

**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)**

Please use the box below to include the statement of continued support signed by your company's chief executive

July 12, 2022

To our stakeholders

I am pleased to confirm that Adler Group reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, 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,


Sven Christian Frank
CLO

2. DESCRIPTION OF ACTIONS

Human Rights

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

- Adler Group passed a Human Rights Policy guideline to guide all activities in the company
- Work safety measures ensure ensure that employees are provided a safe and healthy working environment
- Antidiscrimination measures (guideline,whistleblower hotline, trainings) protects workers from harassment, abuse or threats

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- Adler Group passed an antidiscrimination guideline to discourage any form of discrimination
- Comply with minimum wage standards and offer permanant working contracts
- Employment-related decisions are based on capability, not on gender, race religion etc.

Environment

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

- Electricity supply was changed from "grey" to "green" supply
- Roadmap designed to reduce CO2 emissions emanating from own portfolio by 50 % until 2030
- All new building shall comply with demanding industry certification standards

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- Worked-over anticorruption guideline made mandatory to all employees - trainings included
- Whistleblower system installed
- Ensure that internal procedures support the company's anti-corruption commitment

3. MEASUREMENT OF OUTCOMES

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

- Energy consumption per sqm and related CO2 emissions per sqm
- Waste and water consumption
- Percent of recycled waste
- Rate of injuries, lost working days due to accidents at work