



TRUST CODES[®]

Communication on Progress

FOR THE YEAR ENDED 31 MARCH 2021

TRUST CODES LIMITED

MATREX LIMITED



TRUST CODES®

Communication on Progress

For the year ended 31 March 2021

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Statement of continued support by the Chief Executive officer

8 June 2021

To our stakeholders

I am please to confirm that Trust Codes Limited (and its sister company, Matrex Limited) 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 day-to-day operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours Sincerely

Paul Ryan
CEO
Trust Codes Limited



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Description of Actions and Measurement of outcomes

Human Rights

Description of Actions:

- We are committed to ensuring our employees are provided safe, suitable and sanitary work facilities.
- We treat our employees with dignity and respect and have policies in place that protect our workers from workplace harassment, including physical, verbal, sexual and psychological harassment, abuse or threats.
- Background check processes to actively prevent doing business with suppliers and customers who violate the core principles of Human Rights.

Measurement of Outcomes:

- Employee health and safety is critical, especially during the COVID-19 pandemic. We have proactively ensured that our policies and practices ensure the safety of our workers during the pandemic. This includes:
 - o Work from home policies introduced before New Zealand government ordered a national lockdown. Employees were encouraged to work from home if they feel unwell or felt this was a preference given the uncertain environment and personal situations each individual has (i.e. childcare)
 - o Increased cleaning and sanitation of the office.
 - o Having alcohol-based hand sanitisers readily available around the office and increases cleaning products.
 - o Proactive and regular communications educating and encouraging employees to follow government guidelines and offering support where possible.
 - o Flexible work arrangements for employees with children, elderly parents, etc during lockdown

Continuation of these health and safety regulations and communications has continued post national lockdown and an incident register monitoring all workplace related incidents is in place. There have been no workplace incidents over the past year.



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- We continue to implement background checks on new suppliers and customers to ensure new suppliers and customers do not violate core principles of Human Rights. We have not identified any new or existing suppliers and customers who violate core principles of Human Rights.

Labour

Description of Actions:

- Our company does not participate in any form of forced or bonded labour
- We comply with New Zealand minimum wage standards and employee remuneration packages are reviewed at a minimum annually to comply with industry standards.
- Employment related decisions are based on objective criteria including employee experience, skill, and performance targets.

Measurement of Outcomes:

- The Company continues to work carefully to ensure compliance with all aspects of New Zealand's employment law including the Employment Relations Act 2000, Minimum Wages Act 1983 and Holidays Act 2003. We actively seek legal advice in events of uncertainty.
- We continue to have a diverse team in terms of ethnicity, age, and gender. In our team of twelve staff, we have a balanced number of both male and female staff, including a balanced number of management staff of both genders.
- We had annual reviews with all employees in August 2020, which includes discussion regarding employee progression, employee training plans and salary review. All such decisions have been made based on employee experience skill level and performance targets.

Environment

Description of Actions:

- Our mission is to improve the safety and sustainability of global supply chains in a responsible manner. Our products and services support brands to drive their trust with consumers in a transparent and truthful manner.



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- Our anticounterfeit technology capabilities help combat counterfeit products and promote efficient and sustainable supply chains, ultimately contributing to the health of humans and the planet.

Measurement of Outcomes:

- We have redesigned our company website with a specific section to educate on our sustainability efforts and commitment to the Sustainable Development Goals.
- We actively promote the importance of sustainability and show our support for the UN Global Compact's principles internally and also with staff, customers, partners and prospects to the business.
- We continue to have our mission in mind, which is central to our internal product discussion with the team as well as discussions with strategic partners.

Anti-corruption

Description of Actions:

- Our products help brands combat fraud and assist in identifying providers counterfeit product.

Measurement of Outcomes:

- Our products continue to identify and alert our customers to abnormal and suspicious fraudulent consumer behaviour.
- We continuously develop the way we alert our customers on abnormal and suspicious behaviour so that it is easier for our customers to identify fraudulent activity and counterfeit products. This is based on the latest technology and machine learning, to identify new and developed forms of counterfeit.
- We are actively investing in research and development in machine learning using most recent data to improve our ability to identify suspicious activity.