

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: November 2020 To: October 2021

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

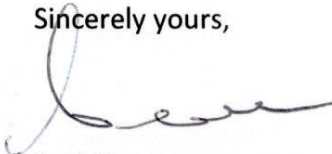
October 29th, 2021

To our stakeholders:

I am pleased to confirm that NATURE SQUARED 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.

Sincerely yours,



Paul Hoeve
CEO NATURE SQUARED

2. DESCRIPTION OF ACTIONS

Human Rights

In addition to mandatory principles whereby all workers must have formal contracts of employment that respect local legislation and human rights standards; that contracts include wages, payment frequency, working hours, benefits, notice periods, maternity pay, sick pay and all other locally required aspects of employment; that working hours are in line with national laws and all overtime is voluntary, we further commit to remunerating our employees well in wages and benefits, including healthcare; and to make every effort to provide regular, secure employment.

Labour

Child labour

We take a strong stand against child labour. No person shall be employed under the age for completion of compulsory education. Since we control all production in our own factory and we do not outsource any production, we are certain that there is no child labour involved.

Discrimination

All workers are hired and treated based on their ability to carry out their work and their performance in so doing. We are committed to gender equality and a non-discriminatory workplace at all our locations, without regard inter alia for race, religion, disability, sexual orientation or age. We further commit to treating all employees with dignity and to actively promoting their sense of worth of self-respect.

Health and safety

We enforce appropriate health and safety measures at all locations and for all employees. We provide workers with Personal Protective Equipment (PPE) appropriate for their role and prevailing general need. We also employ a full-time nurse at our production facilities and have a visiting doctor program.

People development

We commit to developing our people's multiskilling and to skills transfer, with a training and personal development program for our people.

We also wholly commit to transferring skills in management, communication, process engineering and project management, by mentoring, the use of external consultants and on-the-job training.

Environment

Products

We commit to producing impeccable, unmatched quality thus underwriting the longevity of our products. While we cannot influence customer actions, we offer disposal advice to customers, should they require.

Production processes

We aim to identify and understand emissions, energy use, water use and water discharge. Our policy to review our manufacturing process periodically and as part of our CI initiative, consider more effective and efficient methods that increase productivity and reduce energy and water usage.

Anti- Corruption

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero- tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

3. MEASUREMENT OF OUTCOMES

Nature Squared is currently in the process of implementing a management system according to ISO 9001 and ISO 14001 for its production facilities.

In addition to the principles of the UN Global Compact, the recommendations and guidelines of ISO26000 are also being taken into account when generating the processes.

The newly defined processes will in future also provide key performance indicators (KPIs) for the above-mentioned points and document the company's progress.