



dare to  responsible and sustainable

UN Global Compact – Communication of Progress  
2020 - 2021





**“It is our collective and individual responsibility...to preserve and tend to the world in which we all live”**

(Dalai Lama)

As a company we embrace this principle not only for our direct environment and the people in our team, but in view of our role as intermediate agency, PRODU©T has an important responsibility to our clients, their brands, and their consumers, to our suppliers/manufacturing partners and their employees across the globe, and the environmental impact we have on our planet.

In this Progress Communication, we are pleased to update our teams and stakeholders, on our actions to continually improve the integration of the Global Compact’s 10 principles into our culture, business strategy, and daily operations.  
Sincerely yours,

Ignacio Gibert  
CEO



71/100  
98<sup>th</sup> percentile



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

**Principle 2:  
Make sure that they are not complicit in human rights abuse**

PRODU©T respects and supports fundamental human rights and is continually working to minimize the risk of human rights abuses. Our global employee handbook (please refer to appendix 3) sets out certain minimum standards in respect of the human rights of its employees, and its Supplier Code of Conduct (please refer to appendix 4) sets out its minimum standards in respect of human rights of suppliers' employees.

PRODU©T has a range of global Human Resources policies designed to safeguard the human rights of its staff, including Equal Opportunities, Harassment, and Bullying Policy, Grievance, and Disciplinary Procedures, Fair Competition Policy, and Time-Off Benefits (including Compassionate Leave, Religious Holidays, Ceremonies and Festivals, Working from Home, and Time Off for Dependents). In 2020 PRODU©T updated various policies to ensure these are up to date and embedded policies in its business through periodic internal communication and training (please refer to appendix 3)

In 2020, PRODU©T continued sourcing responsibly and only worked with suppliers who signed the Supplier Code of Conduct, which sets out its expectations with regards to Anti-Bribery and Anti-Corruption, Child Labour, Forced Labour, and Human Trafficking, Working Conditions, Transparency, and Environment. PRODU©T continues to strive to have a 100% socially compliant supply chain and requires all non-EU suppliers to be socially audited.

PRODU©T accepts and encourages the SMETA (Sedex Members Ethical Trade Association) audit methodology but also accepts other accredited social audits if it covers the 4 pillars of Labour Standards, Health & Safety, Environment, and Business Ethics.

**Measurable results:**

Through various training initiatives of its global policies and procedures, PRODU©T ensures that its team members respect human rights in their day-to-day business activities. Even while the team has been growing, we have kept all team members informed and up to date with their social rights and practices and remain in the foreground of our compliance objectives. An great example is that one of our long standing supply partners in India, was accolated for the national UN Global Compact award in 2020 .





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

**Principle 4:  
Elimination of all forms of forced and compulsory labour**

**Principle 5:  
The effective abolition of child labour**

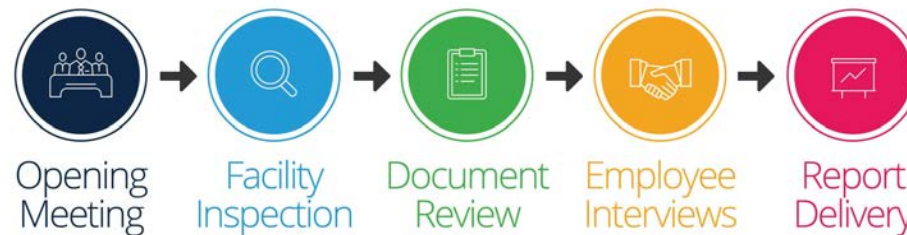
PRODU©T encourages its employees to make use of their rights to associate and bargain collectively (as stated in its Global Employee Handbook), in line with all applicable laws and regulations.  
factory.

PRODU©T requires its suppliers to undergo SMETA 4 pillar audits, where one of the check points is ensuring workers have the freedom of association and the right to bargain collectively. This point is reviewed by PRODU©T's CSR Managers and may be treated as a critical non-compliance where workers do not have such rights, depending on the legal requirements of the country of the operating factory.

PRODU©T does not tolerate any form of forced, involuntary or child labour throughout its business and supply chain. To support this PRODU©T requires all its suppliers to comply with its Supplier Code of Conduct and to go through social audits where child labour, forced labour, and bonded labour have zero tolerance.

**Measurable results:**

PRODU©T did not suffer any breaches in 2020FY-2021YTD and no breaches in the SMETA audits of the suppliers either.

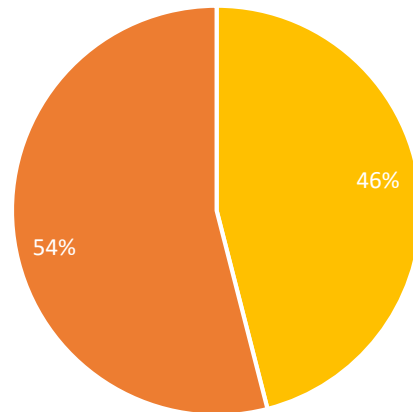


**Principle 6:  
Elimination of  
discrimination in  
respect of  
employment and  
occupation**

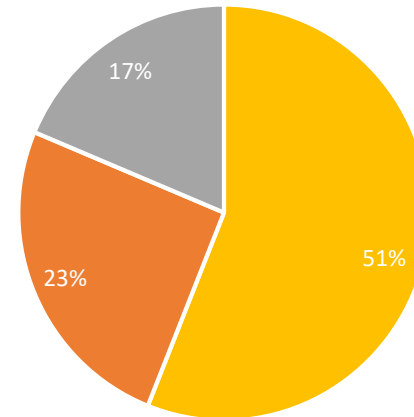
All PRODU(C)T employees are accustomed with our values and principles as a company at employment and which are integrated within a contract of employment as well as induction package. PRODU(C)T's Equal Opportunities and Respect Policy summarises PRODU(C)T's strategy for the elimination of discrimination in employment and highlights that PRODU(C)T bases its decisions on merit and business needs rather than any other potentially discriminatory factor.

**Measurable results:**

PRODU©T did not suffer any breaches or (formal) complaints during 2020 FY until 2021 YTD.



■ male ■ female



■ Age < 30 ■ Age 30 - 50 ■ Age > 50



**Principle 7:  
Businesses should support  
a precautionary approach  
to environmental changes**

**Principle 8:  
Businesses should  
undertake initiatives to  
promote greater  
environmental  
responsibility**

**Principle 9:  
Encourage the  
development and  
diffusion of  
environmentally friendly  
technologies**

PRODU(C)T has policies, processes, and procedures to ensure that materials are produced in compliance with applicable environmental regulations in cooperation with accredited laboratories and institutes to ensure compliance with legal standards such as REACH, OEKOTEX, to name some examples.

PRODU(C)T also conducts factory surveys as part of the supplier on boarding process, through which it assesses a potential supplier's compliance with environmental certification standards such as GOTS, GRS, and or ISO 14001 to ensure minimized impact and optimised assurance.

PRODU©T is a FairTrade® registered company able to offer its clients and their brands promotional products with a certified social responsible and sustainable supply chain.

**Measurable results:**

PRODU©T has been to increase the share of sustainable materials within their sales to clients despite the supply chain challenges of 2020.

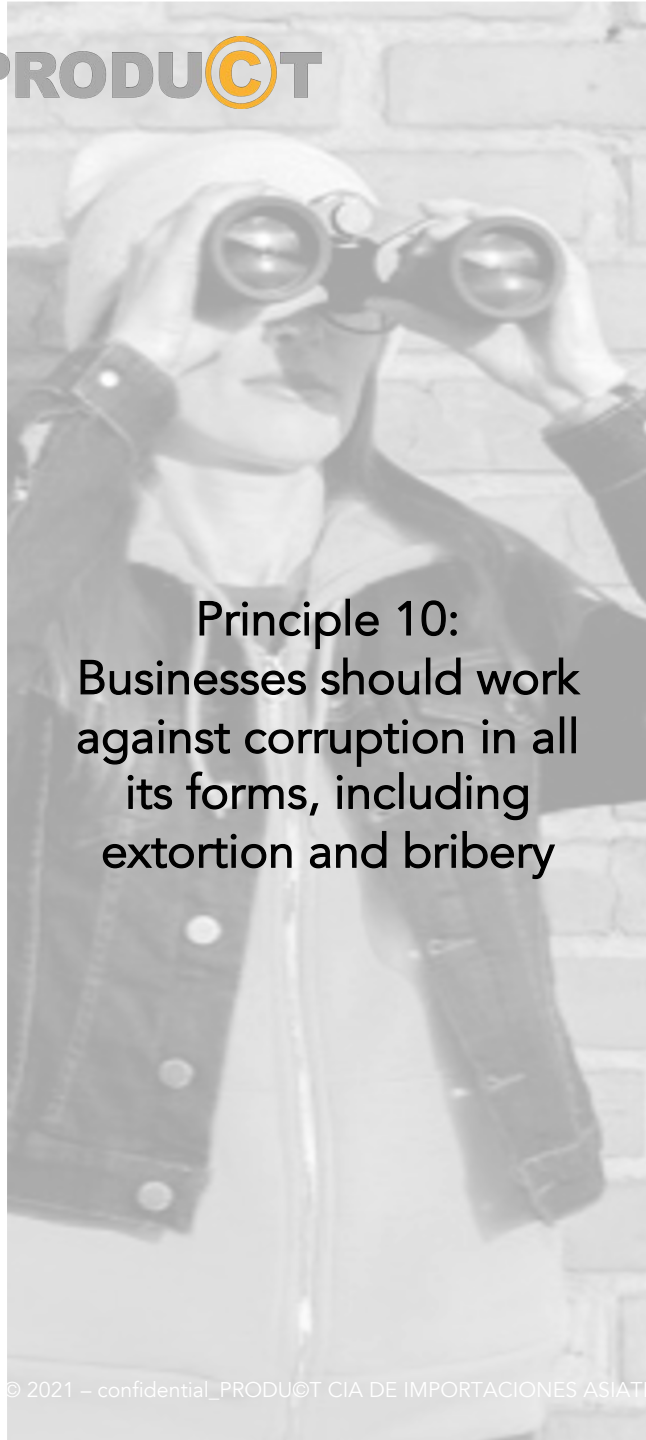
This was driven part by increasing client awareness through communication and attention (ECO by PRODU©T initiative , as well as the formal introduction of the concept of Green Value engineering.

This has results that 98% of all produced units were delivered with sustainable packaging and average of 46% across categories where made from or contained sustainable main materials.



The mark of responsible forestry  
FSC® A000504





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

PRODU(C)T condemns corruption in all its forms and will not tolerate it in its business or in those we do business with.

PRODU(C)T's anti-bribery and anti-corruption policy and its Supplier Code of Conduct details our zero-tolerance attitude towards bribes and corruption and require all employees, agencies and suppliers of goods or services adhere and endorse these principles. Our Code of Conduct forms an integrated part of all our contracting.

PRODU(C)T also requires all employees to complete a quarterly training programme, including modules on business ethics and anti-bribery.

**Measurable results:**

PRODU©T has not faced any issue nor cases related to extortion, bribery, or corruption, in 2020FY – 2021 YTD both internally as well in relation to our suppliers nor clients. This shows that our current procedures in place are solid, it does not relieve us to continue monitoring and managing this extremely close.







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