

**COMMUNICATION ON PROGRESS (COP)**

**Period Covering August 1, 2021 through July 31, 2022**

August 1, 2021

To our stakeholders:

I am pleased to confirm that Roytec Industries reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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,



Amanda Chapman  
CEO

## **1. DESCRIPTION OF ACTIONS**

### **Human Rights**

- Ensure workers are provided safe, suitable and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- 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**

- Roytec Industries does not participate in any form of forced or bonded labour
- We comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria

### **Environment**

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health

### **Anti-Corruption**

- Include “anti-corruption” and “ethical behavior” statements in our employee handbook
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment

## **2. MEASUREMENT OF OUTCOMES**

- We are in 100% compliance of all state and federal laws with no pending judgements
- Workforce almost 50%/50% male vs female
- Over 50% of workforce is over the age of 40
- 45% of workforce is non-Caucasian.
- We recycle all packaging products
- We recycle 100% of scrap raw materials used in building our products.
- We have a dedicated Safety Manager who does twice daily walk throughs to identify any safety concerns.
- We have weekly training for every employee on different safety topics.
- We are in complete compliance with OSHA.