

15.2.2021

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, Labor, 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 to our workers have 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 labor, comply with minimum wage standards and ensure that employment-related decisions are made based on relevant and objective criteria. We avoid environmental damage via regular maintenance of production processes and environmental protection systems. 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 the environment, health, and safety and implementing UN Global Compact principles, in 2020 Promeco units in Finland created an occupational safety plan, which implementation has started in 2021. We have arranged the first aid and occupational health and safety card trainings. In the cooperation with Finnish Institute of Occupational Health, Promeco has developed the processes for chemical risk assessment and arranged training for responsible persons. We have also started to measure the usage of water per working hours.

Yearly we follow our commitment to the RoHS and Reach regulations. According to the waste act, we have developed the packaging material recycling reporting methods (RINKI). For COVID-19 Promeco established a task force, which arranged risk assessments and followed the local regulations, and informed employees of the more secure ways of working. We have also started preparations for Sustainability reporting at the beginning of 2021. Preparations for improving waste and recycling reporting have started in Finnish production units. For instance, in Vaasa we have investigated the possibility recycle the isolation wool, the most significant type of municipal waste.

Our demographics of management and employees broke down are:

By gender:	Poland: 32% women / 68% men. Finland: 23% women / 77% men
By age:	Poland: 18-25 years 15%, 26-40 years 43%, 41-58 years 39%, 59- years 4%. Finland: 18-25 years 11%, 26-40 years 40,7%, 41-58 years 39,3%, 59- years 9%.
Our rate of injuries:	Poland: zero injuries in rolling 12 months. Finland: 13 injuries in rolling 12 months. Lost time injuries frequency in Promeco Group Oy (2020) was 22,1.

Sincerely yours,



Ms Marica Kilponen
CEO