.

Please find attached, our Communication on Progress dated August 2019.

With this letter and the following report, we express our commitment to continue support of the Global Compact principles and advance them within our sphere of influence.



Sincerely yours,

**John Oskam**  
 CEO/Managing Director



concept » component

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»» partner for manufacturing excellence

**Human Rights:**

**Principle 1** Businesses should support and respect the protection of internationally proclaimed human rights; and

New Zealand as a country meets, and in some cases exceeds, international human rights standards. Axiam continues to comply with the relevant industry standards, legislative requirements and codes of practice to ensure the continued safety and well-being of employees, including but not limited to;

- ✘ New Zealand Human Rights Act 1993
- ✘ New Zealand Bill of Rights Act 1990

All Axiam employees are treated equally and fairly. Axiam does not knowingly support companies or individuals that practice or ignore human rights abuses.

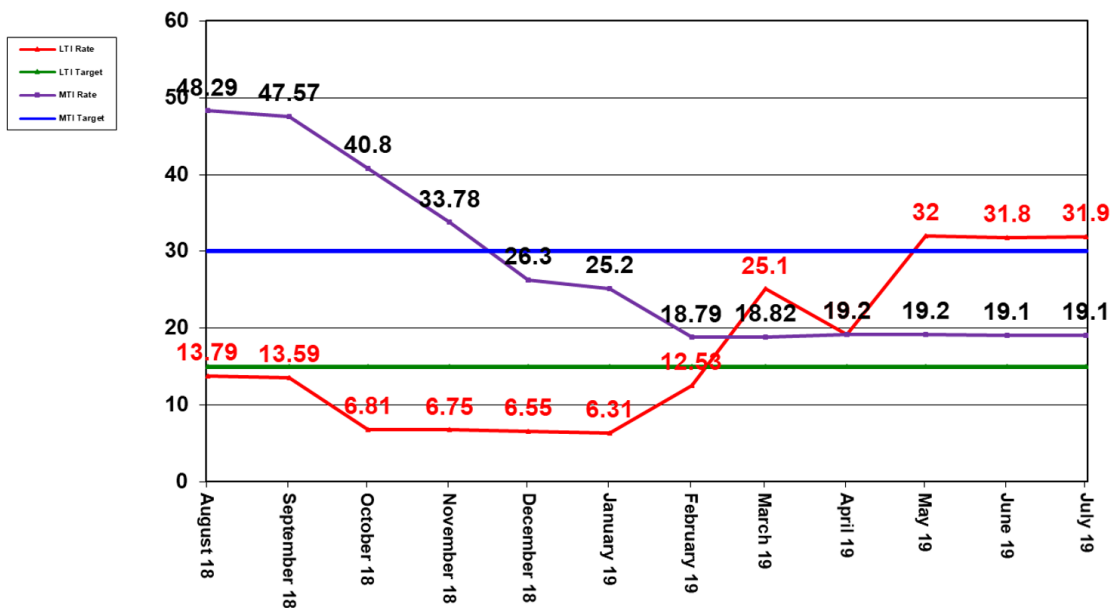
**Principle 2** Make sure that they are not complicit in human rights abuses.

Axiam makes a point of knowing who we are working in *Partnership* with. This includes Suppliers and Customers. Suppliers are taken through an application process where information pertaining to the operating systems is requested. Axiam buys locally as much as possible but in the event of having to purchase outside of New Zealand, the application process is a good way to ascertain a supplier's principles. When new Customers are brought on, a visit to their premises is carried out by the Sales team to ensure their principles and outlooks match those of Axiam.

Axiam has active Health, Safety & Environment Teams who meet monthly to discuss issues pertaining to the health, safety and wellbeing of employees and the surrounding environment. These teams consist of representatives from different shifts and departments and also union & management representation.

The table below shows the Health & Safety objectives being monitored.

	<b>Objective</b>
<b>LTI's (Lost Time Injuries)</b>	≤15 pm/hrs
<b>MTI's (Medical Treatment Injuries)</b>	≤30 pm/hrs



Axiam is committed to continuously improving processes and tasks, ensuring that only the safest work practices are performed by internal and external personnel onsite and that the workplace remains safe for employees, contractors and visitors.

Axiam has a corrective and preventative actions procedure (PIR) which is used to support continuous improvement throughout all Axiam processes. This procedure is also used to improve Health, Safety & Environmental related systems. When a spike occurs in the measurement process, a PIR is raised to investigate and subsequently address the root cause to prevent reoccurrence.

Additional practices at Axiam are;

- ✘ Refresher Training for First-aiders trained in Workplace first-aid
- ✘ Refresher Training for all Forklift Drivers
- ✘ 6 monthly emergency evacuations carried out
- ✘ Annual Health Monitoring of employees (hearing and Lung function) carried out by a qualified contractor
- ✘ All HS&E Committee members put through the National Certificate in Occupational Health & Safety Level 3.

These are coordinated via a compliance matrix to ensure these plus other Health, Safety & Environment matters are addressed within a specified period of time.

**Labour:**

**Principle 3**

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

Axiam respects the rights of employees to become members (or not become members) of any labour union. Axiam is committed to establishing constructive dialogue and good faith bargaining with these chosen union representatives.

**UNION MEMBERSHIP**

As an employee you are entitled to become a member of a workers' union. There are 2 unions currently represented at Axiam;

- ✘ [E tū Inc](#)
- ✘ [Manufacturing & Construction Workers Union Inc \(M&C\)](#)

Membership is not compulsory. If you wish to know more see the notice board, General Manager, or the Union Representative listed on the back page.

Each Union will act as your bargaining agent for the companies Collective Employment Agreement for accepted terms and conditions of employment.

If you choose not to join a union, you will be presented with an individual employment agreement. You have the right to negotiate amended terms for an individual agreement, which will be confidential between you and the Company.

<b>Principle 4</b>	<b>The elimination of all forms of forced and compulsory labour;</b>
<p>Axiam prohibits the use of forced labour in any form. i.e. indentured Labour, Slave Labour, Bonded Labour etc. New Zealand labour laws and regulations also prohibit this.</p>	
<b>Principle 5</b>	<b>The effective abolition of child labour;</b>
<p>New Zealand has laws and regulations which stipulate minimum age provisions which Axiam adhere to.</p>	
<b>Principle 6</b>	<b>The elimination of discrimination in respect of employment and occupation.</b>
<p>At Axiam we work as a team and allocated work is based on ability. We constantly work towards maintaining a climate that gives everyone the opportunity to apply and develop their own abilities in an environment that is free from harassment and discrimination. Any issues can be escalated to the appropriate Manager but can also be taken as far as the board of directors to ensure resolution.</p>	
<div style="text-align: center; background-color: #cccccc; padding: 5px;"><b>EQUAL OPPORTUNITY</b></div> <p>At Axiam we work as a team and allocated work is based on ability.</p> <p>We will constantly work towards maintaining a climate that gives everyone the opportunity to apply and develop their own abilities in an environment that is free from harassment and discrimination.</p> <p>Axiams management will treat all people equally, all decisions will be based on the job-related characteristics and merit, to promote and increase the Company's efficiency and well being.</p> <div style="text-align: center; background-color: #cccccc; padding: 5px;"><b>DISCRIMINATION AND HARASSMENT</b></div> <p>Employees should check at all times their own personal standards of conduct.</p> <ul style="list-style-type: none"> <li>• All forms of harassment are totally unacceptable whether it is, sexual, racial, verbal, physical or visual, and all harassment complaints will be taken seriously and treated confidentially.</li> <li>• Shift Supervisors, Managers and the General Manager can all be approached if you have a problem.</li> </ul> <p style="text-align: center;"><b><i>Let someone know immediately if you have a problem so issues can be resolved quickly and efficiently.</i></b></p>	

**Environment:**

**Principle 7**

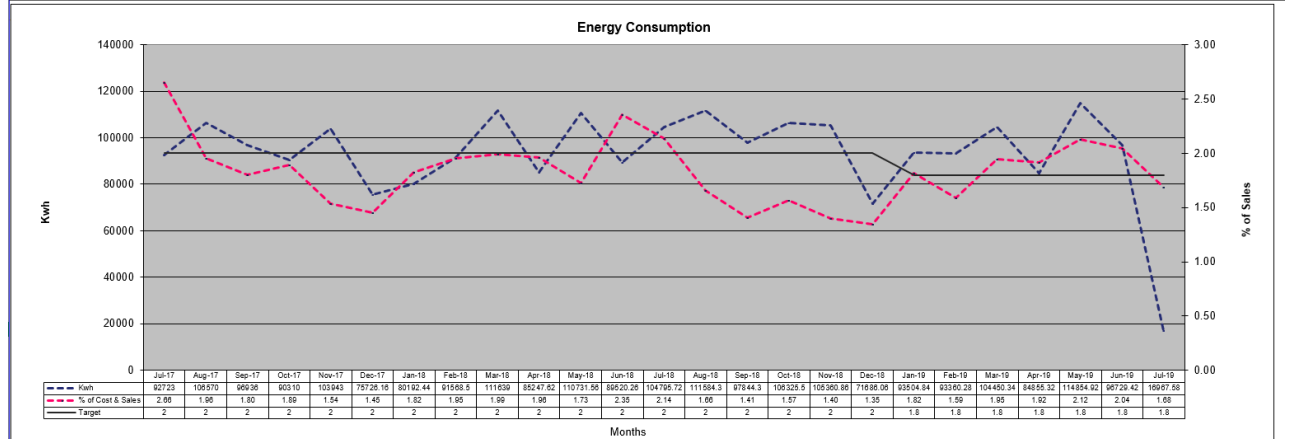
**Businesses should support a precautionary approach to environmental challenges;**

The New Zealand government has varying initiatives that Axiam support to ensure our country and planet are protected from pollution. Consents for such things as air and water discharges are adhered to by Axiam to ensure the continued cleanliness of our air and waterways.

Axiam maintains certification to the ISO14001 Environmental Management System standard. The areas monitored under the Environmental banner are;

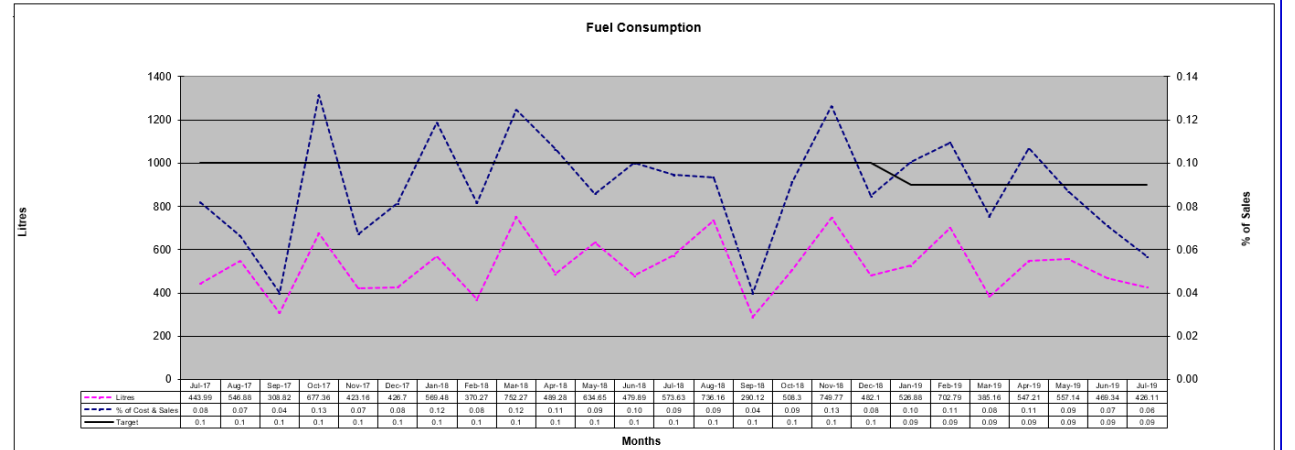
- ✘ Energy Consumption
- ✘ Fuel Consumption
- ✘ Solid waste to landfill &
- ✘ Paper consumption
- ✘ Water usage

	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19
Line Charges																									
Other Charges																									
Energy Cost																									
Kwh	92723	108570	96936	90310	103943	75726.16	80192.44	91588.5	111639	85247.62	110731.58	89520.26	104795.72	111584.3	97844.3	106325.5	105360.9	71686.06	93504.84	93360.28	104450.3	84855.32	114854.9	96729.42	16967.58
Sales																									
% of Cost & Sales	2.66	1.96	1.80	1.89	1.54	1.45	1.82	1.95	1.99	1.96	1.73	2.35	2.14	1.66	1.41	1.57	1.40	1.35	1.82	1.59	1.95	1.92	2.12	2.04	1.68



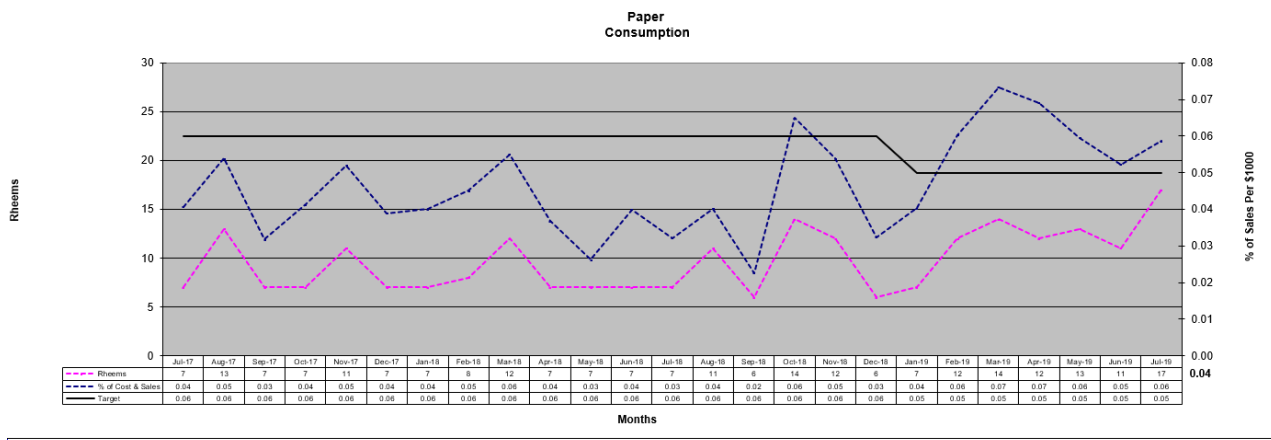
The objective for 2016 is to remain under 2 as a percentage cost of sales  
 The objective for 2017 is to remain under 2 as a percentage cost of sales  
 The objective for 2019 is to remain under 1.8 as a percentage cost of sales

	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19
Dollars																									
Litres	443.99	546.88	308.82	677.36	423.16	426.7	569.48	370.27	752.27	489.28	634.65	479.69	573.63	736.16	290.12	508.3	749.77	482.1	526.88	702.79	385.16	547.21	557.14	469.34	426.11
Sales																									
% of Cost & Sales	0.08	0.07	0.04	0.13	0.07	0.08	0.12	0.08	0.12	0.11	0.09	0.10	0.09	0.09	0.04	0.09	0.13	0.08	0.10	0.11	0.08	0.11	0.09	0.07	0.06



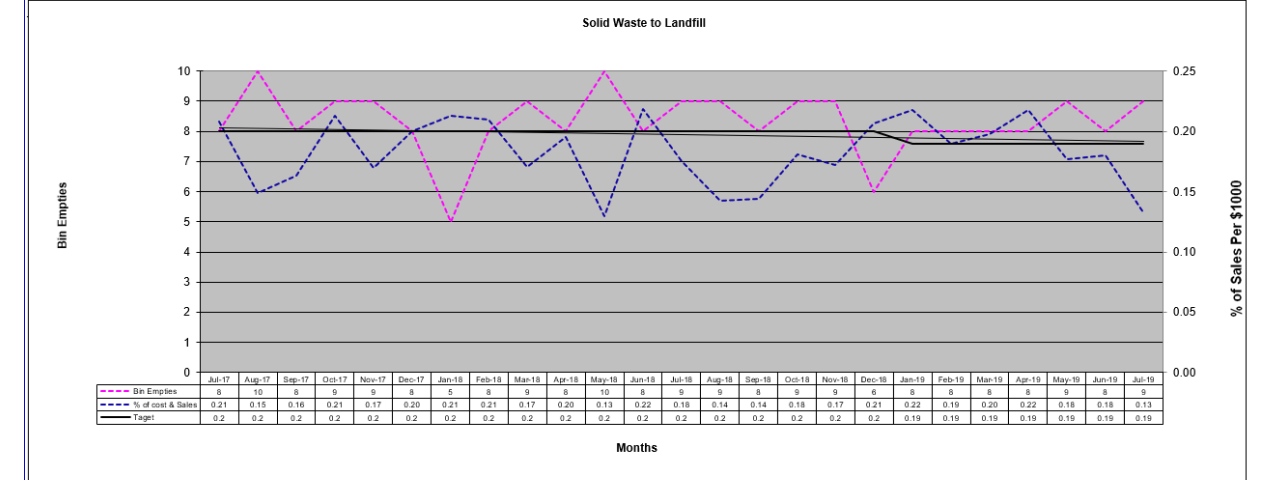
The objective for 2016 is to remain under 0.12 as a percentage cost of sales  
 The objective for 2017 is to remain under 0.10 as a percentage cost of sales  
 The objective for 2019 is to remain under 0.09 as a percentage cost of sales

Paper Consumption 2017 - 2019																									
	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19
Rheems	7	13	7	7	11	7	7	8	12	7	7	7	7	11	6	14	12	6	7	12	14	12	13	11	17
Cost																									
Sales																									
% of Cost & Sales	0.04	0.05	0.03	0.04	0.05	0.04	0.04	0.05	0.06	0.04	0.03	0.04	0.03	0.04	0.02	0.06	0.05	0.03	0.04	0.06	0.07	0.07	0.06	0.05	0.06



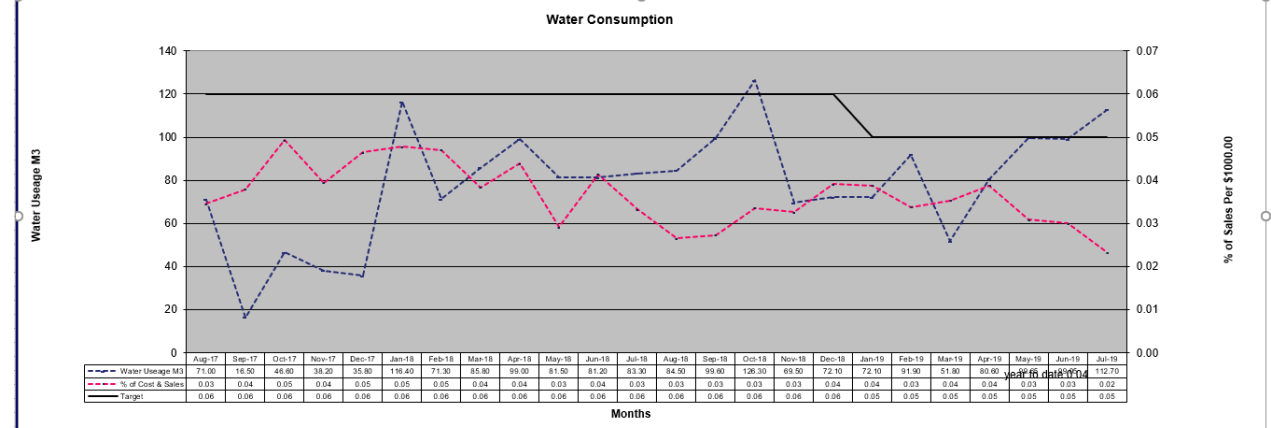
The objective for 2016 is to remain under 0.06 as a percentage cost of sales  
 The objective for 2017 is to remain under 0.06 as a percentage cost of sales  
 The objective for 2019 is to remain under 0.05 as a percentage cost of sales

Solid Waste to Landfill 2017 - 2019																									
	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19
Bin Empties	8	10	8	9	9	8	5	8	9	8	10	8	9	9	8	9	9	6	8	8	8	9	8	9	
Sales																									
% of Cost & Sales	0.21	0.15	0.16	0.21	0.17	0.20	0.21	0.21	0.17	0.20	0.13	0.22	0.18	0.14	0.14	0.18	0.17	0.21	0.22	0.19	0.20	0.22	0.18	0.18	0.13



The objective for 2016 is to remain under 0.20 as a percentage cost of sales  
 The objective for 2017 is to remain under 0.20 as a percentage cost of sales  
 The objective for 2019 is to remain under 0.19 as a percentage cost of sales

Water Consumption 2017 - 2019																									
	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	
Water Meter 1	67.30	116.00	46.10	37.70	35.40	116.00	70.80	84.70	38.60	76.30	80.60	82.20	84.00	98.10	125.40	66.00	63.60	63.60	84.60	51.40	73.60	38.75	38.35	111.70	
Water Meter 2	3.10	0.50	0.50	0.50	0.40	0.40	0.50	1.10	0.40	5.20	0.60	1.60	0.50	0.50	0.90	3.50	2.30	2.30	7.30	0.40	1.00	0.90	0.70	1.00	
Water Usage M3	71.00	16.50	46.60	38.20	35.80	116.40	71.30	85.80	39.00	81.50	81.20	83.30	84.50	98.60	126.30	69.50	72.10	72.10	91.90	51.80	80.60	39.65	39.05	112.70	
Monthly Cost																									
Sales																									
% of Cost & Sales	0.03	0.04	0.05	0.04	0.05	0.05	0.05	0.04	0.04	0.03	0.04	0.03	0.03	0.03	0.03	0.03	0.04	0.04	0.03	0.04	0.04	0.03	0.03	0.02	



The Objective for 2016 is to remain under 0.08% as a percentage cost of sales.  
 The Objective for 2017 is to remain under 0.06% as a percentage cost of sales.  
 The Objective for 2019 is to remain under 0.05% as a percentage cost of sales.





<b>Principle 9</b>	<b>Encourage the development and diffusion of environmentally friendly technologies.</b>
<p>Axiam takes any environmental concerns seriously. The environment and our impact upon it is something that is taken into consideration throughout all stages of the product development and manufacturing processes.</p>	
<p style="text-align: center;"><b>Management System Policy Statement</b></p> <p>AXIAM specialises in the process design, development, and manufacture of high value, custom plastic and metal components.</p> <p>AXIAM is committed to producing and delivering products on time which conform to the quality standards mutually agreed with our customers.</p> <p>Health, Safety &amp; the Environment are taken into consideration during all aspects of day to day business activities and during all stages of the product realisation processes.</p> <p>The AXIAM vision is to become a world class supplier of innovative component solutions to meet the challenges facing manufacturers.</p> <p>To achieve this vision, AXIAM maintains and continually improves an effective Management System which is certified as meeting the requirements of ISO 14001 and ISO9001.</p> <p>The company commitment is to achieve;</p> <ul style="list-style-type: none"> <li>✘ total customer satisfaction,</li> <li>✘ continual improvement &amp; learning and</li> <li>✘ to the prevention of pollution of the environment and</li> <li>✘ to satisfy applicable requirements e.g regulatory/legal requirements</li> </ul> <p>These are displayed by all employees in conducting their daily activities for the company.</p> <p>The future prosperity of AXIAM depends upon surpassing the expectations of our customers in every aspect of their business with us. Quality is therefore the concern of all employees, and not just designated quality personnel.</p> <p>All of the above visions &amp; goals are geared toward making AXIAM a good corporate citizen in the eyes of all of our stakeholders (Employees, Customers, Shareholders) and the general public.</p>	
<b>Anti-Corruption:</b>	
<b>Principle 10</b>	<b>Businesses should work against corruption in all its forms, including extortion and bribery.</b>
<p>Axiam is against corruption and is aware that this can present itself in many forms, such as extortion, bribery, inappropriate favors, hospitality or gifts.</p> <p><i>New Zealand does not have any one single agency tasked with fighting corruption. Unlike many other countries it has not seen the need to create an Independent Commission Against Corruption. Rather it has a number of agencies that focus on the different elements in the fight against corruption. Some of these agencies have their focus on the more positive task of reinforcing values to ensure that New Zealand maintains a corruption free environment; others focus on the enforcement of the laws and the rules. The two main law enforcement agencies responsible for anti-corruption investigations and prosecutions are the New Zealand Serious Fraud Office (SFO) and the New Zealand Police. (Mr. David Bradshaw, Anti-Corruption–A New Zealand Perspective, SFO, New Zealand).</i></p>	