

COMMUNICATION ON PROGRESS (COP)

BASIC TEMPLATE

Period covered by your Communication on Progress (COP)

From **May 2020** to **May 2021**

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

I am pleased to confirm that Flint Group reaffirms its support of the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this first annual Communication on Progress, we describe our actions to integrate the UN Global Compact and its principles into the strategy, culture and day-to-day operations of our company and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Flint Group makes a clear statement of this commitment to our stakeholders and the general public.

Sincerely yours,



Antoine Fady

Chief Executive Officer

Flint Group

2. Description of actions

Human rights

In 2020/2021 we have developed/ updated our key policies and procedures.

Available and implemented:

- Human rights statement
- Anti-slavery and human trafficking statement
- Flint Group Code of Conduct – in place since 2015
- Flint Group Supplier Code of Conduct
- Retaliation Policy
- Speak-up Policy

Labour

In 2020/2021 we have developed/ updated our key policies and procedures.

Available and implemented:

- Health Safety and Environment (HSE) Policy
- Flint Group Code of Conduct – valid since 2015
- Flint Group Supplier Code of Conduct

Environment

In 2020/2021 we have developed/ updated our key policies and procedures.

Available and implemented:

- Health Safety and Environment (HSE) Policy
- Sustainability Policy
- Sustainable Procurement Policy

- Environmental Management System in place – ISO 14001 certification
- Energy Management System – ISO 50001 certification
- Quality Management System in place – ISO 9001 certification
- Environmental site assessment provided by external certified company

Responsibly built products

- AquaCode inks serie - global system designed to protect, promote and deliver sustainable solutions with the highest quality possible. TerraCode Bio offers the highest renewable content of our sustainable range. Built from >90% renewable materials.
- Cradle to Cradle certification – Gold and Silver certificates issued for Flint Group products
- Compliance with EuPIA exclusion list – www.eupia.org

Installation of a cogeneration plant in Caronno Petrusella (Lombardia, IT)

Anti-Corruption

In 2020/2021 we have developed/ updated our key policies and procedures.

Available and implemented:

- Anti-Bribery and Corruption (ABC) Policy
- Gift and Entertainment (G&E) Policy
- Antitrust Policy
- Third Party Intermediary Policy
- Flint Group Code of Conduct – valid since 2015
- Flint Group Supplier Code of Conduct
- Contacts with Competitors Guide
- Global Personal Data Privacy Policy
- Employee Data Protection Policy
- Global Customer & Supplier Data Protection Policy
- Global Personal Data Breach Procedure

3. Measurement of outcomes

- LTI frequency – 3,832
- LTI severity – 0,068
- TIR 2020 – 1,01 → target 2021 TIR < 0,7
- Trainings completion (2020):
 - Agents & Distributors (A&G) – 99,52%
 - Anti-Bribery and Corruption – 97,6%
 - Antitrust – 98,14%
 - Code of Conduct – 90,65%
 - HSE - 31225 training hours
- Number of internal audits 2020 – 20

Environmental measures available in the Sustainability Report 2020 - page 30-46