



COMMUNICATION ON PROGRESS 2022

Our initiatives supporting the UN Global Compact's mission for sustainable business practices

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.



Statement to affirm support to the Principles of the Global Compact

19 September 2022

To our stakeholders:

I am pleased to confirm that Accon Group AS 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,

A handwritten signature in blue ink that reads "Moti".

Mr. Moti Rabin
Chairman of the Board
Accon Group

1. Human rights

Accon Group is committed to create a working environment that promotes diversity, inclusion, lifelong learning, and equal opportunity. We support the physical and mental wellbeing of our employees and ensure safe working conditions. Accon's Code of Conduct sets the standards for equal rights, diversity, and competence development.

- 1.1 Committing to implement and enforce effective systems to minimise risks of human and labour rights infringements in our own operations and in our supply chain.
- 1.2 Recruiting, employing, and promoting employees on the sole basis of the qualifications and abilities needed for the work to be performed.
- 1.3 Ensuring that Accon, through its operations, does not cause any infringement of human rights.
- 1.4 Zero tolerance approach towards modern slavery and human trafficking.



2. Labour

Skilled, top quality and committed employees are key players in any company. Accon wants to offer its employees a safe and inspiring work environment – and follows up that social responsibility is taken seriously around its whole business network.

The safety of our employees is of the most importance for Accon. Health and safety are to be safeguarded in a way that creates a high level of job satisfaction and a healthy working environment.

- 2.1 Accon strives to provide a safe and productive work environment for our employees.
- 2.2 Supporting the physical and mental wellbeing of our employees.
- 2.3 Ensuring safe working conditions.
- 2.4 When contracting with our collaborators and partners, we seek to conduct our business with respect for human rights and labour standards, including conventions and guidelines related to the prevention of child or forced labour, minimum wage and salary and working conditions.
- 2.5 Respecting the dignity of the individual and the right of employees to freedom of association and collective bargaining.



3. Environment

Accon Group has a systematic approach towards environmental issues and is audited for ISO 14001 – Environmental Management System. We conduct our business activities in an environmentally responsible manner and have implemented continuous improvement programs. We provide our customers with purposeful and sustainable packaging solutions while minimising the impact on the environment and waste of packaging materials. The following are the principal goals of our environmental policies:

- 3.1 Use of affordable and clean energy.
- 3.2 Committed in reducing waste.
- 3.3 Promote responsible consumption and production.
- 3.4 Strive to find environmentally friendly solutions, technologies, and materials.
- 3.5 Actively working towards more sustainable resource use and environmentally friendly sound supply chains.
- 3.6 Contributing to circular economy.
- 3.7 Continue developing recycling and reconditioning services.



4. Anti-Corruption

We comply with all applicable laws and regulations and company principles. Acon as a Group has a follow up system with which it follows that its own units as well as business partners are complying with applicable laws and regulations – and has a procedure in case any non-compliance is found.

4.1 Acon Group does not give or receive, whether directly or indirectly, bribes or other improper advantages for business or financial gain.

4.2 Any demand/offer of a bribe must be rejected immediately and reported to management.

4.3 Regular ethical audits of our supply chain.

4.4 Supplier Code of Conduct signed by main suppliers.



5. Measurement of Outcomes

For Accon, quality assurance and the protection of the environment is very important. Our overall goal is to create profitability and growth in a responsible manner. Accon is committed to promote diversity and the health and safety of our employees is our priority.

- 5.1 Accon Group has approximately 150 employees. Our target is that 100% of employees are having appraisal discussions every year. The results and development needs are discussed in cooperation with employees.
- 5.2 Actions are defined yearly to promote gender equality on different focus areas. Topic in the Management team meetings on regular basis.
- 5.3 Accon Group is calculating CO₂ emissions. Our target is to reduce our carbon footprint emissions 5% by the year 2025.
- 5.4 Accon units aim to change to renewable energy latest by year 2030.
- 5.5 Accon has taken the next step and offers services in recycling and reusing of our own products as well as that of other suppliers. Through Accon GreenTech AB, we aim to create a “circular loop” for our products in order to participate in the sustainable development of our planet.
- 5.6 Accon pursues a program of training to minimise the amount of waste created.
- 5.7 Establish and maintain a system where waste from big bags is collected, processed through cleaning and regranulation - and create new products of the recycled material.

