

INTERTRADE International Services SA

UN Global Compact
United Nations – Two UN Plaza
New York, NY 10017 – USA

UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS (COP) 2018

Period Covered 01.07.2018 – 30.06.2019

Massagno, 05.07.2019

To our stakeholders,

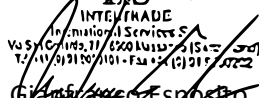
Intertrade International Services is glad to confirm its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

The progress attained and the future goals are enclosed in this yearly report. Moreover, Intertrade is enduring in its growth in monitoring its results and the relative initiatives, always projected toward an everyday more responsible business.

I personally commit to the principles aforementioned, and I strive to perpetrate them in the business strategy on a day-to-day basis and to transform them into fertile soil for our company to thrive. Moreover, our adhesion to the Ten Principles is primarily important to carry out our work in the perspective of a broader and florid collaboration with the United Nations, our main client.

Furthermore, we guarantee to share this information with our stakeholders within our primary channels of communication, and by including this COP also on our website.

Sincerely,
Yours,


INTERTRADE
International Services SA
Via San Gottardo, 77 - 6900 Massagno (Switzerland)
Tel. +41 (0) 91 960101 - Fax +41 (0) 91 960202
Gianfranco Esposito
Managing Director

Human Rights

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

Principle 2: Make sure that they are not complicit in human rights abuses;

Intertrade International Services is devoted to the Human Rights principles as stated in the Code of Ethics, which is often reviewed and updated. Working with people means holding a major responsibility towards others and this is the reason why Intertrade provides for all the human capital involved in the business, not limited to its employees but including partners and suppliers, more than the minimum requirements by the laws of Switzerland.

Intertrade secures that every collaborator is given the same opportunities, be them the applicant who wants to start a career in the company, the employee who would like to fulfil their personal interests, or the supplier who wants to begin to cooperate. Most importantly, it assures that no abuse or discriminatory behaviour is conducted.

A Private Medical Insurance guarantees that in case of illness all the workers are retributed at 80% of their salary.

The office facilities are kept clean by a contract with a cleaning company, which maintains the environment hygienic, safe and suitable for work, and all personnel benefits from the availability of a fully equipped room, furnished with all the comfortable appliances for eating and taking breaks during the work hours.

Intertrade supports diversity and inclusion in the workplace and every form of discrimination, abuse and harassment is banned and severely punished in order to discourage any misbehaviour and to foster integrity, clearness and honesty, together with respect, which are and always will be the landmarks of Intertrade.

To follow this principle wages are equal and fair among the staff.

Every employee has the freedom to speak and to express their opinions, as long as it is carried out in a respectful condition. The disciplinary measures are in line with the national laws, in fact, employees' misbehaviour is sanctioned as per office regulations in order to avoid any workplace harassment, including physical, verbal, sexual or psychological abuse or threats.

Respect for every human being is assured and the business partners are asked to follow the same vision to collaborate. To ensure that every stakeholder follows the same guidelines, Intertrade organizes training programs and information seminars.

The values Intertrade promotes for the human rights cause are:

- Honesty
- Integrity
- Respect
- Equality
- Teamwork

The results of the implemented actions are measurable through various controls:

- Individual annual meetings with each employee, in order to verify their satisfaction, to understand specific needs, to examine possible events of misconduct, and eventually to discuss business goals.
- Team meetings to review the business strategy and the long-term goals both in terms of business and in terms of social responsibility.
- Supplier meetings are also conducted by interviews to improve our daily business and make sure that other companies are also behaving responsibly.

Labour

Principle 3: Business should uphold the freedom of association and effective recognition of the right to collect bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour;

Principle 6: The elimination of discrimination in respect of employment and occupation;

Intertrade offers equal employment and salary opportunities regardless of race, religion, skin colour, nationality, origin, sex and sexual orientation, civil status or age.

The company values individual needs, therefore each employee is encouraged to speak their opinions with the purpose of improving their satisfaction. Management is always available to join in personal or team meeting to settle any possible discomfort or complaint.

Equal contract conditions and a written policy ensure that every employee is paid accordingly to their position and their skills, with no gender, race or other discriminations.

Balancing work and family life of each employee is also a significant point, so working after business hours is hardly ever asked, since the company is aware of the importance of everyone's personal life outside the workplace.

The respect of labour rights and the promotion of a safe working practice, as well as a peaceful environment are central in the business daily operations: every single employee is encouraged to speak up in case they witness any abuse or labour violation through a secure method to report these sorts of incidents.

To measure and control that the laws are followed, Intertrade conducts both internal (in the company) and external (to sub-suppliers) audits and reports harassments or discrimination or forced labour to the authorities.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility;

Principle 9: Encourage the development and diffusion of environmentally friendly technologies;

Intertrade is devoted to the environmental cause.

The steps made toward a more ecological and more sustainable way of working include:

- Reduction of consumption of electricity (i.e. the lamps provided are low energy consumption and they turn on only in low natural light situations. Moreover, their light can be dimmed to save power.)
- Increase the use of new environmental-friendly technologies
- Reduction in the quantity of paper used
- Increase the use of recycled products

The company conducts regular maintenance of the machineries, in order to maintain efficiencies and all its partners are ISO14001 qualified.

100% of the PET and 100% of the aluminium coffee capsules used in the company are recycled.

ALUMINUM RECYCLED



- Recycled Aluminum Coffee Capsules
- Not Recycled Aluminum Coffee Capsules

RECYCLED PET



- Recycled PET
- Not Recycled PET

IIS

INTERTRADE
International Services SA



PET-RECYCLING SCHWEIZ

CERTIFICATO PER L'AMBIENTE

**INTERTRADE INTERNATIONAL SERVICES SA
6900 MASSAGNO**

in qualità di punto di raccolta di PET-Recycling Schweiz, nel 2018 ha raccolto complessivamente

51 KILOGRAMMI

di bottiglie per bevande in PET. PET-Recycling Schweiz ha quindi riciclato
circa 1851 bottiglie, trasformandole in pregiato riciclato di PET.

Grazie a questo risultato, oltre alla produzione di preziose materie prime, è stato possibile
realizzare i seguenti risparmi a favore dell'ambiente:



**CIRCA 153 KILOGRAMMI
DI GAS A EFFETTO SERRA**



**CIRCA 48 LITRI
DI PETROLIO**

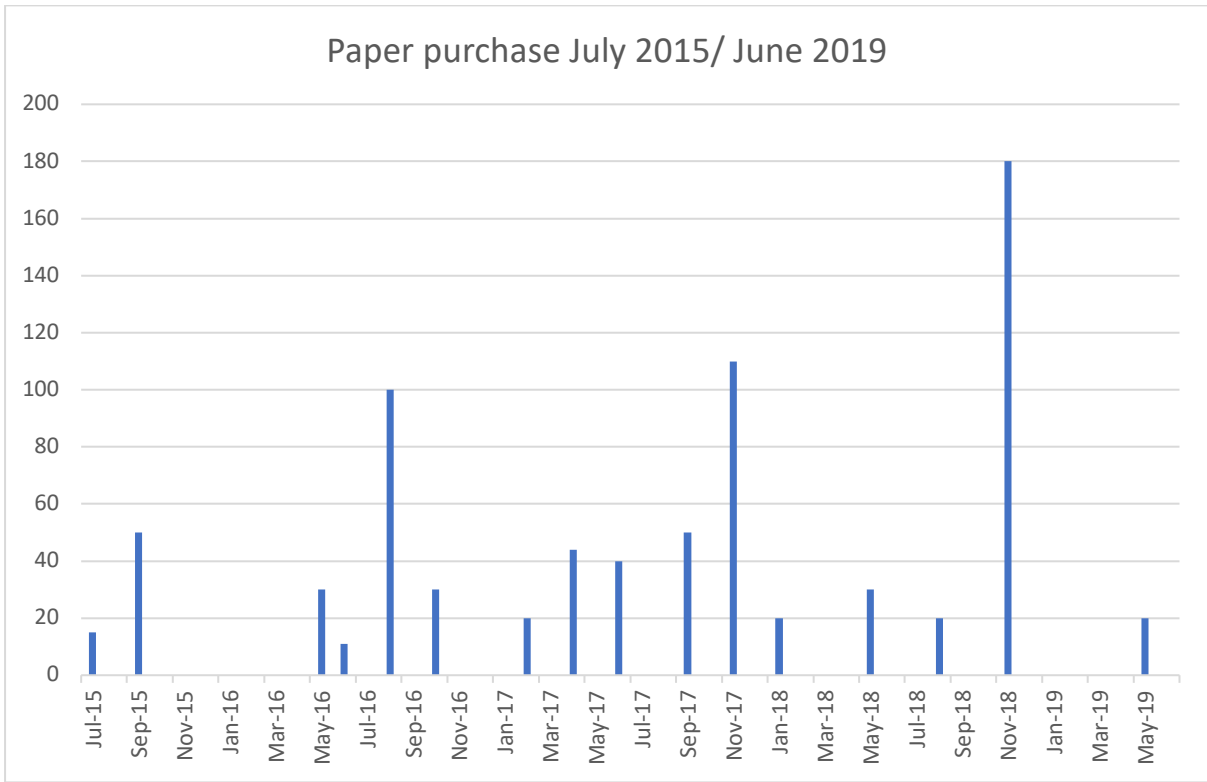
Per smaltire correttamente le bottiglie per bevande in PET basta un minimo dispendio, ma permette
di favorire la protezione del clima, risparmiare energia, ridurre i rifiuti e preservare le risorse rinnovabili.
Grazie di cuore per il vostro impegno. Ogni bottiglia conta!



Jean-Claude Würmli
Direttore

PET-Recycling Schweiz, Naglerwiesenstrasse 4, 8049 Zurigo, info@prs.ch, petrecycling.ch

Intertrade has kept its partnership with the Red Cross, which collects all the used toners for recycling.
All chemicals used by the cleaning company are environmental friendly.
The company also monitors the purchase of papers, which is mostly recycled.



The slight increase of paper purchase is due to a growth of the commercial department staff, which is anyway motivated to save and reuse paper as much as they can (i.e. by printing on both sides of the sheet). The aim is to reduce the resource consumption by promoting staff awareness of the benefits of energy saving.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery;

Intertrade boasts a zero-tolerance policy on corruption in all its forms, including but not limited to extortion, bribery, trading in influence and abuse of functions.

The company carries out its business following national and international laws against corruption and sticking to the main principles stated within the provisions of the United Nations Convention against Corruption.

Intertrade makes sure that neither its employees nor the clients or the suppliers are involved in corruption practices. The conducts that may lead to possible corruption accusations and spoil the company or personal integrity, are clearly expressed in the ethic code.

In each purchase order, whether it is received or made, the anti-corruption policy declaration is stated as a code of conduct to be followed.

Any gift received by the employees is reported to the management for further action.

Measurement of Outcome

The company keeps a yearly report to measure the outcomes regarding the UN Global Compact principles, and a monthly report to register sick leaves, and absenteeism as per local legislation.

Recycled material is recorded for internal purposes and useful for statistics provided to all the employees during staff meetings.

Should a violation be reported, the company undertakes an investigation.

Intertrade outstanding efforts in the direction of the UN Global Compact visions is real and tangible: employees, as well as every other collaborator, are empowered to strive for the goal of a constant improvement of the present situation, in order to guarantee a better future for the upcoming generations.