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ConvaTec Group Plc

United Nations Global Compact – Communication on Progress 2020

The following table provides cross-references between the Principles of the United Nations Global Compact and our communication of progress, which is integrated into our 2020 Annual Report and Accounts ('the Report') - https://convatecgroup.com/media/1776/2020-convatec_ar_interactive.pdf

Our continuing support of the Ten Principles of the UN Global Compact is highlighted in the CEO's Review on page 8 of our 2020 Annual Report and Accounts. The relationship between our CR programme and the United Nations Sustainable Development Goals (SDGs) is indicated on page 39 of the Report.

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ConvaTec, Plc, UK, COP for 2020

“I am pleased to confirm that ConvaTec 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 demonstrate company's ongoing commitment to the UN Global Compact and its principles to guide our business strategy, culture and our ways of working. We are also committed to share this information with our stakeholders using our multiple channels of communication.”

Yours sincerely,

Karim Bitar

Chief Executive Officer

	United Nations Global Compact Principles	Comments and References (to the 2020 Group Annual Report and Accounts)
	Human Rights	
1.	Businesses should support and respect the protection of internationally proclaimed human rights; and...	<p>We address the topic of human rights directly and indirectly throughout the Report. We discuss our approach to human rights in relation to:</p> <ul style="list-style-type: none"> • our own employees in pages 47 to 50 and on page 58; • our customers (in particular in relation to the conduct of clinical trials on page 44, customer safety on pages 44 and 45, access to healthcare on page 45 and data privacy on page 46); • our value chain (particularly in relation to labour standards, environmental performance and ethical business practices on page 51 to 61); • broader society (throughout, in particular, our approach to bribery and corruption and business ethics, on page 58).
2.	...make sure that they are not complicit in human rights abuses.	See 1. above.
	Labour	
3.	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<p>See 1. above and, specifically, on page 50 where we discuss payment of a living wage.</p> <p>Additionally in our Human Rights and Labour Standards Policy we disclose our position in relation to freedom of association and collective bargaining. This is available on our website, https://www.convatecgroup.com/media/1325/human-rights-and-labour-standards-policy-statement_final.pdf</p>

4.	...the elimination of all forms of forced and compulsory labour	See 1. above and pages 51 and 58 for discussion of our approach to human rights and labour standards. Also, see https://www.convatecgroup.com/media/1325/human-rights-and-labour-standards-policy-statement_final.pdf for a copy of our Human Rights and Labour Standards Policy.
5.	...the effective abolition of child labour; and	See 1. above and pages 51 and 58 for discussion of our approach to human rights and labour standards. Also, see https://www.convatecgroup.com/media/1325/human-rights-and-labour-standards-policy-statement_final.pdf for a copy of our Human Rights and Labour Standards Policy.
6.	...the elimination of discrimination in respect of employment and occupation.	See 1. above and pages 51 and 58 for discussion of our approach to human rights and labour standards, and page 50 for discussion of our approach to diversity. Also, see https://www.convatecgroup.com/media/1325/human-rights-and-labour-standards-policy-statement_final.pdf for a copy of our Human Rights and Labour Standards Policy.
	Environment	
7.	Businesses should support a precautionary approach to environmental challenges,...	Please see pages 52 to 57 for discussion of our approach and results in relation to environmental issues and our management approach. Reference to the precautionary principle is contained within our Environmental Policy Statement, available on our website: https://www.convatecgroup.com/media/1326/environmental-statement-v3_final.pdf . Pages 44 and 57 discuss our approach to new product development and topics such as ‘substances of concern’. Also, see https://convatecgroup.com/media/1611/ethical-issues-and-new-product-development-policy-version-10-november.pdf for a copy of our Ethical Issues and New product Development Policy.
8.	...undertake initiatives to promote greater environmental responsibility; and...	See 7. above – also, pages 52 to 57 set out our climate change strategy which will drive activities in relation to both product and packaging, and operations and supply chain engagement.

9.	encourage the development and diffusion of environmentally friendly technologies.	<p>Our activity in this area will increase as our various environmental initiatives in relation to products and packaging mature.</p> <p>Also, please note that on page 51 we discuss our approach to assessing and engaging with suppliers in relation to environmental performance.</p>
Anti-Corruption		
10.	Businesses should work against corruption in all its forms, including extortion and bribery.	Please see pages 58 for a discussion of our approach to combating bribery and corruption.
Measurement of outcomes		
	Commitment to measuring our progress defined as the degree to which targets/performance indicators are met, or other qualitative or quantitative measurements of results.	Please see pages 38 – 60 for a discussion of our approach to running our business in a responsible way and how we measure our progress.