



# Communication on Progress (COP)

UN Global Compact, Oct 2021 – Oct 2022

Meconet Oy  
Pavintie 8  
FI-01260 Vantaa  
Finland

## **UN GLOBAL COMPACT – COMMUNICATION ON PROGRESS (COP)**

### **GENERAL**

#### **Statement of the CEO**

I hereby confirm that Meconet Oy and its subsidiaries (later expressed as *Meconet* or the *Company*) support the ten principles of the Global Compact with respect to human rights, labor, environment and anti-corruption. We are committed to making the Global Compact and its principles part of our strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations.

Our commitment is communicated to our employees and to the public through our web page, and to our shareholders through our official financial statement.

Signed at Vantaa in September 2022

Meconet Oy



Teppo Aatola  
Managing Director

### **HUMAN RIGHTS**

*Principle 1: Business should support and respect the protection of internationally proclaimed human rights.*

*Principle 2: Businesses should ensure that they are not complicit in human right abuses.*

#### **Policy**

Meconet respects the human rights.

The importance of the employees is considered in the three values of Meconet which are: Skill, Responsibility and Continuous Improvement. *Skill* is referring to the craftsmanship of the employees, *Responsibility* to the attitude of the employees and *Continuous Improvement* to the continuous work to improve the welfare of the company, employees and the shareholders.



Meconet policy is not to have business relationships or any other complicities with companies which are not respecting the human rights.

The Employee Handbook and its Equality Plan are an integral part of the Company's Management System. According to Meconet's Employee Handbook the Company does not accept any kind of discrimination or abuse because of sex, age, religion, race, ethnic background, sexual orientation or any other reason.

### **Implementation**

The Employee Handbook and the Equality Plan is available to all Meconet's employees through the Company's intranet nondependent of the employee's position in the Company.

The Employee Handbook contains detailed instructions for how to act when abuse is noticed. The Equality Plan contains instructions for employing new employees in such a way that only his or her qualification, skill and experience is considered as the basis for the recruitment, and that the same salary will be paid for the same work and the same craftsmanship despite of the employee's sex.

There is a work safety committee in each plant including representatives of the employees. In the work safety committees' regular meetings actions to improve the work safety are discussed and agreed upon. Meconet plants are keeping statistics about work accidents and close call situations.

Meconet has participated in Great Place to Work Institute's international workplace culture study in 2008, 2009, 2010, 2013, 2014, 2015, 2016, 2017 and 2018. On 2019, 2020, and 2021 Meconet has performed an Agerus GPW study for all employees. In the study, all employees are anonymously answering questions referring to *Trust*, *Pride* and *Team Spirit*. After getting the results of the study the Company's Management Team makes action plans how to improve the satisfaction of the employees. The new is being held on Sept-Oct 2022.

Meconet has established the channels for Whistle-blowing procedure, for both internal and external reporting about any violations against these policies.

### **Measurement of outcomes**

The fulfillment of the Equality Plan is followed by the work safety committees.

The Company keeps statistics of how men and women are situated in different tasks and how their salaries are developing. If needed, salaries are adjusted upwards to ensure that females get the same salary for the same work with the skill as their male colleagues.

The management of the Company has immediately reacted when abuse has taken place.

The Trust Index of all Meconet's employees in the previous Agerus study was 47 which is considered satisfactory and improved from previous result. The actions to improve the satisfaction of the employees further before the next study are ongoing.

The work safety has improved. From 2007 to 2015 the Company had in average 12 accidents annually and from 2017 to 2022 the Company had 7 accidents in average. The average sick leave in 2021 was 4,5 % which is less than in the Finnish industry in average.

## **LABOUR**

*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.*

*Principle 4: Businesses should uphold the elimination of forced or compulsory labor.*

*Principle 5: Businesses should uphold the effective abolition of child labor.*

*Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.*

## **Policy**

At Meconet all employees have the freedom to be a member of the trade union or not. This applies also to any memberships in any other organizations. Employees are never asked to reveal their political assessment to the Company or Company's representative.

Meconet is executing collective bargaining according to the Finnish Bargaining Law.

Meconet does not use forced or compulsory labor. If leased manpower has temporarily to be used, only VAT registered companies with good reputation are used.

Meconet does not use child labor nor suppliers that are likely to use child labor.

According to the Company's Employee Handbook the Company does not accept any kind of discrimination or abuse because of sex, age, religion, race, ethnic background, sexual orientation or any other reason.

## Implementation

For the employees that are trade union members, the Company collects the union member fee from the employee's salary and pays it to the trade union according to the employee's own choice.

Collective bargaining is executed every time when the amount of personnel has to be reduced temporarily or permanently, when working time is reduced, when working hours are changed, and if the trade unions have so agreed in the collective agreement, when salary increases are negotiated at the workplace.

Meconet does not use forced or compulsory labor. All employees are paid a salary that is exceeding the minimum salary according to Finnish or local law and that corresponds to the trade union recommendations. All taxes, pension fees and other similar legal fees are paid for all salaries according to the Finnish or local law. Leased manpower is ordered only temporarily and from VAT registered companies with good reputation. A steering group is evaluating and benchmarking companies regularly.

Young employees are used only temporarily strictly according to the conditions set up in the Finnish labor law and according to the trade union's recommendations. Minors are according to the Company's safety regulations not allowed to operate machines. The Company is cooperating with local vocational schools and offers regularly trainee programs to their students.

The Employee Handbook and its Equality Plan contain instructions for how to employ new employees in such a way that only his or her qualification, skill and experience is considered as the basis for the recruitment.

Meconet maintains a Kaizen system according to Lean Thinking where employees can make suggestions and propose improvements to the safety, work practices or productivity. This is part of Meconet Innovation Process (MIP).

All employees are part of the Company's medical care system which is exceeding the minimum level according to the Finnish or local law.

Meconet has established the channels for Whistle-blowing procedure, for both internal and external reporting about any violations against these policies.

## Measurement of outcomes

Most employees are members of the trade union.

No cases nor any doubts have been detected that the Company would directly or indirectly use or in any way be complicit in the use of forced or compulsory labor or child labor. Nor has any discrimination been detected.

## ENVIRONMENT

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

*Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.*

*Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.*

## Policy

Meconet is ISO 14001 certified. According to the Meconet's Environment Policy the Company is committed to considering the environment in the sales, design and manufacture of its products and services. According to our Environment Policy we aim at reducing the waste and unneeded consumption of natural resources.

## Implementation

Meconet is continuously measuring the amount of waste, energy and water consumption as well as other environmental meters.

Carbon footprint base calculation was performed in beginning of 2022, to have Meconet emissions from Scope 1 to Scope 3 for year 2021. The result of calculation has been shared, analyzed and utilized to build the Carbon footprint reduction roadmap for company, and factory level target setting for 0-emission level for 2025 (Scope 1 and 2) is ongoing.

Meconet plants have environment committees that gather regularly and discuss and decide upon actions by which waste, energy and water consumption can be reduced.

The Management Team is following the work of the environment committees regularly and may decide upon additional actions if needed.

The Company has resolutely invested in new technology to minimize the raw material consumption.

### **Measurement of outcomes**

Meconet renewed its ISO 14001 certificate in 2021. Many environmental meters had a positive trend in 2021.

Most materials used are ROHS compliant (corresponding to the EU Directive for the Restriction of Hazardous Substances).

We continuously propose new solutions to our customers for how raw material can be saved by using new manufacturing techniques.

## **ANTI-CORRUPTION**

*Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.*

### **Policy**

Meconet works against all forms of corruption.

### **Implementation**

Corruption is not usually met in business in Finland or our other market areas. Meconet is following a zero-tolerance for corruption, bribery and extortion.

Meconet has established the channels for Whistle-blowing procedure, for both internal and external reporting about any violations against these policies.

### **Measurement of outcomes**

No corruption, bribery or extortion has been detected at Meconet.

