



## COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP) From: April 2020 To: April 2021.

To our stakeholders:

I am pleased to confirm that Fiabila 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.

Fiabila is member of Global Compact since 27 April 2020.

Sincerely yours,

Alexandre Miasnik,

Managing Director

A handwritten signature in blue ink, appearing to be "Am", written over a light blue circular stamp.



Fiabila is engaged on all 4 key elements developed within global compact: Human rights, Environment, Labour and Anti-Corruption.

#### Human rights:

Fiabila has written a politic on this topic that has been shared to all employees internally.

Fiabila has also implemented a chapter in the template of contracts that is used for all stakeholders asking them to conform with internationally proclaimed human rights.

Fiabila has identified one employee to manage conformity of personal data protection.

Fiabila has implemented an alert email to report any issues regarding this topic. This email is also shared in the contract with our stakeholders.

Human rights conformity is part of supplier evaluation through certification like EcoVadis or Smeta.

Fiabila is audited by EcoVadis and by Smeta every year on this topic.

Fiabila has defined several indicators for which the measurements are presented below:

The number of contracts signed by the key pack suppliers increased from 0 to 55% between 2019 and 2021, and 31% of requested supplier declared being audited by EcoVadis on this topic. Fiabila has received 0 alert on its dedicated email regarding human rights topic.

The onsite audit form Smeta 4P has shown 0 non-conformity in 2021.



Labour:

Fiabila has written 6 politics on discrimination, harassment, social and union rights, labour, safety, career management, that have been shared to all employees internally. Fiabila has also implemented a chapter in the template of contracts that is used for all stakeholders asking them to conform with ILO.

Fiabila has implemented an alert email to report any issues regarding this topic. This email is also shared in the contract with our stakeholders.

Labour rights conformity is part of supplier evaluation through certification like EcoVadis or Smeta.

Fiabila is audited by EcoVadis and by Smeta every year on this topic.

Fiabila has defined several indicators for which the measurements are presented below:

The number of contracts signed by the key pack suppliers increased from 0 to 55% between 2019 and 2021, and 31% of requested supplier declared being audited by EcoVadis on this topic. Fiabila has received 0 alert on its dedicated email regarding labour topic.

The onsite audit form Smeta 4P has shown 0 non-conformity in 2021.

The number of employees aware of the 6 politics increased from 0 to 100% between 2018 and 2021. The number of training hours provided has increased by 16% in a year. The



percentage of employees trained on safety and health matter increaser from 20% to 100% between 2018 and 2019. The number of child working is maintained at 0. The number of women employed is at 73% on a year, which is way above the average and 45% of our employees in total are women, 2 women are also part of the direction. Three staff representatives have been trained on their responsibilities. Eight meetings have been done in a year between the company direction and the staff representatives which is higher of the minimum meeting required by law.

#### Environment:

Fiabila has written a politic on this topic that has been shared to all employees internally.

Fiabila has also implemented a chapter in the template of contracts that is used for all stakeholders asking them to act on minimising their environmental impacts.

Fiabila has implemented an alert email to report any issues regarding this topic. This email is also shared in the contract with our stakeholders.

Environmental performance conformity is part of supplier evaluation through certification like EcoVadis, Smeta, CDP, ISO 14001.

Fiabila is audited by EcoVadis and by Smeta every year on this topic.

Fiabila has invested 0.75 Million of euro last year just in one equipment, a VOC incinerator in order to minimise the impact of its emission to the air.



Fiabila has defined several indicators for which the measurements are presented below:

The number of contracts signed by the key pack suppliers increased from 0 to 55% between 2019 and 2021, and 31% of requested supplier declared being audited by EcoVadis on this topic. Fiabila has received 0 alert on its dedicated email regarding environmental topic.

The onsite audit form Smeta 4P has shown 0 non-conformity in 2021.

The number of employees aware of this politics increased from 0 to 100% between 2018 and 2021. Five employees get trained on the environmental subject last year. Zero waste were sent to landfill and the unsegregated waste decrease by 22% during the past year. Fiabila has also COSMOS certified specific product rewarding the work done to have greener and greener products.

#### Anti-Corruption:

Fiabila has written a politic and a procedure on this topic that have been shared to all employees internally. Fiabila has also implemented a chapter in the template of contracts that is used for all stakeholders asking them to act on minimise their environmental impact.

Fiabila has implemented an alert email to report any issues regarding this topic. This email is also shared in the contract with our stakeholders.

Anti-corruption conformity is part of supplier evaluation through certification like EcoVadis, Smeta.

Fiabila is audited by EcoVadis and by Smeta every year on this topic.





Fiabila has done a risk analysis on corruption matter and has identified the employees where risks are present.

Fiabila has defined several indicators for which the measurements are presented below:

The number of contracts signed by the key pack suppliers increased from 0 to 55% between 2019 and 2021, and 31% of requested supplier declared being audited by EcoVadis on this topic. Fiabila has received 0 alert on its dedicated email regarding corruption topic.

The onsite audit form Smeta 4P has shown 0 non-conformity in 2021.

The number of employees aware of this politics increased from 0 to 100% between 2018 and 2021. Fiabila trained during a session with an external specialised company 40% of the identified employees with a risk on the corruption matter last year. The percentage of employees with a risk, who has been trained internally on the procedures, is 100%.