



Lune Group Oy Ltd

UNITED NATIONS GLOBAL COMPACT

**Communication
on Progress 2019**

lunette

Forewords and statement of continued support

I am pleased to confirm that Lune Group Oy Ltd (Lunette) reaffirms its continued support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this second annual Communication on Progress (2018-2019), we describe our actions to continually improve the integration of these principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders.

Sustainability and human rights lie at the core of Lunette's business operations, today more than ever. A holistic approach to sustainability is a vital part of good business strategy. We are constantly striving to include these values in the company's policies and activities and are committed to improving our sustainability performance. In the recent years, Lunette has been taking its corporate responsibility towards a new level in our own operations and also through increased activity in developed and developing countries.

We believe that despite being a small company we can achieve greater systemic change, through raising discussions on menstrual health to the forefront. We want to fearlessly raise difficult questions related to sexual and reproductive health and women's empowerment, whether through our networks, speaking engagements in global events, or on social media. We are also excited to report that we have in 2018-2019 been part of a successful national campaign in Finland, calling for greater accountability of the private sector and campaigning for mandatory due diligence.

We have been proud to receive numerous awards as a company in 2018-2019, but also for our products and the sustainable values we tirelessly continue to promote. I am convinced that we are on the right path. In terms of partnerships, results and impact we have achieved a lot, yet undoubtedly, a lot remains to be done. A warm thanks to all of our partners, supporters and loyal customers. Thank you for our shared journey of building a better world, together.

Sincerely,



HELI KURJANEN
CEO & Founder, Lune Group Oy Ltd
Contact: Heli Kurjanen, Email: info@lunette.fi



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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This report covers the period of July 2017 until June 2018.



ABOUT

Lune Group Oy Ltd (Lunette)

Lunette is a company based in Juupajoki, Finland with a subsidiary in the US and established presence in the UK, Germany and Austria. We specialize in sales and promotion of Lunette Menstrual Cups manufactured in Finland. The yearly revenue continues on a growth path. The menstrual cups were, in 2018-2019, sold through a retailer network in almost 50 countries.

Lunette was founded in 2005 and has become one of the leading menstrual cup producers in the world. The high quality of our main product continues to be an important factor in positioning ourselves successfully in a competitive global marketplace, largely dominated by non-sustainable disposable period care products.

We have received the following Awards in 2018-2019:

- Women of the Year award by Business and Professional Women in Finland
- Winner of Ten Outstanding Persons (TOYP) in the category Business and Economy
- Shortlisted for Women of Europe in the category Women in Business
- Best Sustainable Entrepreneurs by Sublime Magazine
- Honorable mention in Corporate Responsibility by Growth Leaders of Kauppalehti

Further, the Lunette Menstrual Cup has received the following Awards:

- Life Organic Award in category "Best Hygiene Product" (Russia)
- Nomination for "Best in Show Product" at Indie Product Awards (USA)

We believe these awards speak volumes of the organization's entrepreneurial journey, and talent, as well as our values. In 2018-2019 we have continued fully committed to female empowerment and sustainability as part of our business model and spirit.

LUNETTE'S APPROACH TO

Sustainability

Respect for the social, economic and governance aspects is fundamental to Lunette as part of sustainable and responsible business conduct. Without sustainable development of society, we cannot reach an enabling environment, which is crucial for a productive, competitive and efficient business. We believe that contributing to the UN Global Compact principles is an opportunity and a necessity. Our operations focuses strongly on sexual and reproductive health and rights, and menstrual health, which continues being a key area relevant especially to SDG Goals 3, 4, 5, 6, 8 and 12.

Lunette's vision is a dynamic business, beyond stereotypes and driven by innovation and an unlimited female entrepreneurial spirit. Lunette's mission is to change attitudes about periods: nobody should feel ashamed of them, nobody should miss a chance because of them. Lunette aims to think beyond the limits, to discover the hidden potential in everybody who menstruates, to ensure no one is left behind, in line with the pursuit of the SDGs. We strive to dynamically monitor and drive improvement in the sustainability-sphere; both internally and with the suppliers and partners we work with.

Our main product is the Lunette Menstrual Cup. Lunette Menstrual Cup is a bell-shaped object made of medical grade silicone, inserted in to the vagina to collect (instead of absorbing) menstrual blood. Menstrual cup is a waste-free innovation, which lasts for years thanks to the durability of the high-quality silicone. The minimal amount of solid waste produced is a significant advantage over disposable products. Only a small amount of water is required for cleaning the cup, which reduces the burden of menstrual health management on the water infrastructure. Our high quality Lunette Menstrual Cups are BPA and latex free, and safe to use. Lunette Menstrual Cup is registered with the Vegan Society and carries the Finnish Keyflag Emblem and Design from Finland certifications. Menstrual cups have become a mainstream product, an economic, ecological and safe menstrual care option.



Lunette Menstrual Cup is registered with the Vegan Society and carries the Finnish Keyflag Emblem and Design from Finland certifications.

Poor menstrual health in many regions of the world relates to economic and social rights, including right to health, water and sanitation, education and work. Numerous research reports show that it is to a large degree a neglected issue, both in the UN system and by country governments, even other actors, much due to the related taboos and stigma still connected to menstrual health. The opportunity to manage one's menstruation related inherently to the well-being of persons who menstruate and a precondition for realization of other rights. We have in 2018-2019 been pleased to received official approval for product registration in countries, such as Tanzania and South Korea, through rigorous tests of product and raw materials. Registration opens new opportunities in yet new countries to raise awareness about and to break menstrual taboos.

This is Lunette's second Communication on Progress report. We take a proactive approach to social and environmental responsibility throughout the value chain, based on the UN Global Compact's 10 principles. We assess our operations - suppliers and partners - often with the support of external consultants and experts, in order to ensure that we avoid adverse human rights impact, while we aim to achieve measurable positive impact.

	Our operations and suppliers	Product use
SOCIAL: Social impact of operations; improving women and girl's health rights and quality of life	+ + +	+ + +
ECONOMIC: Influence on the broader economy; economic impact on women and girls	+ + +	+ + +
ENVIRONMENTAL: Impact of operations, materials and packaging; environmental impact of product use	- - -	+ + +

Our greatest impact relates to the use of our products, not only in western countries but also through activities in developing countries. In terms of our own operations and suppliers, we strive to uphold strict standards and thoroughly monitor impact.

Silicone and menstrual cup production

Lunette Menstrual Cups are made from medical grade silicone. Silicone, a polymer made with oxygen, is extracted from silica and passed through hydrocarbons derived from fossil energy. Thus, production of silicone is not carbon neutral nor is the product biodegradable, although it has been established that it can be burned safely at the end of its lifespan. Medical grade silicone is tested for allergens and made as pure and inert as possible.

The medical grade silicone for Lunette Menstrual Cups is sourced from a supplier in the EU. Neglecting work safety measures in silicone fabrications may dispose workers to silica dust or toxic gases (e.g. methyl chloride) which may cause silicosis.

The Lunette Cups are manufactured in Finland. Work safety regulations in Finland are effective in preventing manufacturing related health and safety risks. Lunette Cups are pressed only from medical grade silicone and in this process the work safety risks are smaller when adequate protection and safety measures are taken. There are strict rulings for storing and labeling chemicals.

Lunette places emphasis on environmental standards and development of environmentally friendly packaging. The packaging of the cups is fully plastic free and therefore recyclable.

Product use: social impact

The old and restrictive perceptions on menstruation and lack of access to safe period care products, discriminate women and girls and deprive their equal rights to study, work and participate in society. In some countries and communities, menstruation is perceived as a taboo and, furthermore, women and girls can be excluded from various public activities during the period of "impurity". There is often a lack of knowledge and educational materials on menstruation and menstrual health management, period products are often too expensive or inaccessible.¹ Lunette has carried out numerous projects in hard-to-reach-areas to address these perceptions and empower girls and women.

Menstrual cups are becoming a mainstream product in the western markets. Research has been conducted on the usability and acceptability of the cups in the western context. For example, a randomized controlled trial in 2011 in Canada investigated whether menstrual cups are a viable alternative to tampons and

found that approximately 91% of women in the menstrual cup group said they would continue to use the cup and recommend it to others. In a 1995 clinical study involving 51 women, 23 of the participants (45%) found menstrual cups to be an acceptable way of managing menstrual flow. There's evidence for increased preference among women for use of the menstrual cup.^{2,3} In a Lunette customer survey 88% of customers said that their quality of life during menstruation has improved while using a menstrual cup – this could both entail economic empowerment as well as aspects relating to personal comfort and flexibility, hence issues critical to reaching one's full potential.

Based on the first, large scientific review on sanitary products, published in the Lancet Public Health journal in 2019, menstrual cups are a safe option for menstruation management and are being used internationally.⁴

A survey commissioned by Lunette in June 2019 showed that those born between 1995 and 2015, commonly known as Gen Z, are more open than other generations when it comes to talking about periods. The study included 2,000 women located in the US, ages 18 to 38, and it found that the mindset is being shifted when it comes to reproductive health. Leading that movement were those between the ages of 18 and 24, also known as Gen Z. Out of respondents 53% reported that they are using or would consider using reusable period products. Survey results were published in the NY Post, Medium, World News, The India Times Post, MSN, Yahoo, AOL and various other outlets around the world shared the news about the Lunette survey (in total 53 placements in the media and 5,75 million impressions).

Research has also been conducted on the acceptability of the cup in low-resource settings. A qualitative study among school girls in rural Uganda concluded that most participants overcame initial challenges mastering the techniques for insertion and removal and adapted to menstrual cup use. In another qualitative study conducted among schoolgirls in rural Kenya girls preferred cups over commercial pads or traditional materials. Reasons mentioned in favor of the cups were that it would not leak, drop and was comfortable after learning the right usage. The only reported advantage of pads over cups was the easiness to start usage.⁵

Based on clinical testing quality menstrual cups (produced of tested medical grade silicone in controlled production facilities) are hygienic and safe to use. TSS caused by menstrual cup use appears to be very rare to virtually non-existent. Rarely, the use of cup, especially if combined with gynecological concerns or infections, may also set favorable conditions for an infection. This emphasizes the need of hygiene in the use and further studies on potential health problems that may increase the risks related to the use of the cup or other sanitary protection.

Menstrual cups are not absorbent, do not irritate the vaginal mucosal tissue, and so do not change the vaginal flora in any measurable amount. Research indicates that the cup has no impact on the vaginal flora, or on the presence of Staphylococcus aureus, the bacterium that can cause TSS. A randomized controlled trial carried out in 2011 measured urovaginal infection in a comparison of menstrual cup and tampon use, and found hardly any difference. No differences in the growth

of *S. aureus*, or health harms were identified among school girls provided with menstrual cups compared to those using sanitary pads or continuing their usual practice in rural western Kenya.^{6,7}

Silicone has been widely used in medical science and reactive impacts of solid silicone products have been marginal. High quality silicone with no fillers used in the fabrications is highly inert. Medical grade silicone is latex free and non-allergenic. However, standard silicones have reported to release infectious chemicals in some conditions. Lunette emphasizes that it is crucial to use high quality medical grade silicone in the production of menstrual cups in order to minimize any health risks.

The use of menstrual cups requires good hygiene and access to water. Proper hand washing and cup rinsing as well as sterilizing through boiling is essential for hygienic use. Access to water, especially clean water, may be difficult in developing countries, which Lunette has taken into consideration and is a firm advocate for MHM training and sustainable WASH-solutions.

In terms of environmental impact, the use of cups significantly decreases waste when compared to disposable pads and tampons. This saves environment as well as sewage and water purification systems.

Social responsibility: projects in developing countries and partnerships

Lunette has a strong vision of empowering people who menstruate, globally, and breaking menstruation-related taboos. We have in 2018-2019 continued numerous projects. We are continuously committed to a rights-based approach in low resource settings, through engaging women and girls and all stakeholders in the activities we carry out. We aim to improve menstrual health management, but in a holistic manner, looking at advocacy efforts and providing adapted training as well as products, to ensure impact. The Lunette Menstrual Cup accompanied with awareness raising and training can be a powerful tool for positive transformation in the lives of women and girls. We see it as our responsibility to act also in hard-to-reach areas and among the most vulnerable and marginalized, where possible.

During 2018-2019, we continued engaging in both the humanitarian and development contexts. While we have produced a separate report of these activities, below a few examples of activities during 2018-2019, funded partially through development cooperation appropriations, through the Finnish government and the existing

Finnpartnership programme (ODA-funding). Below short summaries of project activities (2017-2019), for more information please see full separate report on these activities.

KIBERA (KENYA)

In Kibera slums The Cup Foundation in cooperation with Lunette has distributed thousands of cups to girls following The Cup Foundation's unique, holistic training methodology of a comprehensive training curricula which tackles challenges underprivileged girls and boys face while growing up, including menstrual health management. The Cup Foundation's training is based on a model where the trainers share their life stories and experiences and are available for answering questions and giving support also after the trainings. Also, research shows that peer support is also an essential driver for the acceptability of the menstrual cup and creates solidarity and a sense of empowerment for girls and adolescents.

As part of our normal operations, in 2018-2019 Lunette continued to partner with MONKI (H&M). For each sold limited edition pink "MONKI x Lunette x The Cup" menstrual cup one cup is donated to The Cup Foundation for their work among schools in Kibera slums in Kenya. Since the beginning of the project over 15.000 cups have been donated. Lunette visited the project site in June 2019.

MWANZA PILOT AND OTHER ACTIVITIES (TANZANIA)

Implemented with Fida International, and local partners (Pentecostal church of Tanzania) Lunette is piloting a comprehensive menstrual health management package in Mwanza, Tanzania, where local boys and girls receive training on puberty, reproductive health, on menstrual health and on the usage of menstrual cup. Fida has identified male and female trainers within the community who have started a training-of-trainers (ToT) programme. The ToT is done by The Cup Foundation mentioned above. The female ToTs have already received a cup and an introduction training on the usage. After the ToT, the training and cup distribution is expected to be rolled out in 82 rural schools. Currently indicators are designed to measure impact on school attendance and empowerment of girls and results will be thoroughly analyzed. So far, Menstrual Ambassadors have been trained apart from in Tanzania also in the Democratic Republic of Congo, Uganda and Kenya.

The registration of the Lunette Cup in Tanzania was a long process and has significantly delayed the start of the project, however, this was a crucial step to ensure compliance with local safety regulations. The Tanzanian Food and Drug Authority processed the application for product registration for over a year. In Tanzania, the registration of the cup was likely influenced by the fact that the product was brand new in the country and had no ready-made standard. The delay might also have been caused by the stigma around menstrual health in Tanzania.

However, the challenges of registration created opportunities for networking, and various consultation and expert sessions were organized with the Tanzanian menstrual hygiene management Task Force (UN, other international organizations, the private sector and universities) to provide authorities with information on various aspects of menstrual products, including safe and hygienic use. The Task Force will continue to work together to establish official quality standards for menstrual cups, and to increase public debate on economically and ecologically sustainable menstrual products and taxation issues. The project can be said to have had a positive impact on opening discussion and a market for menstrual cups and sustainable sanitary products overall. On the other hand, it may be that Lunette has established a foothold for cheap copies that flow into the African continent and have also begun to be produced in various East African countries. However, it is difficult to provide a comprehensive assessment of the possible positive and negative long-term effects. Lunette has held a consultant on the ground in Tanzania to ensure active implementation of activities.

KENYAN RED CROSS PILOT (KENYA)

Kenyan red cross female staff and volunteers received a cup and an introductory training on the usage of the cup in 2018. After this initial trial and evaluation, the cup was to be introduced as part of the Red Cross WASH-shops in rural and urban areas. The WASH-shops are based in the communities that offer a variety of sanitation-related products. The customers were to be reached through social marketing done mostly by Red Cross volunteers, and the customers are offered affordable prizes and flexible payment conditions. This project didn't materialize due to organizational changes at the Kenyan Red Cross.

COLLABORATION WITH THE HIGHER EDUCATION COMMUNITY

We have also engaged with students - we are convinced that university campuses have become powerful spaces for driving change in terms of discussing sustainability and the stigma around menstruation. In 2019 partnered with KUU Project, a group of Finnish university students to create a workshop for students at the University of Nairobi in which sexual and reproductive health and rights and sustainable menstruation were discussed. The cups were supported by the general public (fundraising by KUU Project) and the event itself by Finnish Embassy in Nairobi.

For each sold limited edition pink "MONKI x Lunette x The Cup" Menstrual Cup one cup is donated to The Cup Foundation for the work in Kibera slums in Kenya.



ENGAGING WITH THE UNITED NATIONS SYSTEM

We have continued engagement with various UN agencies, including UNICEF, UN WOMEN and UNFPA as well as UNHCR, related to gender equality, menstrual hygiene and sexual and reproductive health and rights and the right to water and sanitation. For instance, during Nairobi Innovation Week in 2019 we engaged in a UNFPA-led panel on sexual and reproductive health and rights.

OTHER PARTNERSHIPS

In April 2019 Lunette took part in a roundtable discussion organized by the Foreign Ministry on the theme of how to reach Agenda 2030 goals through partnerships between sectors. Partnerships have always been key to Lunette, in terms of advocacy and awareness raising. In 2018-2019 we have engaged, among others, with the following partners and initiatives to reach girls and women all over the globe in the pursuit of positive impact and use of leverage:

- Sustainable Period Project (Australia & New Zealand) – target is to provide a training pack containing different sustainable period products and training material to every school in Australia and New Zealand,.
- Taboo crushing t-shirts (global) ¹: These limited edition t-shirts are handmade in Finland and were made to challenge taboos and inspire conversation surrounding menstruation, while Lunette donates 25% of proceeds to the following organizations: *Thirst projects (USA); Planned Parenthood (USA); Project Consent (USA); Young Women's Trust (UK); Fawcett Society (UK); Women's Environmental Network (UK); Hope ry (Finland); Fida International (Finland) and Terre des Femmes (Germany)*
- Lang'ata Women Maximum Security Prison (Kenya): Cups donated to prisoners through KUU Project.
- Rise of Broke Women (USA): Cups donated to homeless women in New York through KUU Project.
- ShadeShares (Kenya & Finland): collaboration with a sunglass company, part of proceeds donated to charities in Kenya and Finland to Hope ry.

¹ More information: https://www.lunette.com/products/limited-edition-taboo-crushing-t-shirt?_pos=1&_sid=047e7c69e&_ss=r

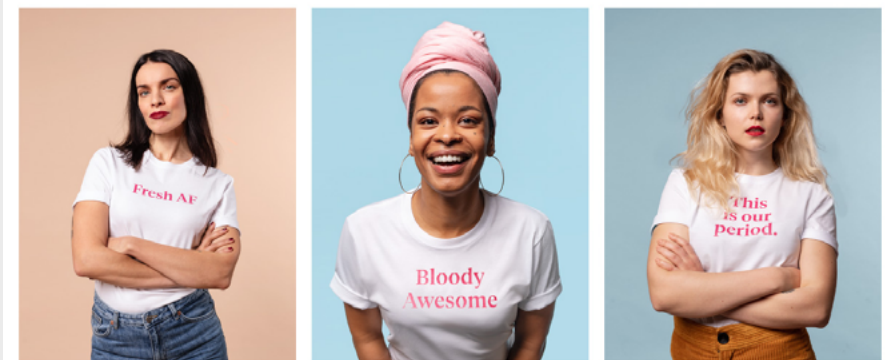
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B



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A. SRHR and sustainable MHM workshop organized for students at the University of Nairobi by KUU Project together with Lunette.

B. Lunette's COO Sonja Karjalainen attending UNFPA-led panel discussion during Nairobi Innovation Week in June 2019

C. Lunette limited edition t-shirts challenging taboos and inspiring conversation surrounding menstruation, while Lunette donates 25% of proceeds donated to NGOs

IMPLEMENTING THE

UN Global Compact principles

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Human rights

- PRINCIPLE 1 -

Business should support and respect the protection of internationally proclaimed human rights

- PRINCIPLE 2 -

Business should ensure that they are not complicit in human rights abuses

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ACTIONS AND RESULTS

Commitment: Lunette respects and sees as paramount the protection of all internationally recognized human rights and is fully committed to the UN Guiding Principles on Business and Human Rights. We are conscious of our own responsibilities as part of our own operations and towards our staff and consumers and any of the communities we are active in. While we carry out small scale due diligence assessments, internally and of our suppliers and partners, to prevent adverse human rights impact, but we are aware that much more needs to be done. As an SME our resources are very limited in this regard, and to date we have no staff dedicated to human rights issues. The assessment of human rights impacts is an ongoing process at Lunette. We monitor the realization of human rights in many ways, including audits of suppliers and certifications of risk raw materials. Ensuring the safety of products and outlets is part of our daily work.

Our critical suppliers are expected to protect human rights, placing great importance to complying with human rights and fair business practices. They are further expected to follow the OECD Guidelines for Multinational Enterprises, the ILO Core Labor Standards and the UN Guiding Principles on Business and Human Rights.

With strong focus on improving sexual and reproductive health and rights nationally and globally, we have adopted and are following a human rights-based approach as part of all of our project interventions in developing countries, in line with the UN Guiding Principles. Among the most salient potential human rights risks, we have identified issues in terms of the right to health, especially in junction with use of the cup in unhygienic settings. In addition to ensuring that we are mitigating risks, we focus our efforts on where we can have positive efforts and have for instance engaged in significant advocacy efforts in terms of sexual and reproductive health and rights. We have also ensued partnerships that could be critical for us in light of ensuring that we achieve maximum positive impact in this regard, and have collaborated with governments, UN organizations, international NGOs, local NGOs, universities, private sector to increase our leverage where possible.

Lunette has also engaged on various platforms advocating for the rights of women and girls, such as panel-attendance at the UN General Assembly high-level breakfast discussing economic empowerment of women in 2017, World Water Week 2018 in Stockholm, the Case for Her and others. Joining the United Nations Global Compact initiative comprised another important step. By joining the UN Global Compact we want to signal to other stakeholders that we take our commitment to human rights seriously. We have also joined the global WASH in Schools-network in late 2017 and the Finnish Water Forum in 2017, to ensure that we are part of relevant networks and can meaningfully engage for maximum positive impact for people. Further, we have engaged on innovation platforms, such as OpenIdeo, to contribute to a global discussion on innovation and human centered design.

ACTIVITIES 2018-2019:

- Implementation of robust Quality Management System (QMS) (November 2018 - May 2019)
- FDA's (USA) routine inspection with good results about Lunette's procedures to manage issues around health and safety of the product, including the robust complaint handling process, and knowledgeable customer service (Menstrual Mentors) responding to any questions by consumers (June 2019).
- Annual audits for critical supplier and supplier self-evaluations on quality, sustainability and human right (2019)
- Joining the #Ykkösketjuun -campaign in 2018, advocating publically for mandatory human rights due diligence in Finland. Lunette spoke publically in favour of legislation as part of the campaign and attended round table discussions with MPs and MEPs about the subject.ⁱⁱ The new Finnish government, elected in spring 2019, committed in its Government Programme to making a review with the view to establishing mandatory human rights due diligence legislation nationally.ⁱⁱⁱ
- Lunette's representative attended training on the UN Guiding Principles on Business and Human Rights (UNGPs) organized by Shift and the Finnish Government in Helsinki (March 2019)
- Provision of access to labour for the most vulnerable, through continued focus on disability programme supporting employment and employability of disabled persons, through our packaging operations and relevant partnership enabling such efforts.
- Continued Human Rights Impact Assessment (HRIA) as part of our projects in developing countries, through support of consultants (3 consultants in 2018-2019).
- Co-funding a research project in Tanzania on the relationship between the use of the menstrual cup and women's economic empowerment (as of June 2019).
- Lunette sponsored the Society for Menstrual Cycle Research covering aspects on research, public policy, healthcare, clinical applications and activism (USA, June 2019)
- Through our partners we have provided training to vulnerable girls and women in developing countries, including on sexual and reproductive health and rights (SRHR Trainings 2018-2019, see section on projects in developing countries).

ⁱⁱ #Ykkösketjuun* was a unique joint campaign by citizens, civil society organisations, companies and trade unions, coordinated by Finnwatch, an organisation promoting corporate accountability. The campaign was calling for a Finnish law on mandatory human rights due diligence. The law, based on the UN Guiding principles on business and human rights, would oblige companies to map their human rights impacts and to prevent possible negative impacts.

ⁱⁱⁱ News extract: <https://finnwatch.org/fi/uutiset/628-finnwatch-riemuitsee-hallitusohjelmasta:-suomeen-saeaedetaaen-yritysvastuulaki>

- Advocating for sexual and reproductive health and rights such as through UNFPA-led panel discussion Nairobi Innovation Week (June 2019)
- T-shirt campaign aiming to challenge menstrual taboos and empower with part of proceedings supporting civil society organisations (2018-2019).
- Training on SRHR and sustainable period hygiene was provided for university undergraduate students in Kenya during Nairobi Innovation Week together with KUU Project representative through the support of the Finnish Embassy in Nairobi (June 2019).

MONITORING PROGRESS 2019-2020:

- We continue to place high value on the quality and safety of the materials used. We also continue with research initiatives, to continue monitoring issues related to health and safety, and influencing the SRHR discourse globally.
- Using leverage with other Finnish companies speaking publically in favor of mandatory due diligence and corporate accountability as part of the #Ykkösketjuun campaign.
- Increased attention on development of internal due diligence processes. In terms of our suppliers, distributors and partnerships we will continue site-visits and continue monitoring respect for human rights issues among the suppliers, through better documentation and improved audit processes. Annual audits and internal audit ensure the implementation of policies.
- Continue to choose strategic partnerships for the activities we carry out and events and networks we engage in, to accelerate positive human rights impact, including in developing contexts, such as Tanzania.

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Labour rights

- PRINCIPLE 3 -

Uphold the freedom of association and the effective recognition of the right to collective bargaining;

- PRINCIPLE 4 -

Support the elimination of all forms of forced and compulsory labour;

- PRINCIPLE 5 -

Support the effective abolition of child labour;

- PRINCIPLE 6 -

Eliminate discrimination in respect of employment and occupation.

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ACTIONS AND RESULTS

Commitment: As an SME Lunette employs most of its staff directly in Finland, while few are employed elsewhere (mainly USA). Lunette commits to the elimination of any discrimination in respect of employment and occupation inside and outside the company, the same standards are expected of our suppliers. Lunette proclaims responsibility for equal employment opportunity. The company is also committed to employee welfare and sustainable employment. We strive to provide an interesting, attractive, and involving workplace for all employees. Our employees will be at liberty to progress in their job and develop. We focus on a staff policy with emphasis a healthy working environment, which is safe and offers opportunity to thrive. We want to ensure the right of workers to join trade unions and do not tolerate discrimination and harassment. We want to ensure all workers have access to a safe, healthy working environment. We are ensuring and recording that all employees, as well as contracted temporary staff, involved in various projects are paid a competitive wage, and avoid excessive overtime hours. Finally, we offer working conditions that comply with the law, relevant ILO standards and the standards of the UN Global Compact.

ACTIVITIES 2018-2019:

- Lunette fully respects labour rights and has committed to a non-discrimination policy, and continues to follow these principles in all its operations. These principles were also employed when staff were contracted in Kenya (Feb-Jun 2019)
- Monitoring and improving our own operations , including through staff satisfaction sessions
- Implementing projects that use the rights of girls and women as a point of reference, and stress the right to livelihood, particularly in rural areas in least developed countries. (See section on projects, 2018-2019).
- Advocating for the right to decent work and economic empowerment for women in developing country contexts, through various platforms, events and fora, including World Water Week with AfriPads (Stockholm August 2018) and Women Deliver (Canada June 2019).

MONITORING PROGRESS 2019-2020:

- We will continue developing our internal policies and measure staff satisfaction.
- We will continue improve occupational health and wellbeing for our staff and measure impact and satisfaction levels through an ongoing survey.
- We will continue and deepen collaboration with a selected packaging center to ensure fair and meaningful employment opportunities for vulnerable populations, including people with disabilities.
- Continue developing possibility for flexibility in terms and conditions of employment conditions (such as working hours, location)

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Environment

- PRINCIPLE 7 -

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.

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ACTIONS AND RESULTS

Commitment: Lunette's core product, the Lunette Menstrual Cup, reduces the carbon footprint of menstrual health management to a minimum, as a sustainable option of menstrual health management. We encourage sustainable processes and consistently discuss environmental challenges with other stakeholders. We focus on saving energy and reducing consumption of materials by aiming to ensure

monitoring of and optimising the positive impact of our business operations and considering options for minimizing harmful environmental impact. Lunette is taking the importance of climate action seriously and is aiming to reduce travel wherever possible.

ACTIVITIES 2018-2019:

- The packaging of our menstrual cup is 100% recyclable with environmentally-friendly window made of wood pulp / cellulose. The Lunette Menstrual Cup, Feelbetter Cup Cleanser and Cupwipes are registered with The Vegan Society. The Cupwipes decompose within 6 weeks in a compost environment. We have continued to assess our packaging to use the most environmentally friendly materials available.
- Carried out environmental audit of critical supplier, with a view to look to assess and reduce negative impacts on the environment (finalized in 2018).
- Developed training materials, to enhance awareness of the environmental benefits of the menstrual cup (2018-2019)
- Member of the Finnish Water Forum, to ensure we are more actively part of an environmentally aware business community, advocating for environmentally friendly solutions (since 2018)
- Advocating for sustainable menstrual health management at global events such as World Water Week 2018, and engaged on the ground in East Africa to raise awareness about environmental benefits of sustainable MHM solutions (consultant in Kenya, Tanzania, 2019) as well as in social media (various campaigns).
- Minimizing travel and flights in view of seeking climate friendly solutions as a company.

MONITORING PROGRESS 2019-2020:

- As part of our ongoing sustainability efforts, we'll begin replacing the cup pouches with more environmentally-friendly ones made out of recycled plastic.
- We will continue monitoring the environmental and climate performance in our own operations and that of our suppliers, as well as gather more systematically data on the environmental benefits of the menstrual cup.
- We also commit to raise awareness about the environmental benefits of cup use over disposable and other reusable menstrual health management solutions, especially through increased efforts in social media and wide-reaching channels.
- We will take part in Store of Hope's (producing sustainable clothing) campaign to increase sustainable menstrual product availability in Nepal. In addition, we will support various events with the objective to increasing awareness about sustainable and environmentally friendly consumption solutions.

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Anti-corruption

- PRINCIPLE 10 -

Business should work against corruption in all its forms, including extortion and bribery

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ACTIVITIES AND RESULTS

Commitment: When it comes to our own business practices, we oppose any form of corruption, including blackmail and bribery. We conduct our commercial activities in accordance with international, national and local laws and regulations relevant to our business. Lunette believe that transparency and efforts for anti-corruption is the only way forward for a better economy and better societies.

ACTIVITIES:

- Lunette strives for transparency in our commercial decisions and practices. We expect that our employees and any distributors abide by the law and corresponding national legislation in the countries in which we operate.
- As part of all our registration procedures we have taken steps to ensure no corrupt practices take place during any part of the process (2018-2019).
- As part of our efforts in developing contexts we are cooperating with NGOs and partners (Tanzania, Kenya, Uganda) and indirectly have sought to strengthen capacity on good governance (2018-2019).

• MONITORING PROGRESS:

- Continue developing a public anti-corruption commitment
- Written expectation of anti-corruption commitments of contractors

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Sources

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