

29.8.2019

COMMUNICATION ON PROGRESS (COP)

Dear Stakeholders,

I am pleased to confirm that *Promeco Group Oy* 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.

Referring to our valid Code of Conduct, we at Promeco ensure that our workers are provided safe, suitable and sanitary work facilities. We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats and take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products.

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

We avoid environmental damage via regular maintenance of production processes and environmental protection system. We ensure emergency procedures to prevent and address accidents affecting the environment and human health. We also minimize the use and ensure safe handling and storage of chemical and other dangerous substances.

Promeco assesses the risk of corruption when doing business. We mention "anti-corruption" and/or "ethical behavior" in contracts with business partners and ensure that internal procedures support the company's anti-corruption commitment.

As a description and proof for our continuous improvements for health and safety and implementing UN Global Compact principles, Promeco was certified for ISO 45001 Occupational health and safety management systems in 2018.

Our demographics of management and employees broken down are:

By gender: Poland: 32% women / 68% men. Finland: 24% women / 76% men

By age: Poland: 18-30 years 46%, 31-40 years 19%, 41-50 years 18%, 51-65 years 18%.

Finland: 18-30 years 15,3%, 31-40 years 34,5%, 41-50 years 25,1% 51-65 years 23,1%.

Our rate of injuries: Poland: zero injuries in rolling 12 months, Finland: 27 injuries in rolling 12 months.

Sincerely yours,



Ms Marica Kilponen
CEO