

# 4mod.

# COMMUNICATION ON PROGRESS

## UNITED NATIONS GLOBAL COMPACT

*September 2022*

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COMMUNICATION  
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

# DECLARATION OF SUPPORT FOR THE UNITED NATIONS GLOBAL COMPACT

Being a member of the Global Compact since June 2019, I have the honour of confirming that 4MOD Technology continues to support the ten principles of the United Nations Global Compact concerning respect for the rights of people, international Work standards, the protection of the environment and the fight against corruption.

With this letter, we confirm our desire to continue to integrate these principles in the strategy of our company, our culture and our ambitions.

We find in the 10 principles, our very ambitions to make more virtuous, better designed products, in tune with the world in which we live.

4MOD recognises that the environmental and social challenges we face must be addressed collectively. We wish to integrate our solution into all aspects of our work.

To answer all of these challenges, we have thus created our corporate mission called GMOD. This summarizes all current issues to which we want to provide solution to.

As part of our participation in the Global Compact, you will find hereafter our annual publication of Communication on Progress (COP), describing the efforts of our company in the integration of the 10 principles.

We are committed to publishing this progress annually

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**Laurent Stéphan**

*CEO, 4MOD*





NOUS SOUTENONS  
LE PACTE MONDIAL

4MOD supports the Global Compact for United Nations and we share this voluntary initiative with all of our partners and customers to promote this and invite them to also support the Global Compact of the United Nations and its ten principles.

# 4MODs SUSTAINABLE DEVELOPMENT GOALS

4MOD recognises that a holistic and harmonised approach is required to meaningfully address the UN development goals, particularly relevant to 4MOD environmentally (Based on LCA results) are the following goals.



# HUMAN RIGHTS

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4MOD actively supports the association *Un Sommet pour Tous*, which aims to facilitate the integration of young people by facilitating mediation with entrepreneurs. ‘A young person, a mentor, a mountain’. It is essential for 4MOD to contribute to giving everyone the same chance in their integration into companies and the professional world. This is one of the main reasons for our support for *Un Sommet Pour Tous*.



Since 2020 the association has organized 3 expeditions, where 25 young people participated. An experience that allowed them to create a bond, to trust each other and to surpass themselves.



# HUMAN RIGHTS

# 100%

of our suppliers are audited annually to ensure that working conditions are in order with the principles of human rights.

All of our suppliers are ISO 9001 certified.



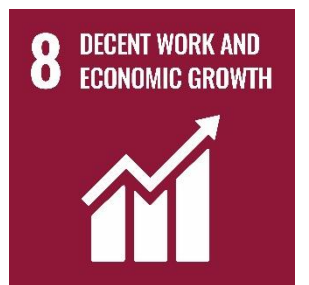
# INTERNATIONAL WORK STANDARDS

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Beyond the more general aspect of human rights, 4MOD grants an essential place to the people within its activities and day-to-day operations. The well-being of each of its employees is a primary driver for the company. 4MOD operates a flat management system giving each of its employees the opportunity to contribute in a meaningful way to the company.

Annual interviews are undertaken, to engage with our employees generating an environment of cooperation.

4MOD comply with all EU and French working standards.



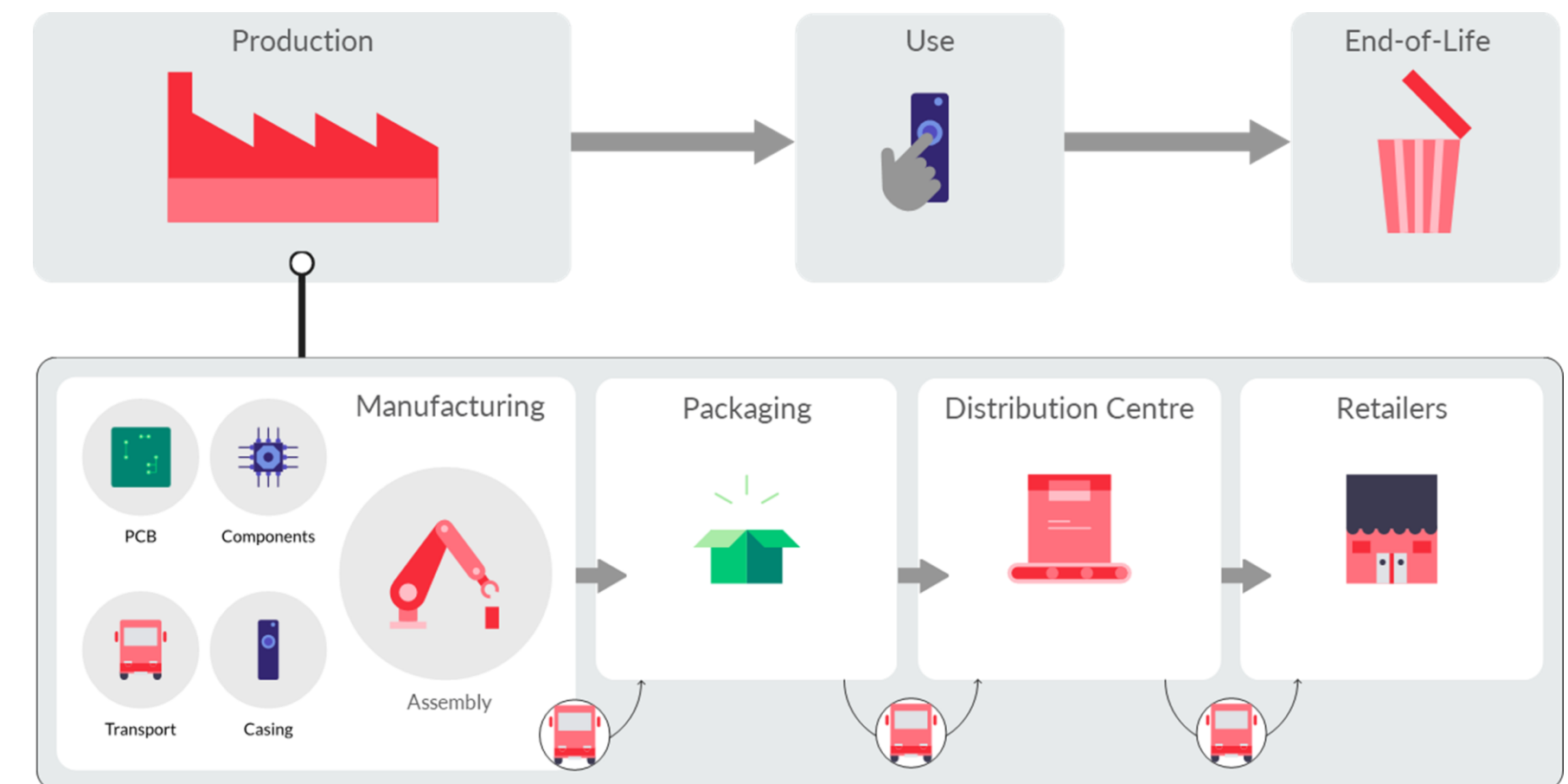
# ENVIRONMENT

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The tackling of one development goal must not be to the detriment to another, to this end 4MOD has/will undertake the following:

- From June of 2022 onwards 4MOD commits to undertake Life cycle analyses (LCAs) for all its new products. The LCA process identifies the areas of a product that are most damaging to the environment and human health.
- 4MOD will use the output of the LCA process to innovative the design of our products so that we consider the whole life cycle.
- 4MOD will follow the international standard ISO 14040/44 when conducting its LCAs to ensure our analysis is valid, accurate and verifiable.

## Cradle to Grave Analysis



# ENVIRONMENT

4MOD is at the heart of a business sector where the environment is a crucial issue. We have today the ability to act to reduce the impact of each of our products.

- 4MOD are currently working towards ISO 14001 certification, and are aiming for certification by end of 2023.
- 4MOD have undertaken an LCA study of one of its products which highlighted areas for improvement. Consequently, 4MOD is currently funding and co-funding 4 research projects with universities and research institutions exploring alternative materials and components, representing the cutting edge in the industry.
- 4MOD is committed to offering products with a minimal environmental impact, improvements will be measured using comparative LCAs against standard products .

Goal of reducing the overall impact  
of our new products by

50%

by the year 2025 measured  
using LCA results of old  
verses new products



# FIGHT AGAINST CORRUPTION

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As part of its activities, 4MOD undertakes The following:

- Compliance with competition rules (prohibiting the unfair competition and promote the protection of information)
- Fight against corruption
- Transparent communication and information
- Refusal to participate in tenders missing ethics policy's
- Network of commercial agents abroad with contracts validated by French lawyers.

No cases of non-compliance with these rules has been detected.

