

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 8 February 2021

To: 8 February 2022

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

5 February 2022

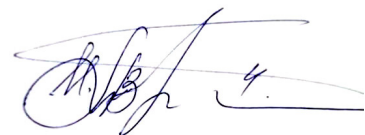
To our stakeholders:

I am pleased to confirm that School of tailoring and design "Tailors School" 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

Iryna Petrenko,
Director of School
of tailoring and design "Tailors School"



2. DESCRIPTION OF ACTIONS

Human Rights

Our company is relatively small enterprise (10 permanent workers). However, we not just implement UN Human Rights principles into our internal working environment, but also have been undertaking a range of projects aimed at support of targeted vulnerable groups of Ukrainian society.

Internal company policies at our work places strictly meets Ukrainian State legislation, namely State Sanitary Norms for work facilities. According to the Norms, we provide safe and comfortable conditions for our workers and students at training classes. All sewing machinery equipment is regularly checked and gets proper maintenance by relevant technicians from a specialized partner organization.

Taking into account recent Covid-19 pandemic, we have implemented additional measures in accordance with WHO's and Ukrainian Health Ministry's recommendations. We adjust our teaching schedule, social distance requirements, sanitary and mask routines to our everyday function. As our learning audience is quite considerable and can make a difference for national struggle against pandemic, we have been conducting information campaign among our students, clarifying issues related to vaccinations and Covid-19 prophylactics. All our teachers have been vaccinated.

We strive for establishing friendly and empathic psychologic conditions for our staff. The majority of our teaching staff is women, who could have some problems outside work places (at home, with relatives, etc.). So we care not only about their working conditions, but also about their emotional wellbeing. That's why we practice general staff weekly coach-sessions "Circle of Friends" to discuss multiple issues, which can influence work environment and psychology stability at our organization, and support our workers.

To eliminate harmful ingredients from working environment we employ only certified fabrics for tailoring and sewing. Moreover, we prefer using natural fabrics and other materials.

Highly important part of our activities is socially responsible projects aimed at human rights of vulnerable groups of Ukrainian Society. The most remarkable educational project "Online Museum UA.HERITAGE" with its exhibition "DNA of Ukrainian Avant-Garde Embroidery" has been awarded with UN Global Compact Sustainability Award in December 2022. The project has become the contest finalist at the nomination for Economic Development. Among others, international jury has allotted the award taking into account project's prominent educational, inclusive, and environmentally friendly features in the field of art.

The project recreates lost art pieces and make foundations for promotion of this little known page of Ukrainian art history. Special project's attention has been paid for right of people with sight loss to access the heritage of visual art. We presented a special pilot exhibit for people with sight loss at the representative meeting of UN Global Compact in Ukraine. The exhibit consists of a suprematist embroidery item made in 3D technique from recycled plastics, and supplied with concise description in Braille font. This way century-old Avant-Garde embroideries have become accessible "for view by touch" by disabled people with sight loss. The second aim of the project, environmental friendliness, is achieved with recycled plastics employed for making the exhibit. Due to recycled reincarnation, the plastics is granted with second life in a piece of art.

Labour

Our staff consists of 10 permanent workers - highly qualified teachers and trainers.

The workers are paid in strict accordance to Ukrainian legislation to provide fair wage.

Employment-related decisions are made according the qualification criteria and feed-back forms fulfilled by students after each complete training course.

Environment

To provide safe and friendly environment we employ only certified fabrics for tailoring and sewing. Moreover, we prefer using natural fabrics, treads, and yarn (cotton, flax, nettle, wool, etc).

To minimize wasting fabrics, we have implemented special "Zero-waste-fashion" tailoring technologies into working and educational processes. The special tailoring techniques and preferred fashions of clothes allow significant decrease in volume of cuts and remains. Moreover, these cuts and remains are further used for other soft products (for example, stuffing pillows, ropes, wicker-work). We have developed special educational/training course "Zero-waste-fashion", which have become a part of educational schedule for our students.

Anti-Corruption

The company management has appointed a specially designated compliance officer, whose responsibilities include two major fields. First one relates to implementation of anticorruption policies and programs into company's activities. The second one relates to participation in anticorruption projects

implemented by Global Compact Ukraine. The renowned example of such a project concerns with development of special educational anticorruption video course for small and medium-size businesses in Ukraine. Global Compact Ukraine have developed this course during 2021 with active participation of representatives from a broad range of Ukrainian businesses, NGOs, and special anticorruption State organizations.

Also, the Director of School of tailoring and design "Tailors School" works as volunteer at one of the most significant Ukrainian anticorruption nongovernmental organization. At NGO "Stop Corruption" she coordinates activities of all-Ukrainian regional network of human right activists.

3. MEASUREMENT OF OUTCOMES

The most relevant indicators to **measure outcomes** include:

- Percentage of machinery equipment checked by specialized technicians during the year (targeted value: 100%)
- Percentage of permanent workers vaccinated against Covid-19 (targeted value: 100%)
- Number of teachers and students keeping with Covid-19 prophylaxis measures (targeted value: 100%)
- Number of coach-sessions "Circle of Friends" (targeted value: weekly)
- Percentage of natural materials employed at clothes production (targeted value: at least 70%)
- Percentage of waste fabrics after clothes production cycle (targeted value: 1-2%)
- Number of workers who are underpaid – below minimal wage (targeted value: 0)
- Negative evaluation of teachers by students, based on feed-back forms (targeted value: below 3%)
- Number of confirmed corruption cases, reported by whistleblower to compliance officer and company's management, based on quality assessment of the reports and complaints (targeted value: 0)

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