

Our commitment

With their signature all WINTER&COMPANY group companies confirm to commit to the ten principles of UN Global Compact as described herein.

The Ten Principles of the UN Global Compact

Human Rights

<u>Principle 1</u>: Businesses should support and respect the protection of internationally proclaimed human rights; and

<u>Principle 2</u>: make sure that they are not complicit in human rights abuses.

Labour

<u>Principle 3</u>: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

<u>Principle 6</u>: the elimination of discrimination in respect of employment and occupation.

Environment

<u>Principle 7</u>: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

<u>Principle 9</u>: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

<u>Principle 10</u>: Businesses should work against corruption in all its forms, including extortion and bribery.

WINTER&COMPANY AG Basel, Switzerland WINTER&COMPANY GmbH Eimeldingen, Germany WINTER&COMPANY SA

Epiney 6/Orge, France

WINTER&COMPANY

Culemborg, Netherlands

WINTER&CO. UK

WINTEL & COMPANY SA El Papiol Aprin

- RIAM

WINTER&COMPANY

Hongkong

WINTER&COMPANY Moscow, Russia **FONTANA GRAFICA**

Mano, Italy