

Pacifica Group Communication on Progress (CoP)

Reporting Period: October 2022 to October 2023

Statement by Pacifica Group CEO expressing continued support for the Global Compact and renewing our company's ongoing commitment to the initiative and its principles:

I am pleased to confirm that Pacifica Group Limited supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the 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, particularly the Sustainable Development Goals. Pacifica Group will make a clear statement of this commitment to our stakeholders and the general public. We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress starting the calendar year after joining the UN Global Compact, and annually thereafter according to the UN Global Compact CoP policy.

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.



Kevin Brown, CEO, Pacifica Group Limited

Our CoP includes a description of actions on;

Human Rights

- We ensure that all workers are provided safe, suitable and sanitary work facilities,
- We ensure that we protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- We ensure that we take 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

- We ensure that the company does not participate in any form of forced or bonded labour
- That we comply with minimum wage standards in the jurisdictions in which we operate
- We ensure that employment-related decisions are based on relevant and objective criteria

Environment

- We ensure that the company avoids environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- We ensure that we have emergency procedures to prevent and address accidents affecting the environment and human health
- We ensure that we minimise the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

- We ensure that the company assess the risk of corruption when doing business
- We ensure that we mention “anti-corruption” and/or “ethical behaviour” in contracts with business partners
- We ensure that that internal procedures support the company’s anti-corruption commitment

Measurement Of Outcomes

We confirm that our CoP from 2023 will include qualitative and/or quantitative measurement of CoP includes outcomes illustrating the degree to which targets/performance indicators were met.

We confirm that our CoP will include demographics of management and employees broken down by diversity factors for example gender in Gender Pay Reports.

We detail rates of occupational diseases, injuries, and sickness via Lost Time reporting.

Sustainable Development Goals (SDGs)

We confirm we will maintain our online questionnaire of the Communication on Progress (CoP) through which we will disclose our company’s continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

We confirm that our COP addresses the following Sustainable Development Goals (SDGs)

- SDG 1: End poverty in all its forms everywhere
- SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture
- SDG 3: Ensure healthy lives and promote well-being for all at all ages
- SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- SDG 5: Achieve gender equality and empower all women and girls

- SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- SDG 10: Reduce inequality within and among countries
- SDG 12: Ensure sustainable consumption and production patterns
- SDG 13: Take urgent action to combat climate change and its impacts
- SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

We confirm that our actions to advance the above Sustainable Development Goals (SDGs), the COP describes the opportunities and responsibilities that one or more SDGs represent to our business.

We confirm that our COP is easily accessible to all interested parties via our website.

Pacifica Group

14 November 2022
