

# COMMUNICATION ON PROGRESS (COP) REPORT

## MARCH 2020 – MARCH 2021



### TO OUR STAKEHOLDERS

I AM PLEASED TO CONFIRM THAT FOODXSERVICES INC PTE LTD REAFFIRMS ITS SUPPORT OF THE 10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT (UNGC) IN THE AREAS OF HUMAN RIGHTS, LABOUR, ENVIRONMENT, AND ANTI-CORRUPTION. IN THIS ANNUAL COMMUNICATION OF 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.

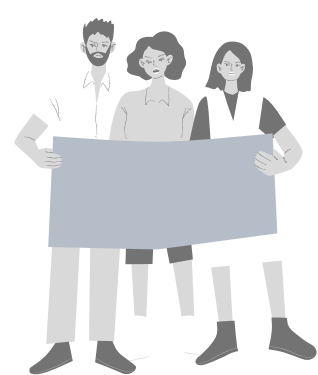
YOURS SIN[心]-CERELY,

NICHOLAS NG HON HAN  
MANAGING DIRECTOR  
MARCH 2021

# UN Global Compact Principles

Our fifth year as a signatory of the UN Global Compact is now complete and we would like to take this opportunity to report on our progress.

## Human Rights Principles



-FoodXervices Inc's goal is to influence our employees and business partners to respect the Universal Declaration of Human rights and environmental protection. Based on our commitment, we have set up a code of conduct, published on our employee handbook, to make our position clear for all our suppliers, employees and partners. Our Code of Conduct complies with the Singapore’s Ministry of Manpower (MOM) standards and other international conventions.

-Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

*Implementation*

We have published and actively informed all our suppliers, partners and employees of our commitment and encouraged them to make the commitment as well. An internal system is in place where employees are trained on our commitment. Employees can submit their complaints and/or issues with regard to unfair treatment through human resources. And these complaints will be examined by top management and discussed immediately.

*Measurement of outcomes*

We have a system in place that encourages employees, customers and partners to report back if they suspect any wrongful doing with regard to our companies’ guidelines and Code of Conduct. No reports have been filed since the system has been implemented. Human resources and other policies and procedures relating to Human Rights are updated regularly to meet the highest standards.

## Labour Principles

-To respect the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labour and freedom of association.

-Ensure that the company does not participate in any form of forced or bonded labour.

-Ensure that employment-related decisions are based on relevant and objective criteria.

*Implementation*

Employees can submit their complaints and/or issues with regard to unfair treatment through human resources. And these complaints will be examined by top management and discussed immediately.

*Measurement of outcomes*

Outcomes will be measured with B Corporations audits conducted with senior management.



## Environment Principles

-Avoid environmental damage via regular maintenance of production processes and adoption of alternative energy (e.g. solar power).

-Participate in Mandatory Packaging Reporting (MPR) framework by Singapore’s National Environment Agency.

*Implementation*

-Strive to minimise the environmental impact of our activities through the international B Corporations certification.

-Adoption of solar power through installation of solar panels on building’s rooftop.

*Measurement of outcomes*

-Outcomes will be measured with B Corporations audits conducted with senior management.

-Submission of annual packaging reports to Singapore’s National Environment Agency.



## Anti-Corruption Principles

-Supports the UNGC principles on anti-corruption. We work strongly against corruption in all its forms, including extortion and bribery.

-Ensure that internal procedures support the company’s anti-corruption commitment.

*Implementation*

Our Human Resource guidelines and Code of Conduct include our policies on anti-corruption and response to incidents. We have a system in place for whistleblowing for any Code of Conduct or HR guideline violation.

*Measurement of outcomes*

Any employee who is found participating in corruption practices will be subject to legal action.