Demining company
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email: piper@piper.hr
PIB: 36001666113

COMMUNICATION ON PROGRESS (COE) OF PIPER Ltd.

2020 - 2021

Požega, July 12, 2021

PIPER demining company

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To our stakeholders:

In this moment I am pleased to confirm that PIPER Ltd. reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of HUMAN RIGHT, LABOR, EVIRONMENT and ANTI-CORRUPTION. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we will describe the actions that our company has taken to support the UN Global Compact and its Principles.

Sincerely yours,

PIPER POŽEGA

Renata Romić, director of the company

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About PIPER Ltd.

PIPER Ltd. was founded in 1990 in Požega. Since 1998 company is registered for demining. Same year we started with clearance of landmines and UXOs contaminated areas, as well as battle area clearance and technical survey.

Main activity of the company is demining.
Besides, we are the only private company in Croatia with Center for breeding and training dogs for demining and searching mines, drugs and explosive detection, with references to whole region.
Since 2000 we are member of the American Chamber of Commerce and we are certified according to ISO 9001:2015 and ISO 14001:2015.
The Company employs 50 persons on permanent basis. Mine clearance activities, manual, mechanical and mine detection dogs teams are organized in field depending of Project, Implementation Plan and terrain circumstances.
The PIPER Ltd. is the oldest private demining company in Croatia with more than 50 million m^2 of demined area. The Company is also involved in the production of demining machines with Croatian partner and from its beginnings has used only demining machines owned by PIPER Ltd.

OUR VISION

Committed to personal excellence, PIPER Ltd. strives to be one of the most recognizable demining companies both in Republic of Croatia and in the whole world. The goal is to strengthen the company by advancing demining technology and at the same time create the company for the future.
Our vision is for our company to be an example and to be a company that will expand its business beyond the borders of our country.

OUR MISSION

Future-oriented, committed to integrity, excellence and professional growth, PIPER Ltd is oriented on:

- *expansion of the company beyond the borders of Croatia;*
- *expanding training on explosives detection dogs;*
- *increase the quality of breeding, training guide and dogs as team;*
- *fosters innovation, creativity and an entrepreneurial;*
- *investing in employee education and advancement;*
- *promoting collaboration and international partnership.*

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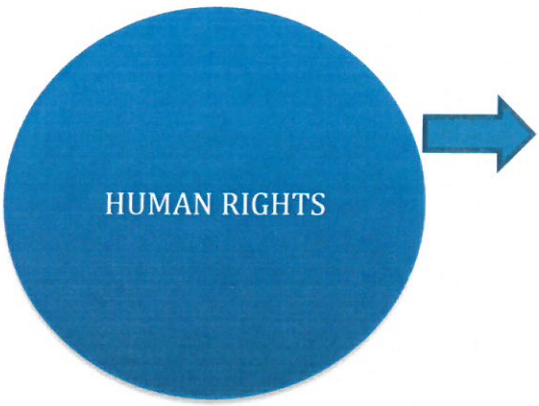
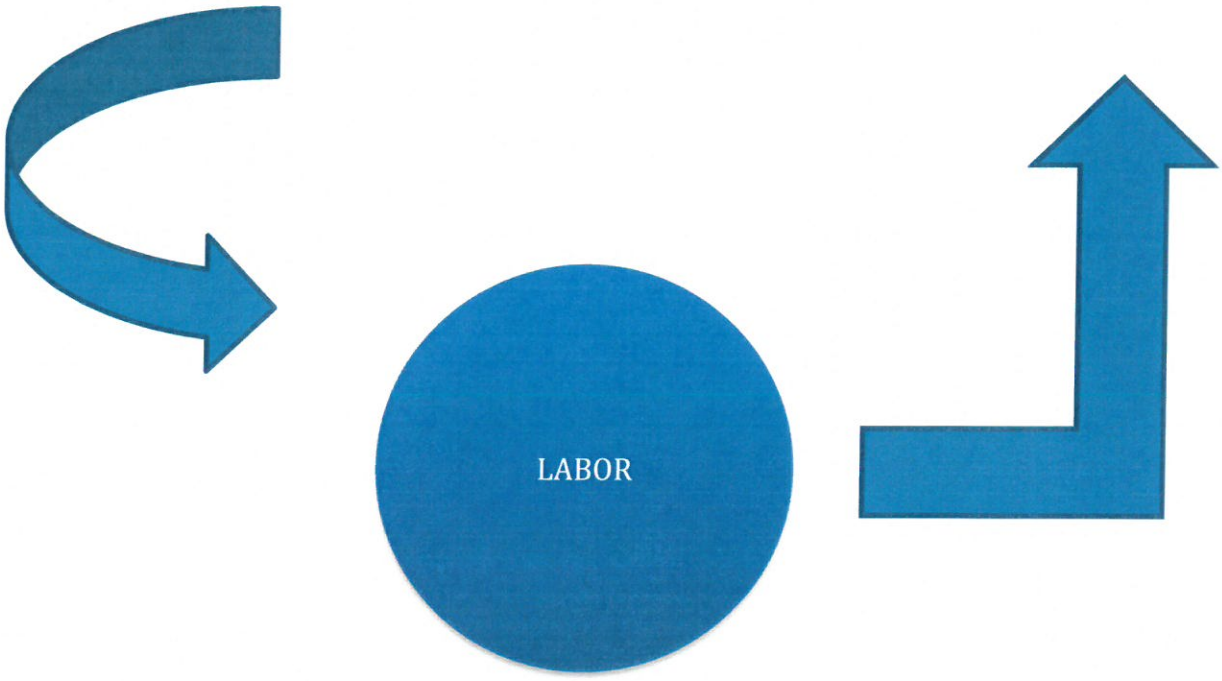
PIPER Ltd. Compliance with the Principles of the UN Global Compact

PIPER Ltd. fully supports the principles of the UN Global Compact and complies with them through policies, procedures and by-laws applied in our everyday operations.



- *PIPER Ltd. complies with all relevant related Croatian and other relevant regulations;*
- *PIPER Ltd. does not discriminate;*
- *PIPER Ltd. Promotes and values diversity within its workforce and provides equal opportunity to all qualified individuals regardless of race, color, creed, age, marital status, gender expression, national origin, veteran status or disability;*
- *PIPER Ltd. is an equal opportunity/affirmative action employer;*
- *PIPER Ltd. respects all of its employees and continuous to create a culture of professional development.*



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- *PIPER Ltd. fully supports and promotes all policies and practice that protect the natural environment and energy resources;*
- *PIPER Ltd. fully complies with environment related Croatian laws and regulation.*

- *Any kind of behavior that leads to or promotes corruption and/or bribery is strictly prohibited;*
- *Company complies with all the rules and regulations on anti-corruption, but also on conflict of interest and fraud.*

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Description of Actions

Human Rights and Labor

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

Principle 2: Make sure that they are not complicit in human rights abuses.

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

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

PIPER Ltd. fully supports and promotes all regulations that are connected with Human Rights. We build the work environment that is open to everyone. It is every employee responsibility to become familiar with the law and policies of the company that are connected with human rights.
Our company does not discriminate. We provide equal opportunities to all qualified individuals regardless of race, color, creed, age, marital status, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status or disability.
PIPER Ltd. respects all the employees rights and dignity. All the employees get a salary according to the work they are doing and we are taking all the necessary measures to create a safe work environment.

PIPER Ltd. Rules of Procedure addresses work conditions, right and responsibilities, compensation, vacation, work hours and other work related issues and conditions for all employees of PIPIR Ltd. All the rules are implemented for all employees and they are gender neutral.

When it comes to human rights and labor our company always strives to a better.

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Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

PIPER Ltd. fully supports and promotes policies and practices that protect the natural environment. We fully complies with environment related Croatian laws and regulation.
PIPER Ltd. in its work, in order to protect the environment, strives to comply with all rules aimed at preserving the environment. The fact is that every behavior has a certain impact on the environment.
Guided by this logic, the company always pays special attention to the environment in which it operates, so that the damage to the environment is minimal. In order to be as successful as possible in achieving the goal before starting work, we contact as many people as possible, both professionals and those who live in the areas in question to get better acquainted with the environment in which we will work, and to make appropriate work plans accordingly.
Respecting environmental management, which is focused on understanding the structure and function of the earth system, as well as of the ways in which humans relate to their environment, we try to harmonize our work in such a way as to protect the environment from negative influences as much as possible.

In accordance to prevent pollution and protect the environment our company is committed to:

- *integrate the consideration of environmental concerns and impacts into our decision making and activities;*
- *minimize our waste and then reuse or recycle as much of it as is possible;*
- *minimize energy and water use within our buildings and processes in order to conserve supplies and minimize the consumption of natural resources;*
- *as far as is possible, purchase products and services that do the least damage to the environment;*
- *train, educate and inform our employees about environmental issues that may affect their work;*
- *promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner;*
- *communicate our environmental commitment to clients, customers and the public and encourage them to support it;*

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- *where required by legislation or where significant health, safety or environmental hazards exist, develop and maintain appropriate emergency and spill response programs.*

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Anti-Corruption

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

Any kind of behavior that leads to or promotes corruption and/or bribery is strictly prohibited. Company complies with all the rules and regulations on anti-corruption, but also on conflict of interest and fraud.
PIPER Ltd. expects from employees to act with a high standard of integrity and ethical behavior and to avoid ethical, legal, financial, or other conflicts of interest or commitment. It is our goal that all of our work is conducted in an honest and ethical manner.
Employees (whether permanent or temporary) are to receive regular and appropriate training relating to anti-corruption and any newly hired employees will receive such training as part of their induction.
PIPER Ltd. takes suspicions of corruption very seriously and we will assess, investigate, and discipline all such cases as appropriate in a professional, transparent and fair manner.

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Actions

There have been a lot of activities over the past year that we have done. Here we will present some, which will show how we follow the UN GLOBAL COMPACT principles in our work.

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Good Health and Well-Being

Providing demining services and performing other activities in a safe environment.

The year behind us was extremely challenging and put in front of us challenges for which we had to quickly find different solutions in order to solve them. The year behind us has shown us only a fraction of what we need to be prepared for, but it has also shown us what we can do when we unite. This year showed us how much power the community has.
Despite all the challenges that have been put in front of us as a company, we can say that we have successfully overcome all the challenges and we are ready for new challenges.
COVID-19 pandemic posed a challenge for us - we had to survive economically, but at the same time preserve the health of our employees and clients. In order to protect ourselves and the environment in which we work and operate, we have organized a system of rapid action and reaction – work from home and shift work was organized, and as far as field workers are concerned, an Internal Rulebook on field behavior due to a pandemic has been developed. With the Internal Rulebook in question, we have regulated in detail what and how employees must work to prevent the development and spread of the infection. Such joint and rapid action has made it possible to create a working environment that is safe.

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Gender Equality

"Everyone has a responsibility to prevent and end violence against women and girls, starting by challenging the culture of discrimination that allows it to continue. We must shatter negative gender stereotypes and attitudes, introduce and implement laws to prevent and end discrimination and exploitation, and stand up to abusive behavior whenever we see it. We have to condemn all acts of violence, establish equality in our work and home lives, and change the everyday experience of women and girls."
Ban Ki-moon, UN Secretary-General24

Gender equality is about equal opportunities, rights and responsibilities for women and man. Gender inequality is a result of unequal power distribution between women and men and is followed by ongoing discrimination, weaknesses in laws, policies and institutions, and social relations that normalize inequality.
Work on gender equality aims to address unequal gender norms that constrain women and man.
Gender equality is proclaimed as one of the highest values of the Croatian constitutional order and a ground for interpretation of the Constitution.
The existing constitutional, legislative and strategic framework aims to create an environment of equal opportunities for both genders and strengthen equality between women and man in all spheres of public and private life.

The Republic of Croatia has established a legal framework aimed at gender equality as well as the strengthening of the position of women in society. Such a framework is a starting point for preventing any discrimination based on gender, but also an obligation for us as a company to implement such a framework in our work environment and improve it.

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Our gender and empowerment policy is based on the following guiding principles:

- *Women's rights should be seen as human rights.*
- *Gender equity is principle that guides interventions.*
- *Fairness of treatment for women and men, as well as equal access to opportunities.*
- *Fairness is the treatment of different categories of women. Women are not a homogenous group.*
- *Affirmative action programs targeting women to be developed as a corrective measure to equalize opportunities an access.*
- *The appropriate training be provided to improve knowledge, skills and attitudes towards gender equality.*
-

It is important to include gender awareness in all job specifications and also we need to pay attention on avoiding specifications that will discourage certain groups from applying. Also it is important to include those areas where women have generally greater experience in order to encourage them to apply and be the part of our but any work environment. This is the way to support development of the gender equality and empowerment of women.

In order to show that Gender Equality is not only the letter on paper, our company is headed by women, but we also have women employed in all structures of our company.

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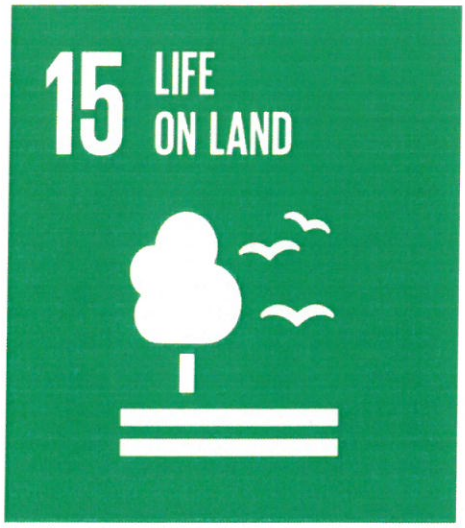
Life on Land

In order for the system to work, and for us to be able to stay on our Planet for as long as possible, it is extremely important that we take care of it. It is the duty of all of us.



The main activity of the company PIPER Ltd. is environmental remediation and other waste management activities. In order to protect the environment our company in work uses environmental management system.

An environmental management system (EMS) is "a system and database which integrates procedures and processes for training of personnel, monitoring, summarizing, and reporting of specialized environmental performance information to internal and external stakeholders of a firm"
The goals of working in accordance with the ecological management system are to increase compliance and reduce waste.

An environmental management system (EMS):

- *Serves as a tool, or process, to improve environmental performance and information mainly "design, pollution control and waste minimization, training, reporting to top management, and the setting of goals";*
- *Provides a systematic way of managing an organization's environmental affairs;*
- *Is the aspect of the organization's overall management structure that addresses immediate and long-term impacts of its products, services and processes on the environment;*
- *Gives order and consistency for organizations to address environmental concerns through the allocation of resources, assignment of responsibility and ongoing evaluation of practices, procedures and processes;*
- *Creates environmental buy-in from management and employees and assigns accountability and responsibility;*

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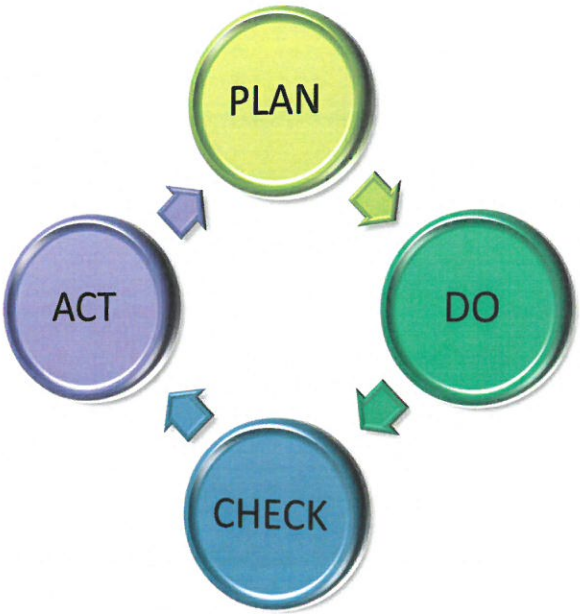
- *Sets framework for training to achieve objectives and desired performance;*
- *Helps understand legislative requirements to better determine a product or service's impact, significance, priorities and objectives;*
- *Focuses on continual improvement of the system and a way to implement policies and objectives to meet a desired result. This also helps with reviewing and auditing the EMS to find future opportunities;*
- *Encourages contractors and suppliers to establish their own EMS.*



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When it comes to caring for and protecting the environment, all of our projects are just focused on clearing the environment of dangerous resources to enable the creation of an environment that is safe for all.

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Measurement of Outcomes

In order to implement and enforce all the practice, rules and regulations that are stated in this CEO we developed all the necessary by-laws, internal policies and procedures that are presented to our employees, clients, partner and other related parties.

I order to raise awareness our company organizes internal trainings and educational programs for our employees. All the time we are following all the changes and try to follow and keep up with them with our work and activities.
Our goal is always to be better so that we can be beneficial to the entire community.