

**COMMUNICATION ON PROGRESS (COP) BASIC
TEMPLATE**

Period covered by your Communication on Progress (COP)

From: To:

**1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER
OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)**

3/7/2022

To our stakeholders:

I am pleased to confirm that Quest International 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,

DocuSigned by:


Shawn Arshadi
CEO

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DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights.

- Ensured workers are provided safe, suitable and sanitary work facilities
- Protected workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Carried out mandatory harassment training through ADP
- Taken measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products by following the ISO 14001, ISO 9001 and ISO 13485 standards of quality
- Affirmative Action Plan
- Adhered to Orange County's and California's regulations regarding reporting of sexual harassment
- Have a policy on human rights on our website
- Stated in our business contracts that federal regulations related to human rights and equality must be complied with.

Labor

Please use the box below to describe **actions** your company has taken in the area of labor.

- Ensured that the company does not participate in any form of forced or bonded labor
- Complied with minimum wage standards
- Ensured that employment-related decisions are based on relevant and objective criteria
- Implemented and monitored Equal Employment Opportunity
- Encouraged internal promotion of employees
- Complied with the laws outlined by the Department of Labor
- Followed OSHA regulations
- Continued workers' compensation insurance program

Environment

Please use the box below to describe **actions** your company has taken in the area of environment.

- Avoided environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.) per ISO14001.
- Ensured emergency procedures to prevent and address accidents affecting the environment and human health
- Minimized the use of chemicals and other dangerous substances, ensuring safe handling and storage
- Implemented and Monitored Safety Data Sheets (SDS) for all chemicals in our facilities.
- Recycled waste and E-waste is disposed of per ISO14001.
- Maintained ISO 14001 certification.
- Held vendors responsible for adhering to our environmental policies
- Implemented waste disposal / recycling program per California and federal laws.

Anti-Corruption

- Mentioned “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensured that internal procedures support the company’s anti-corruption commitment
- Followed strict guidelines as outlined in our “Code of Ethics and Business Conduct”
- Management ensured that Company’s ethical principles were communicated to and understood and observed by all employees.

Please use the box below to describe actions your company has taken to fight corruption. MEASUREMENT OF

OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**.

- Our water usage from March 2021-Feb 2022 was 85 CCF out of 185 CCF, coming to a total usage of 45.9% of our water budget, dropping more than 3% of our usage from the previous year’s budget. From Feb 2020-Feb 2021 we had used 49.1% of our water budget.
- Energy went down 1.57% in 2021 vs 2020, not meeting our goal of 5%, but also taking into consideration that we were in the office more in 2021 compared to 2020 due to COVID-19 policies.
- We hired 21 men and 8 women in 2021, making our total hiring demographics 27% women.
- Recycled over 40,000 lbs. of e-waste from our facilities

.....END OF TEXT.....

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 CEO
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Screen Resolution:	800 x 600 minimum

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