



United Nations Global Compact Communication of Progress: January 2021

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

Please consider this a statement of continued support signed from our company's CEO and Founder:

January 1, 2021

To Our Stakeholders,

I am pleased to confirm that Fill it Forward reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Our team is passionately committed and 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,

A handwritten signature in black ink, appearing to read "Matt Wittek", with a long horizontal stroke extending to the right.

Matt Wittek
CEO & Founder

2. DESCRIPTION OF ACTIONS

Human Rights

Here are the actions our company has taken in the area of human rights:

- We have created a safe, clean, accessible and collaborative work environment.
- We protect our workers from workplace harassment including physical, verbal, sexual or psychological harassment, abuse or threats. It is company policy that there is a zero tolerance of such behaviour from staff, visitors, suppliers, etc.

Labour

Here are the actions our company has taken in the area of labour:

- We ensure that our company, our suppliers and third parties we do business with, do not participate in forced or bonded labour of any kind.
- We are members of the Fair Labor Association.
- We do regular audits of all suppliers and their policies and practices as it relates to their labor force.
- We are a Certified Living Wage employer. <https://www.ontariolivingwage.ca/cupanion>

Environment

Here are the actions our company has taken in the area of environment:

- We ensure climate control systems in our facilities are regularly maintained.
- We ensure our suppliers and any third party companies we do business with, have waste management systems in place that include recycling of raw materials, and finished goods.
- We check that all suppliers have controls and procedures in place to mitigate and address any accidents that could have an adverse effect on the environment.

Anti-Corruption

Here are the actions our company has taken to fight corruption:

- We take measures to assess the risk of corruption when doing business. All suppliers are vetted to ensure there is no past history of corrupt behaviours.
- Client communications are vetted when there is suspicion of fraud or corrupt communications.
- Ensure that internal procedures support the company's anti-corruption commitment.

3. MEASUREMENT OF OUTCOMES

Here are the most relevant indicators to measure outcomes:

- Waste management and mitigations to ensure as little waste produced as possible. We receive scrap reports from our decorator and take part in regular communication to address issues that contribute to waste.
- We manage waste generated in our facility as it relates to printing collateral used in packaging our product.
- Diversity of our team is a priority and visible.
- Our commitment to reuse, philanthropic initiatives are goal driven and published regularly via our normal communication channels.

4. ADVANCING THE SUSTAINABLE DEVELOPMENT GOALS

The Fill it Forward experience helps give clean water to people in need and promotes the importance of UN SDG #6 ensuring the availability and sustainable management of water and sanitation for all. This is a core focus and priority within our business model.

Learn more about how we give here: <https://www.fillitforward.com/our-giving-model/>