



Period covered by this Communication on Progress (COP)

From: November 15, 2021

To: November 15, 2022

To our stakeholders:

I am pleased to confirm that Advanced Instruments 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 UN 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,



Byron Selman
Chief Executive Officer

2. *Description of Actions*

Human Rights

- Continue to ensure workers are provided safe, suitable and sanitary work facilities
- Continue to protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Established whistleblower hotline that is actively promoted and monitored
- Conducted Code of Conduct training with modern slavery and human trafficking module for all employees
- Maintained ongoing measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products

Labour

- Continue to ensure that the company does not participate in any form of forced or bonded labour
- Continue to ensure that the Company Complies with minimum wage standards
- Ensure that the Company makes employment-related decisions based on relevant and objective criteria
- Launched Code of Conduct training with modern slavery and human trafficking module for all employees
- Continue to ensure employees and suppliers maintain the same fundamental principles to operate within all laws, regulations and standards in a manner consistent with the UN Global Compact

Environment

- Maintain permit with local water authority to confirm no hazardous waste down drain
- Continue to ensure emergency procedures to prevent and address accidents affecting the environment and human health
- Continue to minimize the use and ensure safe handling and storage of chemical and other dangerous substances through procedures
- Continue to maintain a Safety Data Sheet to track all chemicals in the building
- Installed LED lighting, high efficiency boilers, and occupancy sensors throughout our facilities, and plan to continue sustainability initiatives regarding lighting and utilities at all facilities
- Installed electric vehicle charging station for two vehicles at company headquarters with plans to install another charging station in 2023
- Implementation of ECO-efficient operations
- Launched our first ever Osmometer that uses **no single use** plastic cups

Anti-Corruption

- Established process to assess the risk of corruption when doing business using software and sanctions checks

- Included “anti-corruption” and “ethical behavior” clauses in contracts with business partners and in Employee and Supplier Codes of Conduct
- Continue to ensure that internal procedures support the company’s anti-corruption commitment
- Code of Conduct training with anti-corruption module completed by all employees

3. *Measurement of Outcomes*

- Gender balance in the management group of 27% female and 73% male
- Gender balance in organization of 41% female and 59% male
- Employees across eight (8) countries
- 100% of employees trained on Code of Conduct
- Over 4,000 plastic bottles saved with water fountain system in Norwood facility.