

Period covering the Communication on Progress (COP)

From: **28-05-2020** to **09-02-2022**

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

January 25, 2021

To our stakeholders:

I am pleased to confirm that BNC DE COMEMRCE INTERNATIONAL 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 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,

Nadhem Boudoukhane

Group CEO

2. DESCRIPTION OF ACTIONS

Human Rights

- Institute a human rights policy.
- Raise all employees' (including new recruits) awareness of the Human Rights Policy
- Establish a code of conduct pointing out BNC's values, put it into practice making it possible to set rules of good conduct shared by all company employees. Moreover, this document is a baseline of sharing accountability and trust with our suppliers. The mentioned code protects workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.
- Define equity, integrity and responsibility as part of BNC values.
- Set the Human Rights Policy as an important criterion of supplier's development policy including sourcing, approval and rating. The policy prioritizes suppliers who are engaged in the Global Compact initiative.
- Assign a Corporate Social Responsibility & Fair-Trade Manager; Assign a HR development Manager whom job description supports all CSR policies and procedures.
- Implementation of Quality System Management certification ISO 9001: 2015
- BNC is engaged in fair trade program with World Fair Trading Organization. It has also included fair trading in its mission and integrated WFTO requirements in its processes.



- A statement from BNC Mission “We offer our customers high quality products while being the ambassador for sustainable development and promoting local heritage”
- BNC Values clearly enhances engagement to protect environment and develop sustainability.
- The materialization matrix prioritizes environment facets among CSR projects.
- BNC requires environment protection disposition for all investments (water saving initiatives; waste treatment)
- An analysis of environmental aspects has been conducted and an action plan has been set

Anti-Corruption

- Assess the risk of corruption during supplier approval process
- BNC requires acceptance of « code of conduct with suppliers » as part of the business agreement with partners. The code clearly requires anti-corruption and ethical behavior from both sides. The code is signed by both parties.
- Ensure that internal processes and procedure (procurement, finance, accounting) carry sufficient controls to support BNC’s anti-corruption commitment.
- The code of conduct clearly mentions zero tolerance towards corruption.
- BNC has clearly mentioned anti-bribery commitment in the code of conduct.

3. OUTCOMES MEASUREMENT

- All employees have been trained on Human rights, code of conduct, anti-corruption
- Hiring process applied the non-discrimination and gender rules.
- 7 suppliers have signed the code of conduct with suppliers
- 6 suppliers have been audited for CSR requirements
- 0 occupational diseases and 0 injuries
- 0 child labor
- Gender: 45 % of employees are women
- 100% of labour regulations compliance
- Salary grid implemented and applied.
- Annual performance assessment is conducted, training program performed, career development discussed with employees.
- Financial reports approved by external audit firm.
- The 10 principles of the Global Compact have been integrated throughout BNC processes.
- Our products are sourced from natural ingredients and have sustainable packagings.

