

**ARTICLE 13
UNITED NATIONS GLOBAL COMPACT
ANNUAL COMMUNICATION ON PROGRESS 2008**

Company Address	Article 13 71a The Grove London W5 5LL	Date	January 2009
Country	United Kingdom	Membership date	19 January 2004
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Brief Description Of Nature Of Business

Article 13 are experts in business responsibility, typically in the area of corporate social responsibility (CSR) comprising sustainable development (SD) (social, environmental, and economic sustainability), ethics and governance. We work regionally and internationally in CSR and (auditing, assessments, research and impact analysis) consultancy, CSR and SD training, executive coaching and mentoring, stakeholder engagement and communication.

Statement Of Continued Support

In 2004, Article 13 signed up to the United Nations Global Compact (UNGC), the world's largest voluntary corporate responsibility initiative. As a signatory to the UNGC, Article 13 are first and foremost concerned with exhibiting and building the social legitimacy of their business and markets. Article 13's commitment to the UNGC and its principles continues to have board-level support and involvement.

Active participation in UNGC-related actions over the past five years shows Article 13's commitment to aligning its operations and strategies with the ten universally accepted principles in the areas of human rights, labour, the environment and anti-corruption. These principles are embedded in our internal structures and are an integrated element of all strategic insight we provide to our clients as well as our research and advocacy work.

For 2009, we have directed our efforts towards areas which we believe will have the most impact as well as those areas which resonate most strongly with the Article 13 team.

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2009 UNGC Commitments:

1. Partnership development, building year on year, with **international partners** undertaking efforts in one specific project/ area in the areas of alleviating famine and poverty.
2. Partnership development, building year on year, with **local partners** undertaking efforts in one specific project/area in the areas of women's rights, disadvantaged youth, the disabled and other disenfranchised groups.
3. Continue our **engagement** in the areas of climate change, natural resource management, energy solutions, and other actions for ecological protection.
4. Increase our engagement with the local community through increased **volunteerism** activities which support our local target areas of child poverty, gender equality, and 'greening' business.
5. Increase our **participation** in local and global 'green' initiatives and actively increase our in-house targets for environmental footprinting to achieve real progress.
6. Actively **researching and advocating** the diffusion of new green technologies, not only as a link between emerging green technology and funding, but also assisting start up companies in being investment ready and effectively entering the market to make a positive difference.
7. Attend local **conferences and events, participate, and gain deeper knowledge** about **empowering women in the local community** and enable Article 13 to start local partnerships and join various campaigns.
8. **Disseminating research and best practice** through our website, reporting and external networks. Therefore we have included communication as a method of delivery in our UNGC strategy and formalised it as advocacy for all principles and goals.

In addition to the UNGC principles, we have also adopted two of the Millennium Development Goals (MDG) – eradication of extreme poverty and hunger, and promotion of gender equality and empowerment of women. Our Key Performance Indicators (KPI) for 2009 (see Appendix 1), cover these areas.

Signature:



Position:

**Director
Article 13 Group Ltd**

Principle 1: Business Should Support And Respect The Protection Of Internationally Proclaimed Human Rights		
A brief description of our Processes or Systems supported by company policy		
<p>Human rights management system – Article 13 supports internationally acclaimed human rights through explicit mention in our policies that commits Article 13 to demonstrate active leadership, inspiring others to do the same, such that human rights set the minimum standard for the Group’s supply chain performance. Additionally, policies are reviewed, updated and communicated on an annual basis to ensure company compliance, raise awareness and identify new ways to support and respect the protection of human rights.</p>		
<p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Diversity and Equal Opportunities Policy ◆ Health and Safety Policy ◆ Integrity Policy ◆ Supply Chain Policy ◆ Client Engagement Policy ◆ Environmental Policy ◆ Fair Commercial Terms Policy 		
Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives		
2008 KPI / Commitment (if applicable)	Action	Results and / or Outcomes
<p>1.1 2008 KPI: We will use our wide networks and communication channels (e.g. websites, products and services) to advocate for human rights every four months.</p>	<ol style="list-style-type: none"> 1. Article13 signed the 60th Anniversary of the Universal Declaration of Human Rights (UNHR) online in January 2008 and has actively advocated its enforcement by adding a message and link that communicates the anniversary via our staff email signatures and via our website press section. 2. Article 13 signed up to Amnesty International’s ‘Irrepressible’ campaign in January 2008 and we have continued to show support through a permanent link on our website that exposes censored information and raises awareness of countries with restricted human rights records. 	<p>As our numbers of website viewers have increased (6,771 in July to 11,363 in December) so too has the reach of our dissemination of awareness of human rights and the anniversary.</p> <p>The link is updated by irrepressible.info and allows the user to view content which is otherwise suppressed. See http://www.article13.com/A13_OurPress.asp. This constant reminder encourages support for increased awareness and acknowledgment of continuing human rights abuses in countries where censorship is still applied.</p>

	<p>3. Article 13's 2008 website feature in August 2008 focused on the Human Rights declaration. It explored the reality and a framework for improvement, the role of business, the state's duty to protect human rights, and the role of corporate responsibility.</p> <p>4. We posted an online press release in November 2008 and included the feature in our monthly newsletter to encourage support for the Human Rights Declaration and reinforce awareness of its 60th anniversary on 10th November 2008.</p>	<p>Visitors to our website (36, 072 between August and December 2008) were informed of the issues of upholding Human Rights and were provided with case studies of UNGC members.</p>
<p>1.2 Article 13 support and protection of internationally proclaimed Human Rights and the freedom of access to information.</p>	<p>In July 2008, we reviewed and reconfigured our website to ensure its compliance with the W3C Accessibility Initiative Standard 2008. This has meant updating our page formats and colours and providing an accessibility help page in order to provide easy site access to disabled persons.</p>	<p>Viewers were further encouraged to understand the importance of upholding universal Human Rights through exposure to our newsletter and press releases which advocated support.</p> <p>This update is in line with the Disability Discrimination Act (DDA) 1995 and the World Wide Web Consortium's (W3C) Web Accessibility Initiative (WAI). It publicly advocates anti-discrimination and freedom of access to information. It has also allowed disabled persons to more easily access information pertinent to Human Rights issues amongst others.</p>
<p>1.3 Article 13 are committed to sustainable and ethical procurement standards.</p>	<p>We have strengthened our policy on fair and sustainable procurement in our August 2008 annual policy update. The policy extends across suppliers, clients and other organisations within our supply chain. We have done this by expressing our commitment in our Environmental Policy as well as entering it into all of our staff induction and reporting procedures.</p>	<p>As a formal section in our policies, Article 13 will consider at board level any decision to work with clients whose core business might possibly be considered unethical. Additionally, our environmental policy has put in place procedures, such as procurement tracking sheets and monthly energy consumption reporting, advocating human and labour rights along the supply chain.</p>

<p>Principle 2: Business Should Ensure That They Are Not Complicit In Human Rights Abuses</p> <p>A brief description of our Processes or Systems supported by company policy</p>	<p>Human rights management system – Article 13 support internationally acclaimed human rights through explicit mention in our policies that commit Article 13 to demonstrate active leadership, inspiring others to do the same, such that human rights set the minimum standard for the Group's supply chain performance. Additionally, policies are reviewed, updated and communicated on an annual basis to ensure company compliance, raise awareness and identify new ways to support and respect the protection of human rights.</p> <p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Diversity and Equal Opportunities Policy
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<ul style="list-style-type: none"> ◆ Health and Safety Policy ◆ Integrity Policy ◆ Supply Chain Policy ◆ Client Engagement Policy ◆ Environmental Policy ◆ Fair Commercial Terms Policy 																		
<p>Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives</p>																		
<p>2008 KPI / Commitment</p>																		
<p>2.1 2008 KPI: Article 13 are committed to sustainable and ethical procurement standards that support local businesses and the community, reduce environmental impacts from transportation, and reduce the risk of supporting human rights abuses.</p>	<p>Action</p> <p>Article 13 added an Integrity Clause to all client, supplier, and associate agreements in February 2008. This was communicated via email to all Article 13 members and clients at the time of entry.</p>	<p>Results and / or Outcomes</p> <p>The addition of the Integrity Clause to our terms and conditions raises awareness in our network of our commitment to the protection of human rights. It also shows active leadership in committing our clients and wider networks entering into an agreement with Article 13 to adhere to the integrity of human rights.</p>																
<p>2.3 100% of the office supplies and groceries to be fair trade and, where this is not possible, from ethical suppliers, local suppliers and recycled or sustainable sources.</p>	<p>Article 13 aim for 100% of our office supplies and groceries to be fair trade and, where this is not possible, we will source products from ethical suppliers, local suppliers and recycled or sustainable sources. We conduct office audits of all office supplies and products to monitor and report on our procurement every four months.</p>	<p>Over 2008, Article 13 achieved a decrease in overall use of non-fair traded procurement (0%), non-locally sourced (26.4%) and non-ethical (16.7%) procurement. These figures include all products, meaning the remaining procurement is not available from our preferred sources. This is the first year we have monitored procurement in these categories and thus will use the below figures to report against in 2009.</p>																
<table border="1"> <caption>Procurement Sources Data</caption> <thead> <tr> <th>Audit Month</th> <th>Fair Trade (%)</th> <th>Ethical (%)</th> <th>Local (%)</th> </tr> </thead> <tbody> <tr> <td>April</td> <td>100</td> <td>70</td> <td>80</td> </tr> <tr> <td>August</td> <td>100</td> <td>70</td> <td>80</td> </tr> <tr> <td>December</td> <td>100</td> <td>70</td> <td>80</td> </tr> </tbody> </table>			Audit Month	Fair Trade (%)	Ethical (%)	Local (%)	April	100	70	80	August	100	70	80	December	100	70	80
Audit Month	Fair Trade (%)	Ethical (%)	Local (%)															
April	100	70	80															
August	100	70	80															
December	100	70	80															

<p>2.2 Article 13 ensures it is not complicit in Human Rights abuses and advocates the elimination of HR abuses to others.</p>	<p>In August 2008, we conducted our annual update of policies and we continually practice a policy of fair treatment and equal opportunity for all staff, clients, associates and other stakeholders. Through staff diversity and health and safety measures, we actively seek to ensure the protection of human rights and prevent occurrences of abuse. We review each client and brief to ensure that the company upholds the protection of human rights in its activities and workings.</p>	<p>Internally, a dedicated member of staff monitors our own practice monthly by reviewing and updating our Health and Safety system as well as our Investors in People standard (renewed November 2008) to ensure the upkeep of our policies and other human rights related standards and procedures.</p>
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**Principle 3:
Business Should Uphold The Freedom Of Association And The Effective Recognition Of The Right To Collective Bargaining**

A brief description of our Processes or Systems supported by company policy

Human Resource management system – Article 13 operate a completely transparent and accountable human resources system. All staff are given a full induction that involves training and development, health and safety, environmental practice and employee conditions. Article 13 also operate a regular review and assessment for each employee supported by in-house coaching conducted on a weekly basis by one of the directors or their manager. Staff are actively encouraged to participate in decision making and are regularly involved in company strategy. In November 2008 we successfully renewed our Investor in People standard and ISO 9001. We have taken our commitment to employee engagement even further by enhancing our formal channels of communication and governance structures.

- Policies:**
- ◆ Sustainability Policy
 - ◆ Diversity and Equal Opportunities Policy
 - ◆ Health and Safety Policy
 - ◆ Training and Development Policy
 - ◆ Integrity Policy
 - ◆ Supply Chain Policy
 - ◆ Client Engagement Policy
 - ◆ Fair Commercial Terms
 - ◆ Associates Contact Strategy

Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives

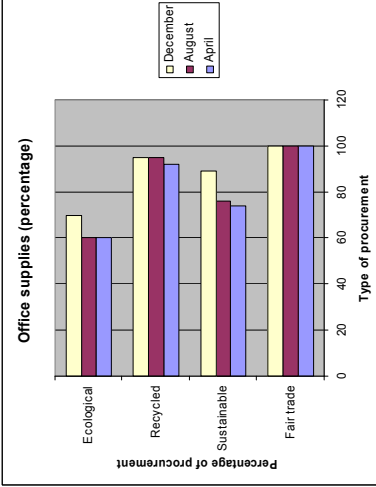
2008 KPI / Commitment	Action	Results and / or Outcomes
<p>3.1 Article 13 is committed to engaging its staff, network, suppliers, and clients.</p>	<p>Article 13 updated its induction procedures in April 2008 to formally include our environmental practice, training and development, health and safety and employment conditions. It is our aim to have all staff aware and conscious of Article 13's commitment to employee engagement, channels of possible</p>	<p>As a result of our updated induction procedures we can provide fully transparent evidence of all recruitment, employment achievements and terminations. As part of this update Article 13 recently implemented recruitment procedures that include a list of aims, objectives, and</p>

	action, and upholding the freedom of association.	responsibilities and an action plan on how best to achieve both employee and employer expectations.
3.2	Article 13 held the third of their regular networking events for staff, clients, associates and suppliers in April 2008. It provided an informal chance for all individuals and companies working with Article 13 to network in a professional and transparent manner.	We received very positive feedback from all who attended Article 13's networking event. It was noted that the evening provided a great opportunity to be further involved in all aspects of Article 13's workings as well as strengthening the transparency of our vast network of suppliers, associates and client base.
3.3	In October 2008 Article 13 re-introduced a procedure whereby management formally updates all staff on client dealings, key contacts, and other relevant business strategies. These meetings take place on a monthly basis and allow staff to query, clarify and contribute through a formal communication channel upheld by senior management.	As a result of our newly re-introduced monthly meetings staff are better informed, more involved, and highly motivated in almost all business activities. In a recent session it was noted that this action has introduced a sense of responsibility and involvement within and among team members.
3.4	Article 13 operate a coaching culture which allows employees and management to regularly communicate issues, problems and areas of excellence. It also offers a chance for employees to ask questions, share their opinions and be involved further in the business approach.	Our coaching culture is a significant communication channel for all staff, including management, and provides opportunity for recognition, problem solving, conflict resolution, and skills development. It is practised regardless of position or project, and enables staff to work through issues and projects progressively whilst being supported and encouraged by top management.
3.5	Since July 2008, Article 13 have developed and implemented an ongoing contact strategy with associates. This involves further engagement through phone calls, emails, updates, review and evaluation of procedures, and calls for contribution to our information portals.	By end December 2009, Article 13 contacted all associates who signed up before 2008 and reviewed and updated all areas of expertise and feedback. We also conducted a survey in November 2008, feeding the responses into our 2009 contact strategy.

**Principle 4:
Business Should Support The Elimination Of All Forms Of Forced And Compulsory Labour**

A brief description of our Processes or Systems supported by company policy

Labour practices management system – Article 13 operate a completely transparent and accountable labour practices management system. All staff are involved in a regular update and review of job descriptions, bi-annual reviews of employer and employee satisfaction, and fully equal training and development opportunities. Article 13 also operate a regular review and assessment for each employee supported by in-house coaching conducted on a weekly basis by one of the directors or their line manager.

<p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Diversity and Equal Opportunities Policy ◆ Health and Safety Policy ◆ Training and Development Policy ◆ Integrity Policy ◆ Supply Chain Policy ◆ Client Engagement Policy ◆ Fair Commercial Terms 																						
<p>Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives</p>																						
<p>2008 KPI / Commitment</p> <p>4.1 2008 KPI: We will aim for 100% of the office supplies and groceries to be fair trade and, where this is not possible, we will source products from ethical suppliers, local suppliers and from recycled or sustainable sources. Each purchase will be reported in the purchase tracking spreadsheet.</p>	<p>Action</p> <p>Article 13 practice a policy, and uphold standards of buying products, that actively contribute to the elimination of all forms of compulsory and forced labour. This is entered into our policies and communicated to staff on a regular basis. We conduct regular office audits of all office supplies and products and monitor and report on our procurement every three months.</p>	<p>Results and / or Outcomes</p> <p>In all possible cases we choose fairly traded products, from sustainable sources, recycled or recyclable sources, and from small or local businesses. Over 2008, Article 13 achieved a decrease in the use of non-ecological (16%), non-recycled (11.7%), non-sustainably sourced (18.2%), and non-fair traded (0%) products.</p>  <table border="1"> <caption>Office supplies (percentage)</caption> <thead> <tr> <th>Type of procurement</th> <th>December</th> <th>August</th> <th>April</th> </tr> </thead> <tbody> <tr> <td>Ecological</td> <td>80</td> <td>70</td> <td>70</td> </tr> <tr> <td>Recycled</td> <td>90</td> <td>90</td> <td>90</td> </tr> <tr> <td>Sustainable</td> <td>80</td> <td>70</td> <td>70</td> </tr> <tr> <td>Fair-trade</td> <td>100</td> <td>100</td> <td>100</td> </tr> </tbody> </table>	Type of procurement	December	August	April	Ecological	80	70	70	Recycled	90	90	90	Sustainable	80	70	70	Fair-trade	100	100	100
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<p>4.2</p>	<p>Article 13 actively participated in Fairtrade Fortnight from 25th February to 9th March 2008 by adding a signature banner on all Article 13's staff emails. One member of staff also prepared fair trade 'goody bags' for all Article 13 staff and promoted the choice of buying fair trade through email communication, office posters and signage, and verbal discussion of ethical consumerism. As part of our contribution to Fairtrade Fortnight, Article 13 advocated fair trade products and initiatives to all people in communication with us.</p>	<p>Over the 14 day period all emails sent from Article 13 staff members gave the link to the Fairtrade website and encouraged the fair trade consumer choice. As a result of discussion within the in-house team, our commitment to fair procurement was also strengthened.</p>																				

<p>4.3</p>	<p>As part of our commitment to providing work experience and graduate placements, Article 13 provide a consistent opening for an intern to join the team. In 2008 we hosted three interns, one a candidate from the Leonardo De Vinci programme, to join our organisation for six months. The programme aims to increase the transfer of professional skills across and between eastern and western Europe and strengthen business relations. In this way we are currently contributing to the aim of greater cooperation and development of services and sector experience within and across Europe.</p>	<p>Our internship placement scheme has provided extremely positive feedback, confirming that Article 13 strive to support the professional and personal development of each intern. In 2008 we hosted three interns, one of whom gave the following feedback:</p> <p><i>"My time at Article 13 has afforded me a different perspective of the role of business in development and environmental issues; I now appreciate to a far greater level the importance of business-led development and the role independent organisations (such as Article 13) can play."</i></p>
<p>4.4</p>	<p>Article 13 conduct regular brainstorming sessions for all staff members to increase their understanding of the Global Compact's principles as well as their understanding of their role in embedding the principles in the organisation. Additionally we aim to create a feeling of real involvement in the process by which we uphold our commitment to the UNGC.</p>	<p>As part of our employee engagement system in 2008, Article 13 organised a brainstorming session that allowed all team members, regardless of position, to contribute ideas and opinions to our new UNGC strategy. In June 2008 our intern organised and facilitated a brainstorming session on new and innovative ideas to action our commitment to the UNGC principles through to June 2009. This was repeated in November to refresh and revise actions and targets for 2009.</p>

<p>Principle 5: Business Should Support The Effective Abolition Of Child Labour</p> <p>A brief description of our Processes or Systems supported by company policy</p> <p>Labour practices management system – Article 13 operate a completely transparent and accountable labour practices management system. All staff are involved in a regular update and review of job descriptions, bi-annual reviews of employer and employee satisfaction, and fully equal training and development opportunities. Article 13 also operate a regular review and assessment for each employee supported by in-house coaching conducted on a weekly basis by one of the directors or their line manager.</p> <p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Diversity and Equal Opportunities Policy ◆ Health and Safety Policy ◆ Training and Development Policy
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- ◆ Integrity Policy
- ◆ Supply Chain Policy
- ◆ Client Engagement Policy
- ◆ Fair Commercial Terms

Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives

2008 KPI / Commitment	Action	Results and / or Outcomes
<p>5.1 2008 KPI: We will use our wide networks and communication channels (e.g. websites, products and services) to advocate for labour rights and/or participate in an organised campaign.</p>	<p>Article 13 advocated the principles of Universal Child's Day which supports the rights, protection and welfare of all child. This includes our advocacy for the elimination of all child labour and links to MDG 2 – the right for children everywhere to be able to complete a full course of primary schooling, and MDG 4 - to reduce the under-five mortality rate.</p>	<p>We took three actions:</p> <ul style="list-style-type: none"> - We posted a signature and links on our emails to our entire network; - We posted information and awareness raising material on our website (which received over 9,000 hits over the month); - Our in-house team watched short films in the office to raise in-house awareness and disseminate further information (see links). http://www.ilo.org/public/english/bureau/inf/wdca/english.htm http://uk.youtube.com/view_play_list?p=389389DC1E38E577 http://www.eti-ten.org/firstdecade.html
	<p>In October 2008, as part of Article 13's volunteering programme, three members of staff gave their time and expertise to organisations dedicated to the development of children and supporting the eradication of Child Labour.</p>	<p>In October 2008 one team member worked on <i>Save the Children's</i> campaign 'Countdown to Copenhagen', another member worked with <i>Inspiring Futures Foundation</i> on supporting children's professional development, and the third member engaged with <i>Christian Aid</i> and their work around alleviating child poverty.</p>
	<p>One of Article 13's directors signed the Business Call to Action for the Millennium Development Goals on behalf of the Article 13 Group in May 2008. We have also further integrated the MDGs into our business activities by dedicating at least one action to each goal.</p>	<p>In support of the eight MDGs and the ways in which business can commit to meeting them, we have designated one member of staff to research, communicate and involve Article 13 in at least one goal every month. Our 2009 strategy features actions locally and globally that support charities and programmes contributing to the abolition of child labour as well as child hunger, poverty and illiteracy.</p>
<p>5.2 Article 13 commits to integrating the Millennium Development goals into our advocacy actions and support.</p>	<p>Article 13's director Jane Fiona Cumming, attended the All Parliamentary Group on Corporate Responsibility in June 2008. The Group's main aim is to promote debate and understanding of corporate social and environmental responsibility among parliamentarians, including all elements of labour rights.</p>	<p>In the follow up to the All Parliamentary Group meeting on corporate responsibility, key issues that were discussed were the need for a broad stakeholder approach and inclusiveness. This ranged from stakeholder involvement in the design for engagement, to a deep understanding of the required connections to deliver a sense of continuity. Article</p>

	<p>13 support this view internally through the policies listed, and actively promotes formal stakeholder engagement and assurance of labour practices in the supply chain in our client work. See our Diversity and Equal Opportunities Policy, Training and Development Policy, Supply Chain Policy, and Client Engagement Policy.</p>
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**Principle 6:
Business Should Support The Elimination Of Discrimination In Respect Of Employment And Occupation**

A brief description of our Processes or Systems supported by company policy

Human Resource management system – Article 13 operate a completely transparent and accountable human resources system. All staff are given a full induction that involves training and development, health and safety, environmental practice, and employee conditions. We operate a regular review and assessment for each employee supported by weekly in-house coaching conducted by one of the directors or their line manager. Staff are actively encouraged to participate in decision making and are regularly involved in company strategy. In 2008 we renewed our Investor in People standard and took our commitment to employee engagement even further by enhancing our channels for communication and governance structures.

Policies:

- Sustainability Policy
- Diversity and Equal Opportunities Policy
- Health and Safety Policy
- Training and Development Policy
- Integrity Policy
- Supply Chain Policy
- Client Engagement Policy
- Fair Commercial Terms

Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives

2008 KPI / Commitment	Action	Results and / or Outcomes
<p>6.1 2008 KPI: Our staff will be offered a “feel good” moment twice throughout the year (e.g. discounted massage).</p>	<p>Additionally, Article 13 advocate the wellbeing of all staff and are committed to offering a ‘feel good’ moment at least twice a year, if not more often. Over 2008 we twice took the in-house team out to a wellbeing dinner which allowed the team to have an informal evening to discuss and engage outside the office. It also provided an environment of appreciation and valuing of the team’s efforts.</p>	<p>Staff indicate that these events are highly appreciated and contribute to the wellbeing of the team through promoting a feeling of being valued, allowing informal communication and engagement, and reinforcing the collaboration between staff members of all levels.</p>

6.2	We have updated our recruitment, employment and induction procedures and increased our efforts to be transparent, fair, ethical and appropriate. (see section 3.1)	As a result of our updated induction procedures, we can provide fully transparent evidence of all recruitment, employment and terminations. (see section 3.1)
6.3	Article 13 have procedures in place to review, revise and update all training and development records for all members of staff. We conduct a policy of fair and equal opportunities for all employees whereby staff are encouraged to instigate training and development opportunities in addition to opportunities identified by management. Follow up procedures have been implemented in 2008 and records are updated bi-monthly.	Our company human resources and diversity system ensures non-discriminatory hiring, employment opportunity and promotion. In a recent feedback session it was noted that staff are encouraged to contribute to their training and development needs in a supportive and comfortable environment. Staff have also noted the increased value of follow up sessions to communicate the effectiveness and contribution of training and development to the individual as well as the organisation. It was also noted in an end of internship review that Article 13 provide non-discriminatory and collaborative assistance to all members of staff regardless of position and employment.
6.4	Article 13 hold a regular Friday night club hour at the end of the working week which encourages an informal and trust building relationship between team members. This is consistently attended by at least one Director thus endorsing the feeling of members being valued and important to the team	Friday night clubs are always a great chance to relax and show appreciation to colleagues for their efforts and contributions. One staff member noted, "It is a great chance to discuss some of the issues that we don't have time for in the office, and also allows an informal setting to express / hear others' views on non-business related topics"
6.5	In November 2008 Article 13 renewed its Investors in People (IIP) standard valid till November 2012.	The assessment noted that "People working for the business are well trained and motivated to succeed. The culture is one of support and development for everyone through 1-2-1 meetings and plenty of coaching. People felt that they were a key part of the business and that their contributions to the success of Article 13 were recognised and the work they did valued. Open and frank discussions are the way things are done at Article 13 with everyone being asked to contribute their ideas at the many opportunities to do so, both in a social and business context. Everyone enjoys working for the organisation and, from the feedback provided, so do the associates."

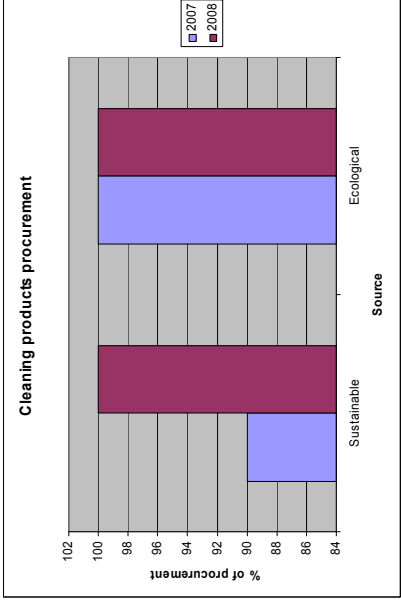
Principle 7: Business Should Support A Precautionary Approach To Environmental Challenges																																								
A brief description of our Processes or Systems supported by company policy																																								
<p>Environmental management system – Article 13 follow very strict environmental practices and adhere to the precautionary principle in all their workings where possible. We have a strong environmental ethos within the company which is monitored on a monthly basis and supported by continuous communication and efforts towards lowering the environmental impacts of business through monitoring and reporting targets.</p> <p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Environmental Policy ◆ Supply Chain Policy ◆ Sustainable Event Guidelines ◆ Environmental Code of Conduct 																																								
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<p>7.1 2008 KPI: Our energy will continue to be supplied by a green or environmentally friendly energy supplier.</p>	<p>Article 13's overall energy usage has increased due to the number of people in the office. However it has decreased by 15.5% per person on average.</p> <table border="1"> <caption>Electricity consumption (kWh)</caption> <thead> <tr> <th>Month</th> <th>2007 Consumption (kWh)</th> <th>2008 Consumption (kWh)</th> </tr> </thead> <tbody> <tr><td>January</td><td>1400</td><td>1200</td></tr> <tr><td>February</td><td>1450</td><td>1250</td></tr> <tr><td>March</td><td>1350</td><td>1150</td></tr> <tr><td>April</td><td>1150</td><td>1000</td></tr> <tr><td>May</td><td>1050</td><td>900</td></tr> <tr><td>June</td><td>950</td><td>850</td></tr> <tr><td>July</td><td>1000</td><td>900</td></tr> <tr><td>August</td><td>1100</td><td>1000</td></tr> <tr><td>September</td><td>1200</td><td>1100</td></tr> <tr><td>October</td><td>1300</td><td>1200</td></tr> <tr><td>November</td><td>1400</td><td>1300</td></tr> <tr><td>December</td><td>1500</td><td>1400</td></tr> </tbody> </table>	Month	2007 Consumption (kWh)	2008 Consumption (kWh)	January	1400	1200	February	1450	1250	March	1350	1150	April	1150	1000	May	1050	900	June	950	850	July	1000	900	August	1100	1000	September	1200	1100	October	1300	1200	November	1400	1300	December	1500	1400
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<p>7.2 2008 KPI: During winter time we will lower and keep the office's temperature at 18 degrees Celsius.</p>	<p>Our overall usage has increased by 30% for the period September to October 2008 from 2007 figures. However our electricity consumption per person has decreased by 12.6% against our 2007 figures for the same period.</p>																																							

		<p>The chart shows electricity consumption in kW. The y-axis ranges from 0 to 3500. The x-axis has two categories: 'Total' and 'Per person'. For 'Total', the 2007 consumption (blue bar) is approximately 2200 kW, and the 2008 consumption (red bar) is approximately 3200 kW. For 'Per person', the 2007 consumption is approximately 500 kW, and the 2008 consumption is approximately 400 kW.</p>
<p>7.3 2008 KPI: We will have a plumbed-in tap water filter installed at the end of our current contract (March).</p>	<p>Article 13 terminated their water cooler contract which contributed to emissions through delivery as well as electricity used for cooling, and replaced it with a plumbed-in water filter for staff and visitor use.</p>	<p>The replacement of the water cooler with a plumbed filter has contributed to a reduction in our electricity consumption as well as our external emissions from delivery. The exact amounts cannot be calculated.</p>
<p>7.4 2008 KPI: We will reduce the use of business-related car travel by at least 25% on 2007 figures.</p>	<p>The Article 13 team has made conscious efforts to reduce the amount of business-related travel by car through actions such as:</p> <ul style="list-style-type: none"> - Conference calling rather than face-to-face meetings - Riding bikes or taking public transport to and from the office - Ensuring travel is as efficient as possible by scheduling meetings in similar areas and on the same days. 	<p>We achieved an 8.4% reduction in our business-related fuel consumption and have a target for a 10% further reduction in 2009.</p> <p>The chart shows fuel consumption in Co2 Tonne. The y-axis ranges from 0 to 1.4. The x-axis has two categories: 'TOTAL 2007' and 'TOTAL 2008'. The 2007 consumption (blue bar) is approximately 1.1 Co2 Tonne, and the 2008 consumption is approximately 1.0 Co2 Tonne. A legend indicates 'Monthly fuel consumption'.</p>

<p>7.5 Article 13 commit to undertaking an environmental audit of the office to identify areas for improvement and continuing progress.</p>	<p>In August 2007 SmartWorks (a Global Action Plan initiative) conducted an Environmental Audit and Assessment of the Article 13 Group. The programme was followed up in March 2008 to see what changes and improvements had been made. The initial report recommended a number of 'quick wins' as well as 'longer term' actions that Article 13 could take to make key savings, especially in energy consumption. The follow up review looked at progress and actions taken in line with these recommendations focusing on the areas of energy, water, waste and resource use, procurement, travel, legislation and environmental management.</p>	<p>According to our evidence chain of the 16 SmartWorks recommended actions from August 2007, we have implemented all but two which are not possible. We also completed a case study with SmartWorks as an example of promoting the precautionary approach to environmental challenges to the business community. See http://www.globalactionplan.org.uk/SMECasesstudy.aspx</p>																								
<p>7.6 Article 13 will advocate and practice environmentally friendly procedures in-house and in all possible operations.</p>	<p>Article 13 have renewed their commitment to producing and updating an environmental tracking report that details monthly monitoring of electricity, carbon, paper, CO₂ emissions and energy consumption. This is communicated to the board every three months. We have produced and communicated the individual carbon footprint of all staff, as well as the carbon footprint of the company and its workings, every quarter.</p>	<p>As a result of our monthly environmental tracking report, in-house team members are far more aware of the impacts of our business activities as well as their out-of-office activities. This has raised awareness and thus created a behaviour change in our day-to-day workings by setting targets to reduce our business impacts. Employees now actively suggest improvements and communicate ideas on how to lower our electricity, paper, and energy consumption</p>																								
<p>7.6.1</p>	<p>Article 13 calculate staff members' individual carbon footprint, as well as the office's, on a bi annual basis. We set a target to decrease the company footprints by 25% by December 2008 and all staff are making a dedicated effort to ensure that their activities in and out of the office take into account the impacts on the environment and community. As a company, we have also committed to lowering our carbon footprint by conference calling where possible, abiding by our recycling policy, and making extra efforts where possible to reduce energy consumption (see further points for principles 7 and 8).</p>	<p>Our December reporting showed that our total has stayed much the same. Although we did not achieve our 25% decrease in our overall carbon footprint, 4 out of 6 members have reduced their carbon footprints from 2007 levels by an average of 2 Co2 tonnes.</p>  <table border="1"> <caption>Carbon Footprint Data (CO2 tonnes)</caption> <thead> <tr> <th>Category</th> <th>2007</th> <th>2008</th> </tr> </thead> <tbody> <tr> <td>AB</td> <td>~4.5</td> <td>~3.5</td> </tr> <tr> <td>intern</td> <td>~3.5</td> <td>~2.5</td> </tr> <tr> <td>JF</td> <td>~10.5</td> <td>~8.5</td> </tr> <tr> <td>JO</td> <td>~2.5</td> <td>~1.5</td> </tr> <tr> <td>FB</td> <td>~3.5</td> <td>~2.5</td> </tr> <tr> <td>NB</td> <td>~4.5</td> <td>~3.5</td> </tr> <tr> <td>total</td> <td>~32.5</td> <td>~29.5</td> </tr> </tbody> </table>	Category	2007	2008	AB	~4.5	~3.5	intern	~3.5	~2.5	JF	~10.5	~8.5	JO	~2.5	~1.5	FB	~3.5	~2.5	NB	~4.5	~3.5	total	~32.5	~29.5
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<p>7.6.2</p>	<p>All staff are encouraged by verbal communication as well as signage to turn off all unnecessary electricity points including computer screens, lights, electrical equipment etc.</p>	<p>Our electricity consumption has dropped from a monthly total of 2,498 kW in December 2007 to 1,101 kW in December 2008 as a result of staff behaviour in the office towards electricity consumption, totalling a comparable reduction of 44%. Additionally, we continue to use 100% green energy.</p>									
<p>7.6.3</p>	<p>Article 13 contributed to World Environment Day (WED) on the 5th June through three actions:</p> <ul style="list-style-type: none"> ◆ We committed to offsetting a tonne of carbon for every 100 hits on our website for the duration of WED; ◆ We turned off all electricity in the office for one hour and enjoyed a 'wellbeing' lunch; ◆ We posted a press release noting these actions as well as advocating others to follow our example in the environmental challenge. 	<p>The three actions Article 13 undertook on World Environment Day (WED) resulted in:</p> <ul style="list-style-type: none"> ◆ The offset of a total of four tonnes of carbon for the approximate 400 hits on our website during that day; ◆ We saved 1.8 kW of electricity in the hour that we had our staff lunch! ◆ We promoted the day to the business community by adding the event and possible actions to our email signatures as well as our website. 									
<p>7.7</p>	<p>d) We have also changed our approach to new business mail outs and instead of posting hard copies we now email all our new business contacts. This is promoted within the business community at the end of our emails which are disseminated to everyone with whom we are in contact.</p>	<p>Since April 2008 we have contacted over 2,000 new business leads of which roughly 80% were emailed. This means a saving of approximately 4,800 pages (2 x A4 pages and 1 x C5 envelope per contact) over 2008. This has proved not only successful in our paper use reduction but also in our advocacy of reducing paper waste to our increasing network. There are no comparable figures for 2007.</p> <div data-bbox="954 260 1463 898"> <table border="1"> <caption>New Business costs</caption> <thead> <tr> <th>Month (08)</th> <th>paper (pages)</th> <th>costs (£)</th> </tr> </thead> <tbody> <tr> <td>April</td> <td>6000</td> <td>2000</td> </tr> <tr> <td>December</td> <td>6500</td> <td>2500</td> </tr> </tbody> </table> </div>	Month (08)	paper (pages)	costs (£)	April	6000	2000	December	6500	2500
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<p>Principle 8: Business Should Undertake Initiatives To Promote Greater Environmental Responsibility</p>		
<p>A brief description of our Processes or Systems supported by company policy</p>		
<p>Environmental management system – Article 13 follow very strict environmental practices and adhere to the precautionary principle in all their workings where possible.</p> <p>We have a strong environmental ethos within the company which is monitored on a monthly basis and supported by continuous communication and efforts towards lowering the environmental impacts of business through monitoring and reporting targets.</p> <p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Environmental Policy ◆ Supply Chain Policy ◆ Sustainable Events Code ◆ Environmental Code of Conduct 		
<p>Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives</p>		
<p>2008 KPI / Commitment</p> <p>8.1 2008 KPI: We will use our wide networks and communication channels (e.g. websites, products and services) to advocate for improved environmental performance in the business community at least three times.</p>	<p>Action</p> <p>Article 13 participated in the National Lifshare campaign, June 2008, which encourages commuters to share car space to and from work. It aims to reduce emissions, raise awareness of alternatives, and alleviate social exclusion.</p> <p>Additionally, for the second year running, we participated as a team in the Tree-Athlon in London. The event promotes awareness raising of the importance and benefits of urban trees. As part of the event participants are given saplings to plant in the effort to increase the number of urban trees and raise awareness in the community.</p> <p>Article 13 develop and run Green training sessions, in partnership with REED Learning, that promote tools and techniques for businesses to implement in their adoption of environmentally friendly procedures and practice. These courses promote environmental responsibility in the business community at all levels of management.</p>	<p>Results and / or Outcomes</p> <p>We added National Lifshare's link and directions to further information on our UNGC calendar section of the website and also encouraged staff to get involved where possible.</p> <p>As a result of Article 13's participation in the London 2008 Tree-Athlon we donated our achieved target of £250 to urban regeneration, actively promoting the event and also advocating its cause through online press releases, our newsletter and UNGC pages of our website. As a team, Article 13 also received benefits to health and wellbeing and gained a sense of achievement and team spirit.</p> <p>There have been increasing numbers of people / businesses attending our Green Training sessions and their positive feedback indicate successful promotion of green initiatives in business activities. Between 1 January 2008 and 31 December 2008 we have run 11 training courses.</p>

	<p>Article 13 have a carbon clause in all client contracts which requires a contribution of GBP 20 (equivalent to 2.67 tonnes of CO₂), increased from GBP 10 as of March 2008, to account for the overall increase in carbon emissions resulting from project requirements. This amount is agreed as part of the budget and included in Article 13's annual carbon offsetting procedures.</p>	<p>We have had positive feedback from the increase in our carbon clause contribution. It has been noted that it is a fair and just amount to be included in the budget. The total will be offset in our annual carbon offsetting programme at the close of 2008.</p>									
<p>8.2 2008 KPI: Wherever possible, 100% of our office stationery will be made from recycled or sustainable sources and purchased from local or ethical suppliers.</p>	<p>Article 13 aim for 100% of their office supplies and groceries to be fair trade and, where this is not possible, to source products from ethical suppliers and local suppliers and from recycled or sustainable sources.</p>	<p>Over 2008 Article 13 achieved an overall decrease in use of non-ecological (16%), non-recycled (11.7%), non-sustainably sourced (18.2%), and non-fair traded (0%) procurement.</p>									
<p>8.3 2008 KPI: All our cleaning products will be environmentally friendly or produced from recyclable or sustainable sources (see 4.1).</p>	<p>Article 13 aim for 100% of cleaning products to be environmentally friendly, ecological, or from sustainable sources. (see also 4.1).</p>	<p>We have achieved an 11% increase in the percentage of cleaning products procured from sustainable sources. Note: Our procurement from ecological sources remained at 100% where possible.</p>  <table border="1"> <caption>Cleaning products procurement</caption> <thead> <tr> <th>Source</th> <th>2007</th> <th>2008</th> </tr> </thead> <tbody> <tr> <td>Sustainable</td> <td>100%</td> <td>111%</td> </tr> <tr> <td>Ecological</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>	Source	2007	2008	Sustainable	100%	111%	Ecological	100%	100%
Source	2007	2008									
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<p>8.4 Article 13 commits to sustainable procurement policies.</p>	<p>Also, In keeping with our environmental management system, we continue to abide by a Sustainable Events Code that stipulates environmental and social standards we require venues and suppliers to abide by. This is made clear at first contact and communicated in the promotion of our event or activity. Resulting from our determination to maintain our sustainable events guidelines, we review all suppliers and/or</p>	<p>Our annual networking event was held in accordance with our Sustainable Events Code meaning our venue had a legitimate Environmental policy. All produce was locally sourced where possible; all wines, coffees etc. were sourced from sustainable sources where possible; it was held in a central location allowing attendees to use public transport; and all invitations were electronic,</p>									

	<p>venues and seek to raise their awareness of the impact of green practice on consumer choice and reward best practice. The standards upheld by our suppliers and venues are also mentioned in the promotion of events, raising awareness across our wider network.</p>	<p>using no paper for communication.</p> <p>Additionally, in response to our Environmental procurement policy, we have recently switched suppliers to an ethical organisation who supply a broader range of products, all sustainably sourced, and required throughout the supply chain. This also means fewer deliveries from different suppliers, reducing the levels of fuel required for delivery.</p>
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<p>Principle 9: Business Should Encourage The Development And Diffusion Of Environmentally Friendly Technologies</p>		
<p>A brief description of our Processes or Systems supported by company policy</p>		
<p><i>Environmental management system</i> – Article 13 follows very strict environmental practices and adhere to the precautionary principle in all their workings where possible. We have a strong environmental ethos within the company which is monitored on a monthly basis and supported by continuous communication and efforts towards lowering the environmental impacts of business through monitoring and reporting targets.</p> <p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Environmental Policy ◆ Supply Chain Policy ◆ Environmental Code of Conduct ◆ Sustainable Events Code 		
<p>Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives</p>		
<p>2008 KPI / Commitment</p>	<p>Action</p>	<p>Results and / or Outcomes</p>
<p>9.1 Article 13 are committed to encouraging the development and diffusion of Sustainable Technologies.</p>	<p>Article 13 actively research innovative and potentially clean technologies. We act as the link between Green technology funds and SMEs or post-incubator companies, as well as end customer companies, to provide the exploratory work into potential, investment ready, environmentally friendly technologies.</p>	<p>We have built a relationship with major funders and the investment community and enabled the development and diffusion of environmentally friendly technologies.</p>

Principle 10: Business Should Work Against Corruption In All Its Forms, Including Extortion And Bribery	
A brief description of our Processes or Systems supported by company policy	
<p><i>Human Resource management system</i> – Article 13 operate a completely transparent and accountable human resources system. All staff are given a full induction that involves training and development, health and safety, environmental code and employee conditions. Article 13 also operate a regular review and assessment for each employee supported by in-house coaching conducted on a weekly basis by one of the directors or their line manager.</p> <p>Staff are actively encouraged to participate in decision making and are regularly involved in company strategy. In 2008 we included our Integrity Clause in our terms and conditions and incorporated advocacy for anti-corruption in all its forms, including extortion and bribery. In addition to this, anti-corruption measures are increasingly predominant in our commitment to employee engagement and are expressed even further in our enhanced channels for communication and governance structures</p> <p>Policies:</p> <ul style="list-style-type: none"> ◆ Sustainability Policy ◆ Integrity Policy ◆ Fair Commercial Terms Policy ◆ Supply Chain Policy ◆ Training and Development Policy ◆ Client Engagement Policy ◆ Environmental Code of Conduct ◆ Sustainable Events Code 	
Actions implemented in 2008 & measurable results or outcomes through advocacy, dissemination of information, awareness raising, and in-house and public initiatives	
2008 KPI / Commitment	Results and / or Outcomes
<p>2008 KPI: We will update our transparency and anti-corruption web pages every six months with the latest campaigns, legal information, resources and events to keep our networks and web visitors well informed.</p> <p>2008 KPI: We will add an integrity clause (referenced to the relevant</p>	<p>Action</p> <p>We have also updated our transparency and anti-corruption pages of the website in July and December 2008. These pages were updated with the latest legislation, initiatives, organisations, activities and information.</p> <p>Article 13 added an Integrity Clause to 100% of client, supplier, and associate agreements. This was communicated to all Article 13 members and clients at the time of entry. It not</p> <p>As our website visitors' numbers increase so too does the exposure to important and relevant information. The site also disseminates information and links viewers to further resources and awareness raising portals.</p> <p>The addition of the Integrity Clause to our agreements has raised awareness throughout Article 13's network to our commitment to anti-corruption and prevention of all</p>

<p>policy) to all our new clients' and associates' contracts.</p>	<p>only states that Article 13 will not consort with current corruption in all its forms but also binds signatories to identify, report and rectify any cases that may arise.</p>	<p>forms of human rights abuses by bringing to light our advocacy and promotion of combating corruption in all its forms. It also requires those entering into an agreement with Article 13 to adhere to the integrity of human rights, anti-corruption and preventing bribery and extortion.</p>
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How we intend to make this CoP available to our Stakeholders

This CoP will be available on www.unglobalcompact.org, www.article13.com, and www.wheelhousecoaching.com.

We will also communicate the CoP to Article 13 employees, board members, clients, suppliers, associates and other members of the Article 13 network, as appropriate. This will be done by our internal electronic communication channels, and externally through our regular e-newsletter.

Other appropriate or interested stakeholders are informed via PowerPoint presentations given in face-to-face meetings, workshops or training programmes.

In addition, an abridged version of this report is made available on our website and for email despatch to relevant parties. This was first trialled in our half year 2008 report and proved to be a successful way of communicating our achievements in a simple and brief format.

APPENDIX 1. ARTICLE 13 2009 KEY PERFORMANCE INDICATORS

CATEGORY	HUMAN RIGHTS
Principle 1: Business should support and respect the protection of internationally proclaimed human rights.	
DELIVERABLE: ACTIVELY ADVOCATE FOR HUMAN RIGHTS	
<p>Target: Article 13 will forge at least one partnership with an organisation to support Human Rights and disenfranchised groups.</p> <p>Action: Actively participate in 2 campaigns and programmes in the local area to support and assist disenfranchised groups and those less able, e.g. IT training, elderly</p> <p>Timing: <i>ongoing throughout 2010</i></p>	
Principle 2: Business should ensure that they are not complicit in human rights abuses.	
DELIVERABLE: PROMOTE THE PROTECTION OF HUMAN RIGHTS IN OUR SUPPLY CHAIN	
<p>Target: Conduct a supply chain audit of well used product, e.g. paper</p> <p>Action: Conduct a body of research / report that examines the human rights, labour rights and environmental impacts of a particular supply chain.</p> <p>Timing: <i>2nd half of 2009</i></p>	
CATEGORY	LABOUR
Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	
DELIVERABLE: ARTICLE 13 WILL CONTINUE ITS WORK WITH TRADE UNIONS	
<p>Target: To secure 1 more Trade Union client</p> <p>Action: Article 13 will work with a Trade Union on integrating CSR and the MDGs within member organisations, effectively raising awareness, action, and potential sustainability improvement.</p> <p>Timing: <i>2nd half of 2009</i></p>	
Principle 4: Business should support the elimination of all forms of forced and compulsory labour.	
DELIVERABLE: ACTIVELY SUPPORT ELIMINATION OF FORCED AND COMPULSARY LABOUR	
<p>Target: Conduct a supply chain audit of well used product, e.g. paper</p> <p>Action: Conduct a body of research / report that examines the human rights, labour rights and environmental impacts of a particular supply chain.</p> <p>Timing: <i>1st half of 2009</i></p>	
Principle 5: Business should support the effective abolition of child labour.	
DELIVERABLE: ACTIVELY SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR	
<p>Target: To raise awareness and support for the abolition of child labour of any sort</p> <p>Action: We will participate and contribute to Save the Children's campaign to volunteer and talk with youth in 2 local schools about the issues of child labour.</p> <p>Timing: <i>1st quarter of 2009</i></p>	
Principle 6: Business should support the elimination of discrimination in respect of employment and occupation.	
DELIVERABLE: TO ENSURE INHOUSE WELL BEING AND FREEDOM OF ASSOCIATION	
<p>Target: To continue our in-house investors in people actions and to foster even more behavioural change</p> <p>Action: Continue our current actions of; coaching; regular feedback; well being events; Friday night club;</p>	

expressed appreciation and value.

We will also add a behaviour charter to a public space to share ideas / behaviours etc., which we will develop as a team.

Timing: *Ongoing*

CATEGORY	THE ENVIRONMENT
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Principle 7: Business should support a precautionary approach to environmental challenges.

DELIVERABLE: DECREASE ARTICLE 13'S ENVIRONMENTAL FOOTPRINT

Target 1: 25% overall decrease in Co2 tonnes average per person

Action:

- (Individual behaviour): The company will provide environmental signage (turn of lights and electrical points), tips (water saving methods such as save a flush pouches), and information on alternative technology, (i.e. where to purchase and costs for energy saving light bulbs) for Article 13's usage.
- (Company behaviour): Article 13 aims to further reduce our fuel consumption by replacing face to face meetings with conference calls where possible; promoting public transport use and cycle / walking where possible.
- We will aim to reduce air travel per person by consolidating holiday travel and reducing frequent short flights. In addition we will ensure that all flights are offset in our end of year carbon offset.

Timing: This will be maintained through out the year of 2009.

Target 2: 10% decrease in total electricity consumption

10% reduction our paper consumption

10% reduction in the use of fuel

20% reduction in carbon emissions resulting from business related air travel

Action: Measure to achieve the above reduction targets will be continued, or developed through policy, procedures, behaviour, signage, team spirit, and values.

Timing: *This will be maintained through out the year of 2009.*

Principle 8: Business should undertake initiatives to promote greater environmental responsibility.

DELIVERABLE: PROMOTE ENVIRONMENTAL RESPONSIBILITY LOCALLY & TO OUR WIDER NETWORK

Target: for each of the four consumption areas above, we will change behaviour, promote responsibility, and action a measure.

Action:

- Use our wider network to advocate environmental behaviour changes including actions / tips
 - ◆ Replace face-to-face meetings with conference calling (fuel)
 - ◆ Continue to use 100% recycled electricity supplier (electricity)
 - ◆ Increase internal and external communication by email rather than hard copy (paper)
 - ◆ Prohibit air travel when train or bus options are available (air travel emissions)
- Promote urban environmental responsibility through promotion / participation
 - ◆ Promote the use of public transport (fuel)
 - ◆ Maintain signage and policy of switching off all electrical equipment (electricity)
 - ◆ Maintain signage and policy of double sided, reusing, and no unnecessary printing (paper)
 - ◆ Encourage conference calling instead of air travel (air travel emissions)
- Be actively involved in a local campaign for environmental responsibility in the local community
 - ◆ Participate in 1 campaign to reduce commuter car usage (fuel)

- ◆ Actively contribute to 1 initiative to raise awareness of business electrical usage (electrical)
- ◆ Participate in 1 campaign which promotes urban regeneration (paper)
- ◆ Contribute to 1 initiative which addresses air emissions' contribution to Climate Change (air travel emissions)

Timing: 2009

Principle 9: Business should encourage the development of environmentally friendly technologies.

DELIVERABLE: TO CONTRIBUTE TO THE DEVELOPMENT OF CLEAN TECHNOLOGY

Target: actively endeavour to support at least one environmentally friendly technology over 2009 - 2010

Timing: 2009 - 2010

CATEGORY	ANTI-CORRUPTION
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Principle 10: Business should work against corruption in all its forms, including extortion and bribery.

DELIVERABLE: ACTIVELY WORK AGAINST CORRUPTION AND SHARE BEST PRACTICE OF BUILDING TRANSPARENCY

Target: develop and disseminate best practice of building transparency and combating corruption. Achieve a 20% response rate to our call of action.

Action: Research, write and publish 5 case studies on best practice transparency and examples of corruption at different levels, from different perspectives which we will publish on our website Transparency pages.

Timing: March / May / July / September / November

CATEGORY	MILLENNIUM DEVELOPMENT GOAL (MDG)
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MDG 1: Eradicate Extreme Poverty & Hunger

DELIVERABLE: CONTRIBUTE TO THE ALLEVIATION OF POVERTY AND HUNGER

1. Target: Donate our annual donation to an organisation working towards poverty alleviation (charity to be decided as a team).

2. Target: Make a difference to one poverty stricken region and assist in access to basic necessities.

Action: Develop a campaign whereby Article 13 donates resources to one region, covering at least five different aspects around; i.e. water, livestock, education, infrastructure and health. For example, donate 1 water pump, 5 goats, etc.

Timing: 2009 - 2010

MDG 3: Promote Gender Equality And Empower Women

DELIVERABLE: SUPPORT AND ADVOCATE DISENFRANCHISED GROUPS & WOMEN

Target: Participate and contribute to local initiatives and organisations that support women, minority groups.

Action: Volunteer for local women's support groups and/or contribute to women in business / women in leadership initiatives at least twice times throughout the year.

Timing: 2009 - 2010