

**Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.**

May 18th, 2022

As a company we feel the need to contribute to society, to give back to people in need and help developing professionals reach their full potential, which is why we are incredibly proud to continue our commitment to adhere to Global Compact's ten principles.

We aim to continually work towards inclusion in the workplace and to increase our workers' altruistic spirit.

We deem this communication essential for us to record our progress as a company and to become a positive example for clients, other companies, and future professionals.

Sincerely,

Hugo T. Berkemeyer Rodríguez

CEO

LOGISTIK SERVICIOS CORPORATIVOS S.A.

**Human Rights**

**Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.**

LOGISTIK's currently developing a social responsibility program that's structured to create many projects to aid with different social causes within the community. We strive to transmit this altruism to others, making most of these projects a collaborative effort between all members of the company.

We like to give everyone a chance to develop their potential which is why we have a no-discrimination policy. The company welcomes anyone, regardless of their race, marital status, gender, or sexual orientation. We seek to nurture this talent early in their career, so we frequently encourage college students to apply for internships.

Since we're aware of the problems that women face regarding job opportunities or career advancement, and since our team is almost 90% women with most of them holding supervising positions, we believe we can set an example and inspire young women by showing them companies that subvert from the traditionally male centered viewpoint.

**Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.**

We're committed to organize several projects throughout the next few years to contribute with the local community.

Internships are primordial to every high school graduate, they provide the required experience for anyone searching for their first job, especially since in this country most of our youth is required to work to sustain a career and contribute to their household. Therefore, we opened an internship program where students can apply for 2-month internships to gain experience after high school and they, according to their final evaluation, could get a full contract with the company.

This year, together with Ciudad Mujer, we held women-oriented seminars to teach them about their rights as workers and financial education. Given the success of these seminars, we're currently working towards creating more female empowerment programs.

### **Description of how the company monitors and evaluates performance.**

We encourage our collaborators to show initiative and present social causes they are interested in, that way we can gather resources within the company and create new projects to contribute to society.

We treat our interns as regular employees; they are given work in accordance with their capabilities and make them feel safe and comfortable in the work environment many are experiencing for the first time. But much as we try to make them feel at ease, we also try to instill a sense of responsibility by keeping track of their pending tasks.

Since our company is made of almost 90% female, we are always trying to educate ourselves regarding gender equality, not only regarding major social difficulties but also by learning about microaggressions women and minorities deal in a daily basis.

We can proudly state that there is no wage gap in our company and all our employees have the same career advancement opportunities.

### **Labor**

#### **Assessment, policy and goals**

#### **Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.**

LOGISTIK's main goal within the company is to create a safe environment for all its employees, we believe that all our workers should feel comfortable and content with their surroundings, that not only helps with their performance, but it also creates a sense of belonging and confidence between them.

Stressful work environments have proved time and time again to harm employee's health and interpersonal relationships. The old belief that the most important thing in a company is production is long gone, instead, our company centers around its collaborators and their wellbeing.

Employees need to feel that their managers see them as complex human beings who deal with much more than work on their everyday lives, which is why we try to understand them as people and keep open lines of dialogue between staff members.

In regards of our collaborators' career advancement, we actively endorse all activities or courses they would like to partake to gain more expertise and knowledge in their respective areas.

#### **Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.**

We do not tolerate any kind of disrespect, harassment, or discrimination in the company, we try our outmost to make everyone treat each other as equals, every member in the company can escalate the ladder, regardless of their gender, sexual orientation, or race.

In case they have any issues or concerns, we have in place a very efficient human resources team to resolve any inconveniences that might occur.

LOGISTIK employs many students and since we are aware of how stressful student life can be, more so when someone is trying to balance studies and work obligations, we offer flexible work schedules according to their needs.

The same applies to schedules regarding interpersonal and personal matters.

We offer constant opportunities for our team to further their education with training courses and seminars, it is extremely important for any company to fund these endeavors since it only benefits the employee but the company as well.

We are currently working on a career plan for each collaborator, by constantly evaluating their capabilities and efforts. That way they realize they have growth potential within the company.

### **Measurement of outcomes**

#### **Description of how the company monitors and evaluates performance.**

We have in place a suggestion box where employees they can submit their complaints or suggestions if they prefer to remain anonymous, if not we have a very proficient HR department willing to solve any discomforts or help the employee in any way they can.

Our HR team is constantly revising new policies to help us come up with new ways in which we can improve the management of our team.

Each month we make our employees take an anonymous survey, where they can evaluate our policies and propose new ideas or activities they would like to implement in the workplace.

### **Environment**

#### **Assessment, policy and goals**

#### **Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.**

Noticing the drastic changes in temperature and natural disasters, the advancement of global warming is undeniable. We as a company take this situation seriously as it affects us not only as a company but as human beings.

Ever since 2018, we have been revising ways in which our carbon footprint and waste can be reduced to a minimum and any kind of action that can help us contribute with the betterment of the environment.

In a near future, we would like to partner up with companies that can teach us about other techniques or ways we can enhance the environmental consciousness of all collaborators

#### **Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.**

We started out by limiting our use of printing paper, now our paper consumption has reached almost zero since we moved towards online invoicing.

We also put in place recycling bins in all our offices which all our staff members were taught to properly use.

### **Measurement of outcomes**

#### **Description of how the company monitors and evaluates environmental performance.**

Our HR department monitors the use of paper and recycling bins.

### **Anti-Corruption**

#### **Assessment, policy and goals**

#### **Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.**

The company complies with all the laws in force in the Republic of Paraguay, the municipality and local laws, ordinances, and regulations.

We agree that, during the performance of our obligations under any contract, we will not carry out, or offer commissions, bonuses, or favors that benefit any individual and / or commercial group with the intention of influencing their conduct and participation as a resource for its service.

We declare as an affidavit that we are up to date in the payment of contributions corresponding to tax, legal obligations, and the relevant social security system.

### **Implementation**

#### **Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.**

We're committed to; observe during the provision of the service the policies that were presented by the client and the applicable legal regulations, including: (a) technical standards and ethical-professional precepts; (b) the norms that govern intellectual property, personal and consumer rights; (c) Information Security standards and policies; (d) the norms and policies of environmental preservation; (e) the norms and policies related to corporate social responsibility, constitutional social rights and, especially, the rules regarding the prohibition of forced labor and child labor; (f) the regulations related to security and banking secrecy, including, among others, Law 861/96, as well as those related to the prevention and combat of activities related to the crimes provided for in Law No. 1,015 / 97, and its regulatory and complementary standards. (g) anti-corruption regulations and regulations that prohibit the practice of harmful acts against the public administration, being responsible for infractions of any cause.

### **Measurement of outcomes**

#### **Description of how the company monitors and evaluates anti-corruption performance.**

We are extremely careful on the work our collaborators provide and the way they decide to do it, the supervisors provide us with a monthly report on each of its team members, evaluating their work and attitudes.

The supervisors are evaluated on their leadership capabilities and attitudes each semester by the CFO and our Laboral psychologist.