COMMUNICATION ON PROGRESS (COP) FROM JANUARY TO DECEMBER 2022



01.03.2023

To our Stakeholders:

I am pleased to confirm that ProChema GmbH reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of

- Human Rights
- Labour
- Environment
- 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,

Werner Figlhuber Managing Director **PROCHEMA**

Human Rights

We ensure that all our employees are provided safe, suitable and sanitary work facilities

We protect all our employees from workplace harassment, including physical, verbal, sexual or

psychological harassment, abuse or threats

Respect the personal dignity, privacy and rights of each individual.

Not tolerate harassment, discrimination, violence, retaliation or other disrespectful behavior.

Ensure that working hours, including overtime, do not exceed applicable legal requirements.

Permit employees to raise concerns with management without fear of reprisal.

Labour

We ensure that our company does not participate in any form of forced or bonded labour

We comply with minimum wage standards.

We ensure that all employment-related decisions are based on relevant and objective criteria

Not use forced labor, including but not limited to involuntary prison labor or victims of slavery or

human trafficking.

Not use child labor.

 Not discriminate against employees or in the hiring of employees based on any characteristic protected by law, including but not limited to gender, age, ethnicity, nationality, religion, disability,

union membership, political affiliation, or sexual orientation.

Environment

Avoid environmental damage and take all actions to minimize environmental pollution.

Ensure emergency procedures to prevent and address accidents affecting the environment and human

health

Ensure safe handling and storage of chemical and other dangerous substances.

Provide a safe and healthy workplace for employees.



Ensure employee awareness of health, safety and environmental requirements through proper training programs.

Control hazards and take precautionary measures against accidents and occupational diseases

Conduct its business in an environmentally responsible way, including compliance with all applicable environmental laws and regulations.

Optimize the use of all relevant resources such as raw materials, energy and water.

Minimize environmental pollution and continuously improve in environmental protection

Anti-Corruption

Assess the risk of corruption when doing business

Mention "anti-corruption" and "ethical behaviour" standards in our Supplier Code of Conduct.

Ensure that all internal procedures support the company's anti-corruption commitment.

Conduct its business in an ethical manner and in compliance with all laws and regulations, including but not limited to:

- Anti-Corruption and Anti-Bribery Laws. Specifically, will not offer or accept any bribes, kickbacks or favors, or use any improper influence when dealing with government officials or in any business arrangements.
- Compliance with antitrust and other applicable competition laws and regulations.
- Respect the intellectual property rights of others and comply with applicable laws and regulations governing intellectual property.
- Compliance with international trade and export control regulations.

Disclosure of any actual or potential conflicts of interest.



Demographics of ProChema GmbH 2022

Number of Employees:	42
Female Employees:	24
Male Employees:	28
Number of Employees age > 40	23
Number of Employees age > 50	5
Number of Employees age > 60	4
Full time equivalent 2022:	36,68

Rate of injuries or accidents 2022: 0

(Audit by AUVA twice a year).