

**COMMUNICATION ON
PROGRESS (COP)**

Period covered by your Communication on Progress (COP)

From: March 01, 2022

To: March 01, 2023

**1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE
OFFICER**

March 01, 2022

To our stakeholders:

I am pleased to confirm that 53Dots S.A.L reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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,

Wael JamalEddine
Owner & CEO

2. DESCRIPTION OF ACTIONS

Human Rights

- Ensure workers are provided safe, well ventilated, suitable and sanitary work facilities
- Every employee shall be treated with respect and dignity. Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats as per 53Dots code of conduct.
- Ensure all employees are treated with equity as per labor & human rights policy.
- Creating and implementing health and safety policy.
- Take measures to eliminate materials, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products
- Train employees on the code of conduct and communicate their rights.

Labor

- Ensure that the company does not participate in any form of forced or bonded labor
- Comply with minimum wage standards
- Make sure all employees are medically covered through NSSF &/ or Insurance
- Ensure that employment-related decisions are based on relevant and objective criteria through performance evaluation and IQ tests.
- Comply with the minimum age for work as per Lebanese Labor Law
- Create RSI preventive measures instructions and communicate it throughout the employees.
- Train employees on how to deal with chemicals and hazardous material.

Environment

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.) internal and external (maintenance contracts)
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health
- Train employees on how to act in case of emergencies to minimize harm on both environment and labors.
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances through separation of chemical and hazardous materials from production area.
- Separation of garbage (glass, paper, food...) for ease of recycling.

Anti-Corruption

- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment
- Create bribery and anti-corruption procedure, train employees on the term and policies.

3. MEASUREMENT OF OUTCOMES

- Maintained the demographic distribution of workers as 60% males and 40% females.
- Rate of occupational injuries decreased 20% from 2021 to 2022 after applying new safety standards.
- 100% of paper and plastic waste is recycled via an external company