



18<sup>th</sup> August

Commitment on progress – July 2022 – June 2023

To our stakeholders:

I am pleased to confirm that Truform Laser Dies (Irl) Limited 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.

While only a small company, we believe everyone has a role to play, however small in protecting all activities enshrined in the 10 Principles.

We endeavor, within what resources we have available, to improve and promote fair and respectful treatment of all people, of the environment and of all our trading activities.

We seek to invest and develop our business while having a minimum negative impact on the world around us.

Sincerely yours,

Brendan J. Tumilty

Managing Director

## Description of Actions

Under Human Rights initiatives:-

- We have worked very hard to ensure all staff contracts are up to date and we review this annually. I'm delighted to say that all are now current and accurate. This serves as an insurance to all staff to be treated fairly within the law and within everyday standards of Human Rights. This we were doing anyway, and our contracts do not highlight any failures on our part – but the formalities around this have now been enshrined in employee contracts across the organization.
- We have embraced the principles and legalities around GDPR and continue to seek ways to ensure that employee data, both personal and sensitive, is secure within our systems.
- Brexit brings challenges with cross-border movement of people in particular and we have made every effort to protect this free movement into a post-Brexit era.
- We have started to communicate more with our staff around business objectives and business expectations – this is a complex journey in terms of making sure the correct message is relayed – we have much to do with this yet.
- We have worked to establish a strong ethos endorsing human rights principles across the organisation but particularly with line management so that they understand our policies and those relating to Human Rights internationally.
- While we do not believe we are unfair or inequitable to anyone, we believe in transparency to a fair and equitable system recognising the rights of all.

Under Labour – here are our major initiatives :-

- We have worked very hard to ensure all staff contracts are up to date and we review this annually. I'm delighted to say that all are now current and accurate. This serves as an insurance to all staff to be treated fairly within the law and within everyday standards of Human Rights. This we were doing anyway, and our contracts do not highlight any failures on our part – but the formalities around this have now been enshrined in employee contracts across the organization.
- We do not pay below the minimum wage agreements as set-out in European law.
- Employment opportunities, promotions or any other changes within our organisation are based on fair and balanced decision making towards all employees, while also respecting the organisational need at any point in time. While the organisational need may influence decisions, some decisions will not compromise labour law or employee standing within our business. This detail is outlined in our Contract of Employment / Employee Handbook.
- We have embarked on a programme of employee reviews that will be fair and balanced and present the opportunity for two-way discussion and mutual understanding to be reached in terms of reasonable expectations and business goals.

Under Environmental initiatives :-

- We have raised awareness within our staff to respect the environment and what they can do to help... e.g. less waste (water, power, heat etc)

- We have been reviewing the possibility of pursuing a comprehensive renewable energy programme and have gathered significant data on this. We are working with some outside personnel who are helping us with direction around this. This continues into 2023 so that we are positioned to support our nations objective around international standards and expectations.
- We carry out audits occasionally to ensure our environmental practices are being implemented and are effective.
- We have worked with clients towards supporting a more sustainable operating basis for what we do covering such areas as recycling / incineration / green materials etc.
- We have improved our carbon footprint numbers in the last 12 months.

#### Under Anti-Corruption:-

- We have considered and requested from our supply chain guarantees that there are no corruptive practices in their processes and systems. Particularly in the area of bribes. As a small organisation with few personnel having access to the supply chain we do not have massive concerns around this.
- We take all decisions around our purchasing and sales systems, and around our labour contracts to ensure that no corruptive practices prevail.
- Our supplier questionnaires seek to ensure that our supply chain has no negative or corruptive practices.
- Senior management have access to all purchase and sales data on an open basis and regularly review all such activities through their normal working day.
- Our Contract of Employment and employee handbook does suggest how persons in breach of correct practice will be dealt with.
- An annual review of the above has found no areas of significant concern.

### **Measurement of Outcomes**

- During the last few years we have been focusing on getting systems and disciplines in place and raising awareness across all employees and stakeholders. This continues so that any measurement we use is real and useful.
- We have some data around environmental performance, around wage detail, around Health & safety, around waste and around other disciplines that come under the remit of the 10 Principles. The data needs to improve and one objective for the near and mid-term future is to get a better handle on this data. We are still understanding patterns for assessment.
- Our intention going forward is to try to get some data around all this – but this, as yet, has not been embarked upon. During the next 12 months, we hope to have more comprehensive data across all these areas outlined above.