

Secop GmbH Communication on ProgressPeriod covered: Dec. 1st, 2020 – Dec. 31st, 2021**Statement of continued support by the Top Management Board**

We are pleased to confirm that Secop GmbH reaffirms its support of the Ten Principles of the United Nations Global Compact with respect to human rights, labour, environment and anti-corruption. Secop GmbH is representing all entities worldwide of the Secop Group. With this communication we express our intent to advance those principles within our sphere of influence.

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 are also committed to share this information with our stakeholders using our primary channels of communication.

Secop GmbH



Frank Elsen
Chief Financial Officer



Dr. Philipp v. Stietencron
Chief Commercial Officer



Fabricio Possamai
Chief R&D Officer



Dr. Jan Ehlers
Chief Operation Officer

Human Rights Principles

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

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

Assessment, Policy and Goals

At Secop we continue to support the Universal Declaration of Human Rights and ensure that all employees abide to the same principles.

It is written in our Ethics Handbook which incorporates the internationally recognized principles including Human rights and is committed to ensuring a healthy and safe work environment, the right to privacy and equal treatment. Secop will not tolerate discrimination or harassment.

Business partners and Suppliers are requested to adhere to these principles and to the principles of the UN Global Compact, which are also part of the Secop Code of Conduct that suppliers are required to sign and encouraged to implement.

Implementation

Concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations are described in Secop's Ethics Handbook, which incorporates ethical guidelines for employees throughout the Group.

We actively encourage employees to use any communication channel to report potential claims, such as Management, HR Department, employee representatives.

Proper procedure is taken for proven violations against regulations as stated in our Ethics Handbook, both relevant internally for employees as externally for partners, business associates and contractors.

Measurement of outcomes

In the past year Secop has not been subject to any investigations, legal cases or incidents involving Human Rights violations. There are periodic management-level reviews of consistency with Human Rights Principles.

Labour Principles

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

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

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals

At Secop we continue to support the ILO Core Conventions and will not do business with any organization who uses forced or child labour.

In our Ethics Handbook Secop incorporated the internationally recognized principles including Labour standards and is committed to ensuring the freedom of association and avoiding discrimination in the workplace.

Secop does not tolerate forced labour and ensures that all employees have employment contracts or are subject to agreements which determine employment conditions, including pay rates and overtime pay arrangements, and terms of termination.

Secop respects the legal requirements of the minimum wage principles in all its entities. Business partners and Suppliers are requested to adhere to these principles and to the principles of the UN Global Compact, which are also part of the Secop Code of Conduct that suppliers are required to sign and encouraged to implement.

Implementation

Concrete actions to implement Labour policies, address Labour risks and respond to Labour violations are described in Secop's Ethics Handbook

The local Human Resources Departments are accountable for executing the company policy regarding labour.

We actively encourage employees to use any communication channel to report potential claims, such as Management, HR Department, employee representatives.

Proven violations against regulations can lead to a termination of the employee's contract.

Measurement of outcomes

Secop has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour Principles. There are periodic management-level reviews of consistency with Labour Principles.

Environmental Principles

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

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

The protection of internationally recognized principles including Environment is explicitly part of Secop's Ethics Handbook.

Secop continuously ensures sustainability in the management of all its activities and is committed to minimize its impact on the environment. Secop takes initiatives to promote environmental responsibility by incorporating the 'triple bottom line' of sustainable development – economic prosperity, environmental quality and social equity, into the company's policies and strategies and by working with suppliers to improve environmental performance up the product chain and down the supply chain.

Secop has actively been supporting the development of environmentally-friendly technologies that protect the environment, are less polluting, use all resources in a more sustainable manner, use less electrical energy, recycle more of their wastes and products and handle residual wastes in a more acceptable manner than the technologies for which they were substitutes.

Implementation

Secop carries out internal audits on a regular basis, ensuring that our working methods are compatible with how we aspire to work. The parts of the company which are certified according to the environmental and work environment management standards are audited by external auditors.

The corporate management requires all factories to create and maintain an environmental management system in accordance with the requirements of the international standard of environmental management, ISO 14001, and for the system to be certified.

All managers must ensure that Secop's products are produced under proper social and environmental conditions and that business is done in accordance with applicable law and Secop's values and guidelines.

Measurement of outcomes

We are measuring key KPIs in operations that reflect environmental protection (e.g. water consumption, gas/energy efficiency, etc.)

Secop has not had any reportable environmental incidents within the last year. There are periodic management-level reviews of environmental performance.

Anti-Corruption Principles

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

Assessment, Policy and Goals

At Secop we continue to support the UN Convention Against Corruption. Our company upholds a zero tolerance for bribery or corruption in all operations as stated in the Ethics Handbook, which contains ethical guidelines to all employees in the Group.

Business partners and Suppliers are requested to adhere to these principles and to the principles of the UN Global Compact, which are also part of the Secop Code of Conduct that suppliers are required to sign and encouraged to implement.

Implementation

Concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents are described in Secop's Ethics Handbook

Any suspicion of involvement in corruption or fraudulent activities must be reported to the manager. Employees also have the possibility to report any abuse to the Secop Management board. .

Any fraudulent situation detected that involves employees, business partners or suppliers must be investigated and may lead to contract termination.

Measurement of outcomes

Secop has not been involved in any legal cases, rulings or other events related to corruption or bribery. There are periodic management-level reviews of anti-corruption performance.