

## GLOBAL COMPACT - COMMUNICATION ON PROGRESS (COP)

Orient Occident is helping its customers to succeed by offering sustainable and innovative solutions and interior products for public interiors and residential applications.

The company was founded in 1919 and is a well-known, family owned Finnish company.

Our core values are creating value to customers through innovative services and sustainable products and operating in a responsible and sustainable way.

Since 2014, we are participant in the United Nations Global compact, the largest corporate responsibility initiative in the world. We are currently enrolled in the Global Compact Ambition SDG program

We have completed the United Nations SDG Ambition programme that aims to challenge and support participating companies of the UN Global Compact in setting ambitious corporate targets and accelerating integration of the 17 Sustainable Development Goals (SDGs) into our core business management.



Period covered by Communication on Progress (COP): 1.4.2021 to 31.3.2022

## Statement of continued support

29.3.2022

I am pleased to confirm that Oy Orient-Occident Ltd 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 share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Mikko Puputti  
CEO, Oy Orient-Occident Ltd

## Human Rights Principles

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

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

### **ASSESSMENT, POLICY AND GOALS**

Our goal is to influence that our employees and all our business partners respect the Universal Declaration of Human rights. We have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

### **IMPLEMENTATION**

All of our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. We are monitoring, investigating and acting upon any violation of the Code of Conduct regarding to human rights that comes to our knowledge.

### **MEASUREMENT OF OUTCOMES**

There are no reported or known cases of violation of human rights in our value chain in the period of 1.4.2021 to 31.3.2022.

We have ensured our workers are provided with modern safe, suitable and sanitary work facilities. We have strict rules to protect our workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

We have taken special measures during to Covid-19 crisis to enable all employees to work in a healthy and safe environment.

## Labor Principles

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

### **ASSESSMENT, POLICY AND GOALS**

Our employees are selected on the basis of their ability to do the job and there is no distinction, exclusion or preference made on other grounds like gender, race, colour, sex, religion, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership, and sexual orientation.

Our goal is to influence that all parties in our value chain respect the ILO Core Conventions. We have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

### **IMPLEMENTATION**

All our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. We are monitoring, investigating and acting upon any violation of the Code of Conduct regarding labor rights that comes to our knowledge.

### **MEASUREMENT OF OUTCOMES**

There are no reported or known cases of violation of labor principles in our value chain in the period of 1.4.2021 to 31.3.2022.

We have ensured that employment related decisions are based on relevant and objective criteria by using well defined HR policies and processes. We have assessed the training needs of all employees and set up equal possibility for all to take part in tailored training programs.

## Environmental Principles

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.

### **ASSESSMENT, POLICY AND GOALS**

Our goal is to influence that all parties in our value chain are operating in an environmentally responsible way. We have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

We have evaluated that by working with suppliers and manufacturers who implement and develop environmentally friendly technologies and promote the use of recycled raw materials, we can have the most significant impact on environment. In addition, we can improve the environmental effect of the logistical value chain by optimizing transportation.

In addition to reducing the carbon footprint of products, we can have a positive effect on creating healthier working and living environments through choosing to market products with low emissions and non-hazardous compositions.

### **IMPLEMENTATION**

All our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. We increase the awareness of our customers and stakeholders of the environmental effect of our products in their total life cycle. We take part in voluntary developments to reduce our direct carbon footprint and waste.

### **MEASUREMENT OF OUTCOMES**

There are no reported or known cases of violation of Environmental principles in our value chain in the period of 1.4.2021 to 31.3.2022.

We have ensured that all our products comply with legislative environmental standards and fulfill a multitude of voluntary standards and certification schemes.

We have joined the Green Building Council Finland in the end of 2020. The cooperation network aims to bring carbon-neutral, circular economy and sustainable lifestyle solutions into a natural part of all real estate and construction activities.

We have continued to increase the share of sales of environmentally sustainable products consisting of recycled raw materials with low carbon emissions.

Orient Occident started its climate work by finding out the carbon footprint of its operations for 2021. The calculation of the carbon footprint took into account the company's operations in accordance with the company standard of the GHG protocol's direct and indirect emissions, such as energy consumption, procurement, transport, business travel and waste. The climate impact of operations will be investigated annually in the future for Scope levels 1-3.

We are currently already delivering increasing quantities of Carbon Neutral products. We will increase the Carbon Neutral offer in 2022.

We will be a Carbon Neutral company on GHG Scope 1 and 2 level in the current year 2022. Our primary aim is to reduce our footprint and secondary is to use compensation.

We are currently planning a take back program for used products, enabling them to be used again as raw material or in energy production. Our products are made to last heavy use in commercial and residential settings and thus are supporting a resilient building infrastructure. We have created new services to increase the longevity of ready interiors, eg. by training maintenance service providers and auditing the properties in regular intervals. We have also created a service to optimize material usage and to minimize material waste in construction projects and to calculate the carbon footprint of products and projects.

We have implemented significant changes to our heating, ventilation and air conditioning technologies to minimize the energy consumption in our building properties. We are using real time sensors to track the use of electricity, water and district heating. 100% of our electricity is created with carbon neutral renewable energy sources. During the reporting period

- We changed our property's heating source to 100% Carbon free solution
- We changed our main domestic logistics partner to a new one which is operating with zero carbon footprint
- We publicize new criteria for supplier and products selections, emphasizing zero carbon footprint
- We changed all company cars to hybrid cars and decided to invest in additional infrastructure for charging electric cars with green electricity
- We made the decision to increase the share of LED lighting to 100%

- We ordered a review and preliminary plan for using Geothermal energy for heating of our headquarters and main warehouse.

We have taken steps to reduce the waste of product materials in our deliveries by optimizing the production and installation planning. We are member of The Environmental Register of Packaging PYR Ltd using their solutions for recycling of packaging.

We are in partnerships with environmentally certified transportation companies who are using modern vehicles in transportation of our goods. We have increased the share of direct deliveries to constructions sites, minimizing the carbon footprint of last mile deliveries.

## Anti-Corruption Principles

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

### **ASSESSMENT, POLICY AND GOALS**

We are committed to fair competition and have a policy of zero-tolerance for corruption. All of our employees must avoid any kind of corruptive behavior or anti-competitive agreements with representatives of customers, competitors, business partners or any other parties.

In addition, we have set up a code of conduct to make our position clear for our employees and business partners. The code of conduct is also published on our web site. We require our employees and business partners to adhere to our Code of Conduct.

### **IMPLEMENTATION**

All our employees and suppliers have signed the Code of Conduct. We have also signed the Code of Conduct of several business partners and customers. All employees of Orient Occident have in addition signed a written agreement to follow our detailed internal anti-corruptive guideline. We are monitoring, investigating and acting upon any violation of the Code of Conduct regarding Anti-Corruption that comes to our knowledge.

### **MEASUREMENT OF OUTCOMES**

There was no reported cases of violation of our Anti-Corruption principles in our value chain in the period of 1.4.2021 to 31.3.2022. Our employees are not under suspicion of breaching the code of conduct in this case, which was acted on according to our policy.