



## Communication On Progress (COP)

To our stakeholders:

I am pleased to confirm that goFLUENT Group SA 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.

Sincerely yours,

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a series of loops and a horizontal line extending to the right.

Christophe Ferrandou  
Chief Executive Officer  
goFLUENT Group



## DESCRIPTION OF ACTIONS

### Human Rights

- Ensure workers are provided safe, suitable and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- 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

### Labour

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

### Environment

- Avoid environmental damage via regular maintenance of production processes and environmental protection systems (air pollution control, waste, water treatment systems, etc.)
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances

### Anti-Corruption

- Assess the risk of corruption when doing business
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment
- Regularly conduct internal accounting and auditing procedures related to anticorruption



## MEASUREMENT OF OUTCOMES

- Demographics of management and employees broken down by diversity factors (e.g., gender, age, etc.)
- Rate of occupational diseases, injuries, and absenteeism
- Percentage of recycled materials