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ConvaTec Group Plc

United Nations Global Compact – Communication on Progress 2019

The following table provides cross-references between the Principles of the United Nations Global Compact and our Communication on Progress, which is integrated into our 2019 Corporate Responsibility ('CR') Report ('the Report') - <https://www.convatecgroup.com/corporate-responsibility/corporate-responsibility-reports/>.

Our continuing support of the UNGC Principles is provided in our Chief Executive Officer's Statement on page 5 of the Report. The relationship between our CR programme and the United Nations Sustainable Development Goals (SDGs) is indicated on page 10 of the Report.

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	United Nations Global Compact Principles	Comments and References (to the 2018 Group CR report)
	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. More specifically, we discuss our approach to human rights in relation to:</p> <ul style="list-style-type: none"> • our own employees in pages 25 to 31 (see page 30 in particular for an independent assessment of our approach); • our customers (in particular in relation to the conduct of clinical trials on page 17, customer safety on page 18, access to healthcare and data privacy on page 20); • our value chain (particularly in relation to labour standards, environmental performance and ethical business practices on pages 32 to 34); • broader society (through, in particular, our approach to bribery and corruption and business ethics, on pages 43 and 44).
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	See 1. above and, specifically, on page 27 where we disclose our policy and relevant data in relation to freedom of association and collective bargaining, and page 29 where we discuss payment of a living wage.

4.	...the elimination of all forms of forced and compulsory labour	See 1. above and pages 29 and 30 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 29 and 30 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 29 and 30 for discussion of our approach to human rights and labour standards, and pages 30 and 31 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 35 to 42 for discussion of our approach and results in relation to environmental issues. Page 36 sets out our management approach and this references the precautionary principle. Page 41 discusses our approach to new product development and topics such as 'substances of concern'. We also confirm achievement of our public commitment to develop green design guidelines for new product development.
8.	...undertake initiatives to promote greater environmental responsibility; and...	See 7. above – also, page 37 sets 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.	Our activity in this area will increase as our various environmental initiatives in relation to products and packaging mature – see early initiative with packaging suppliers on pages 41 and 42. Also, please note that on pages 30 and 31 we discuss our approach to assessing and engaging with suppliers in relation to environmental performance.
	Anti-Corruption	
10.	Businesses should work against corruption in all its forms, including extortion and bribery.	Please see pages 43 and 44 for a discussion of our approach to combating bribery and corruption.