Global Compact Principles and the SDGs (Sustainable Development Goals) by Pro Sustainability

COP 2022

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Disclamer: The document does not use the gendered form, but the general neutral form, except when specifically referring to gender.

1. INPUT TO THE PROGRESS REPORT (COMMUNICATION ON PROGRESS - COP)

Company

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We have been accompanying companies on their way towards sustainability since 2005 and show that economic success can be combined with ecological and social responsibility. The focus is now on operational implementation of the SDGs (Sustainable Development Goals), climate balance and environmental precaution. Clients: Magna Steyr, Ringana, Komptech, Metalpine, BDO, Makava, Schirnhofer, Pewag. NGH, Raiffeisen LB,.....

Reporting period

Progress Report (COP) from: 01 January 2021 to 01 January 2022

Basis

10 Principles

The UN Global Compact's 10 universal principles in the areas of labour standards, human rights, environmental protection and anti-corruption clarify which principles participating organisations must take into account in their strategies, policies and procedures. Signatories of the UN Global Compact thus contribute to a just shaping of globalisation.

Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) are the global Sustainable Development Goals (SDGs) that were adopted by the United Nations (UN) in September 2015 and entered into force in January 2016. These 17 global goals are divided into 169 sub-goals and are linked to the UN Millennium Development Goals (MDGs) in terms of content. Ecological, economic and social challenges, such as climate change, inequality and poverty, are to be solved by 2030 by means of this strategy. It is important that the

challenges are addressed globally, at the level of the whole country and society.

Background

As a member of the United Nations Global Compact, specifically in Austria, we are required to produce this public report "Communication on Progress" (COP). The COP report is an annual publication with which companies inform stakeholders about their efforts to implement the principles of the United Nations Global Compact:

-As a key component of the Global Compact's integrity measures, the main objective of the COP is to make information on sustainability performance public. At the same time, the COP can be an effective tool for stakeholder dialogue and promote the sharing of best and new practices.

-As a public document, the COP is an important demonstration of a company's commitment to transparency and responsibility.*

*Source: Global Compact Austria

2. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

Graz, 1st February 2022

To our stakeholders:

We are hereby pleased to confirm that Pro Sustainability reaffirms its support for the ten principles of the United Nations Global Compact in the areas of human rights, labour standards, environmental protection and anti-corruption.

In this annual progress report, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, corporate culture and daily operations. As well as promoting activities and knowledge related to the 17 United Nations Sustainable Development Goals. We also commit to sharing this information with our stakeholders using our primary communication channels.

In a complex global world, we do our part locally to support companies on their way to a sustainable, value-oriented and respectful economy.

Yours sincerely

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Ana Moreno, DI

3. DESCRIPTION OF THE MEASURES

Human rights

<u>Principle 1:</u>
Businesses should support and respect the protection of international human rights within their sphere of influence; and

<u>Principle 2:</u>
Ensure that they are not complicit in human rights abuses.

What we do?

Our company takes the satisfaction and well-being of our employees, project partners or cooperation partners very seriously. It also involves its clients in its work, taking ethical values into account and respecting everyone's life balance. Some examples of our measures include:

- ✓ Ensure that workers are provided with safe, fair and interesting work and activity.
- ✓ Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- ✓ We communicate knowledge of measures to eliminate components, designs, defects or side effects that could harm or endanger human life and health during the manufacture, use or disposal of products or services

- ✓ In the second year of the pandemic, we have continued to strive to keep pace with the needs and mandated safety measures to protect the health of our customers and employees. Nevertheless, we have developed critical thinking in view of the collateral damage caused by the government's measures. We deeply regret the loss of fundamental rights in various groups of society and the damage to the economic sector of SMEs and the resulting environmental impact. We hope that the situation will change for the better in this year and that we can once again enjoy the freedoms of the past.
- ✓ Our criteria for the selection of partners and collaborators of our company is very strict. We give preference to those people and organisations who contribute with their daily work to the improvement of society with projects or products that are responsible towards people and nature, as well as environmentally friendly.

Labour standards

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

Principle 4:
The elimination of all forms of forced and compulsory labour,

Principle 5:
the elimination of child labour; and

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

What we do?

Compliance with standards is the basis for good coexistence and sustainable development of our economy and society. For this reason, our company values those policies that defend human rights and support ethical values and principles. Although we are a small service company with a

very limited impact on society, we believe it is important to contribute with our corporate philosophy. Examples include:

- ✓ Ensuring that the company does not engage in any form of forced or bonded labour.
- ✓ Compliance with minimum wage standards
- ✓ Ensure that employment-related decisions are based on relevant and objective criteria.
- ✓ Our company does not accept orders from any other company or organisation that does not directly or indirectly comply with the standards for guaranteeing workers' rights, in particular that forces workers to work in undignified or dangerous conditions, does not pay its employees correctly or makes children work. In addition, we analyse the impact the product has on the environment, which also influences local living conditions in the first place.
- ✓ We support and cooperate with non-profit institutions that raise awareness of sustainability in the economic sector and promote a more human- and nature-friendly economy.

Photo: 22.09.2021, Graz. Event "6 years SDGs: Doing business sustainably - all about SDGs, climate neutrality, circular economy and subsidies" in cooperation with ICS, SFG, Enterprise Europe Network and Pro Sustainability. Photo credit: ICS

Photo: 22.09.2021, Graz. Award of the new SDG pioneers with WKÖ and LA 14 at the event "6 Jahre SDGs: Sustainable business - all about SDGs, climate neutrality, circular economy and subsidies". More info: https://prosustainability.com/SDG-Nachhaltigkeit_Event_6%20Jahre.html
Photo credit: ICS

Environmental protection & innovation

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

Principle 8:
Take initiatives to promote a greater sense of responsibility for the environment; and

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

What we do?

Conservation is a value that distinguishes and differentiates us as a company. In our 17-year professional career, we have contributed to the awareness, recording, analysis and protection of nature and the environment that surrounds us through our services.

From minute zero, our main goal has been to minimise the impact of our clients' products and services and to help them with technical and organisational solutions. We do this by developing assessment models internationally and establishing environmental management systems at the core of the company.

We can say that this journey and effort has been and continues to be worthwhile.

We deplore the steady loss of natural habitats and biodiversity in our natural environment. Therefore, we do not limit our work to a single aspect, such as the issue of global warming, but focus on improving the contribution of companies holistically by also looking critically at products and processes.

We are optimistic and can therefore say that we are making progress in raising awareness among people and companies in this regard, even though there is still a long way to go.

Some examples of our measures are:.

- ✓ Communicate and inform about environmental damage through regular maintenance of production processes and through environmental protection systems (air pollution control, waste water and water treatment systems, etc.)
- ✓ Ensure emergency procedures to prevent or address accidents that affect the environment and human health.
- ✓ Minimise the use of chemical substances and other hazardous materials and ensure their safe handling and storage
- ✓ Carry out climate assessments for companies
- ✓ Analyse the value chain and propose optimisations
- ✓ Promoting circular economy among our customers
- ✓ Lectures at universities for practical training of students in environmental topics.
- ✓ Developing written material for companies that want to start with and report on the SDGs.
- ✓ Promoting the integration of the SDGs into corporate strategies with management methods such as the course "In just 5 steps to your company's SDGs", which is now in its third consecutive year! (see pictures)

Image: Pro Sustainability, Course Annouce in LinkedIn "Just 5 steps to your workplace SDGs".

Photo: Pro Sustainability, our second workshop series in April 2021 "Only 5 steps to your company SDGs" with Pewag Group and Raiffeisen Landesbank Steiermark.

Photo: Pro Sustainability, our first workshop series in March 2020 "Just 5 steps to your company SDGs" with Magna Steyr Fahrzeugtechnik, BDO Wirtschaftsprüfer, Metalpine Metallpulverhersteller, Ringana Naturkosmetik, Komptech Landwirtschaftsanlagen und Maschinen and mother company ASTOTEC (Hirtenberger Group) Autokomponenten.

Photo: Feb.2022, Online SDG Network Meeting of SDG Pioneer Companies

SDG /CSR Reports after the course **"Only 5 steps to your company SDGs**":

SDG Bericht Ringana 2020

Performance Report Magna Steyr 2020

Metalpine COP 2021

Komptech CSR Reporting 2021

Performance Report Magna Steyr 2021

More information: https://prosustainability.com/news.html

Anti-corruption

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

What we do?

In order for the systems that support our society to maintain stability and justice, and to create bonds of trust between stakeholders, it is very important to fight corruption and respect institutions. Therefore, Pro Sustainability rejects any use of methods that harm the system and create mistrust among its stakeholders, thus avoiding the abuse of institutions and promoting a fairer and more ethical economy that takes into account the real impact of its actions. Examples of measures include:

- ✓ Assess corruption risks when conducting business.
- ✓ Mention "anti-corruption" and/or "ethical behaviour" in contracts with business partners
- ✓ Ensure that internal procedures support the company's commitment to fighting corruption
- ✓ Refrain from charging or paying provisions for the acquisition of projects that are not directly related to the work contribution of these individuals and are governed by legal contracts.
- ✓ Disclose donations to associations or non-private companies.

"Everything should be as simple as possible, but not simpler" Albert Einstein

4. MEASUREMENT OF THE RESULTS

Here are some of the key indicators we use to measure the results of our professional activities in relation to the 10 Principles and the 17 SDGs:

- ✓ We are an international office where two women work. In developing our activities, we work with experts from different sectors. In all projects, we strive for gender balance in order to achieve a more holistic view of the problems. We employ and work with all age groups. We would also like to say that we highly appreciate the long professional experience, value attitude and competence of our cooperation partners. We are also open to young collaborators who bring new visions to our work.
- ✓ What really counts for us are the values a person represents and brings to our daily work.
- ✓ Fortunately, we have a very irrelevant sick leave rate. Although we are convinced that our health depends very much on the vision and fulfilment of our work, but also on how we treat our bodies, how we nourish and heal them. We believe in the principles of Anthroposophical Medicine and not in trying to fight symptoms by relying on medicines with side effects.
- ✓ We eat a healthy, organic diet and exercise, even on our daily commute to work. Just as we try to be in nature as much as possible, because that is the best gift for our health!
- ✓ We recycle 100% of the materials we use in the office and for the external running of our business.
- ✓ The mission of our company is to make a maximum positive contribution to society with as little negative impact as possible. This leads us to look daily at where there are opportunities to reduce our carbon footprint, the consumption of working materials, as well as to promote renewable energy.
- ✓ Contracts with 100% renewable energy suppliers, with Ökostrom AG for 17 years.

- ✓ We are designated as a "sustainable company" (source: Institute for Sustainable Management)
- ✓ Use of the bicycle or public transport as a regular means of transport in the city and the train as a means of transport for longer journeys. We have a bicycle trailer for transporting heavy materials for our courses. We avoid air travel as much as possible and if we do, we try to offset it.
- ✓ All office materials have either the EU Ecolabel, the Austrian Ecolabel, the Blue Angel or are FSC certified.
- ✓ We buy electrical appliances that are economical and from fair production.
- ✓ We only buy organic and regional food for our office and events, with very few exceptions like coffee or chocolate.
- ✓ Our payment policy is honest and fair towards our partners and clients.
- ✓ We support the training of interns in our company to create awareness of good practices and thus promote sustainability on a professional level.
- ✓ With our work we support environmental organisations.
- ✓ We donate to organisations working on human rights, the environment and unprotected animals to provide relief where the limits of our work do not allow it, but others do.

Image: Supporting and co-developing the Gustavs Sustainable Voucher, which can be used to shop at local, eco-friendly establishments.

5. FINAL WORDS

One year has passed and this is our second COP report, which we hope has given you an impression of the nature, the goals, the purpose of our business, our modest progress.

We hope that in the next report we will be able to provide more data and report on positive actions to increase understanding and appreciation of the efforts we are enthusiastically making to improve the world in our everyday lives.

"Be yourself the change you wish to see in this world." *-Mohandas Karamchand Gandhi-*

6. CONTACT AND INFORMATION

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We support and advise on :

ZIELE FÜR NACHHALTIGE ENTWICKLUNG