

Corporate Social Responsibility

2022



We Care!

For a better world, all entities, all generations.

Foreword

The COVID-19 pandemic has proven us the vital role of business in helping to solve some of the society's unpredicted problems. We decided that profits is not the sole choice, and instead, all decisions together serve in wellbeing of all the stakeholders. Over the past three years, we worked extra hard to support the mental and physical health and wellbeing of our own employees, as well as some vulnerable areas in the communities where we work in. At the same time, we formed ahead with the plans we just announced in 2020 to fundamentally transform TACON, introducing a new strategy that will see us pivoting from an small converter company to an integrated holding active in multiple industries.

Despite our financial performance being hit hard by the brutal disruption caused by pandemic, we have made strong progress in innovative technologies and reinventing TACON. We have grown our diversity, we have improved our energy efficiency and we are learning more and more about optimizing our technologies and processes and how to commercialize these efforts. We reduced our material waste and we updated our human rights policy and announced our new position on avoiding harmful material and opting for health-related products—which now includes the aim for new projects to make a vast positive impact on medical skin adhesive devises. With all these efforts, TACON, has turned pain and disruption of the pandemic to strengthened the global movement for a just transition, more equitable society and a cleaner environment. The world will build back better, and TACON, with continued support of its unique community, will play its part. We look forward to your feedback on our progress and how we can improve.

Corporate social responsibility, our goals

TACON perceives CSR as the Inseparable part of its existence, therefore, all measures of this field are practiced fully and voluntarily. In the recent years, TACON has focused on setting structures on the social and environmental activities that conclude to a sustainable life for all generations and for all entities.

Corporate Social Responsibility is an integral part of today's business operations. A better earth for the next generation is our goal, and everyone has the responsibility to contribute to this. To reach this goal, we know we don't have all the answers, therefore, will listen and work with others.

We want to be an innovative company with purpose; one that is trusted by society, valued by stakeholders and motivating for everyone who works with TACON.

We believe we have the experience and expertise, the relationships and the reach, the skill and the will, tools that will assist us to reach our goals.

Our CSR strategy

From 2020 onwards, we set out a new strategy that will see us transform from being an converter company focused on daily products, to an Integrated Innovative Company focused on delivering solutions for customers. We have established three beliefs about our new work system. These underpin our new strategy:

- 1- We will make the workplace enjoyable.
- 2- Customers will redefine convenience and mobility, driven by dedicated planning staff.
- 3- We opt for products that are more environment friendly.
- 4- We direct our productions line more towards systems that benefit the health situation of people.

Customers – from all countries, cities, industries and corporates – will seek their converting solutions with us.



Our CSR Policy Elements

TACON wants to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the customer
- Anti-bribery and anti-corruption practices

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances.

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Proactiveness

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance education and community events.
- Alleviate those in need.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of these relevant activities include:

- Recycling
- Conserving energy
- return of energy within a motor circuit of all newly build machines.
- Using environmentally-friendly technologies

Learning

We are actively investing in R&D. We are open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

We are also open to invest in innovation in the domain of public health and medical industries. We have several non-profitable projects pending to support medical devices companies fighting COVID-19 pandemic.

Our CSR approach

Our approach towards Corporate Social Responsibility (CSR) refers to our responsibility toward society and environment. Our company’s existence is not lonely. It’s part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us. Thus, TACON sees itself as a citizen of the world that participates in in the economic and social arenas that result in a better life for everyone. It also tightly abides by the local, national and international rules. This includes also, the unwritten rules that indicate “what is fair and what is unjust”.

The model of CSR defined by TACON. (based on UNGC-2017)



The approach of TACON for CSR focuses on the mid to long term goals of reaching a healthier society. We believe that a comprehensive attention to the needs of our stakeholders is the way to reach our goals. We commit to the [United Nations Global Compact](#) (UNGC) and We will readily act to promote our identity as a socially aware and responsible business. Our management team communicate this policy on all levels. All managers are also responsible for resolving any CSR issues. The ten CSR principles of UNGC that are adopted by TACON are as follows:

Human Rights	
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.
Labour Standards	
Principle 3	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
Principle 6	The elimination of discrimination in respect to employment and occupation
Environment	
Principle 7	Businesses should support a precautionary approach to environmental challenges
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.
Anti-Corruption	
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.

Ten CSR principles of TACON according to UN Global Compact. Source: UNGC 2017 from www.unglobalcompact.org.



Human rights

Principle 1: TACON supports and respects the protection of internationally proclaimed human rights; our company may initiate and support community investment and educational programs for refugees. For example, we have a good relation with organizations like werk.kom and through them we provide the opportunity to status holders to take their first steps into the job market. At TACON everyone is treated in the same way. Everyone, regardless of ethnicity, gender, beliefs, or sexual preference, has the opportunity to grow up to the place that they deserve it. We strongly believe that the colorful background of people is what has made us flourish in our business.

Principle 2: TACON assures that its strategic decisions are not complicit in human rights abuses: never in the history of TACON has occurred any circumstances under which any affiliate employee or entity engages in human abuses. This is of utmost importance of all our team to promote humanitarian for ourselves and our society. Occurrence of any inhuman violation that is defined by UN, results in immediate termination of contract.



Labor practice

Principle 3: TACON upholds the freedom of association and the effective recognition of the right to collective bargaining; we strongly believe in an open market that promotes a constructive competition and demotes monopoly that could damage structures of the society. TACON continually welcomes all entities to share ideas and use consultations and promotes establishment of new business unites that could lead to a wider market for job seekers.

Principle 4: TACON promotes an open atmosphere for its employees; we are proud to follow the humanitarian labor system of The Netherlands that puts the highest attention on a healthy work environment. All employees are given abundant space for improvement in their professional life. Everyone is welcomed to apply for a job at our organizations and the terms of contracts are always based on labor law of European Union and The Netherlands.

Principle 5: TACON promotes the effective abolition of child labor; TACON strongly believes in the improvement life of children all around the world and not only prohibits any kind of child labor, but also makes sure that no contractor ever engages in such actions.

Principle 6: TACON is committed to the eliminates of discrimination in respect of employment: for about three decades TACON is proud that its wheels are moved by the power of employees from all different groups. Our employees, in all levels are chosen on basis of their merits. Furthermore, TACON is a symbol of a successful company with a majority of employees recruited from the status holder refugees.



Environment

Principle 7: TACON supports a precautionary approach to environmental challenges; no matter what sort of profit is involved in an process/product/project that is against environmental laws, TACON never involves itself and rejects any contribution in such activities. Although it entailed us a lower production rate, more hassle or a higher costs, we already obsoleted PVC wrapping, gas heating shrinkage lines, diesel forklifts, etc.. The strategy of company is set to minimize the waste to the lowest possible level, even though we might be trapped in some level of over designing.

Principle 8: TACON undertakes initiatives to promote greater environmental responsibility; not only TACON directly, but the whole supply chain stays clean. At our site, we hold regular meetings with all members to participate in the practice of a healthy business.

Principle 9: TACON encourages the development and diffusion of environmental friendly technologies. When choosing or developing a new technology —which is the inevitable and prevalent nature of working at TACON— the priority is not “how to increase profit for ourselves”, but rather “how can we proceed in a way that benefits all!”

Principle 10: TACON works against corruption in all its forms, including extortion and bribery. All strategies of TACON accord the national laws, including the rights to free markets, legal tax procedure, and clear policies for payment from all parties.

