



Media Limited

No	Global Compact Principle	Action Taken, Impact Achieved and/or Plans for the Upcoming Year
1	Businesses should support and respect the protection of internationally proclaimed human rights	<p>We support and respect the protection of internationally proclaimed human rights by the manner in which we investigate and report on human rights violations locally and internationally, especially in Africa.</p> <p>Plan for next year: Continue with our investigative reporting on the violation of human rights with a view to raising awareness of critical issues and serving as a catalyst for change.</p>
2	Make sure they are not complicit in human rights abuses	<p>We ensure that we adhere to all the human rights and labour laws of our country by having policies, procedures and structures in place to support and monitor compliance.</p> <p>Plan for next year: To continue to ensure that we adhere to the measures we have in place and to keep abreast of changes that might affect our policies and procedures.</p>
3	Businesses should uphold freedom of association & effective recognition of the right to collective bargaining	<p>We have signed union recognition agreements and engage with the unions regularly on labour and other issues affecting our employees.</p> <p>Plan for next year: To continue regular engagement with the unions around workplace issues and conditions of employment.</p>
4	The elimination of all forms of forced and compulsory labour	<p>We have formal contracts of employment in place with acceptable labour practices for all permanent and fixed-term contract employees.</p> <p>Plan for next year: To continue to ensure that each employee has a signed employment contract and is fully aware of all policies and issues which affect their working conditions.</p>

5	The effective abolition of child labour	<p>We investigate and report on any form of child labour that we become aware of with the hope of exposing and eradicating child labour.</p> <p>Plan for next year: To continue with our investigative reporting on child labour to support its abolition.</p>
6	Eliminate discrimination in respect of employment and occupation	<p>Our employment policies, in line with our constitution and law, are designed to ensure that we eliminate any forms of discrimination in respect of conditions of employment and employment practices and that we comply with labour regulations.</p> <p>Plan for next year: To continue to provide opportunities for employees to grow and develop to their full potential without discrimination to the benefit of the individual, team and the organization.</p>
7	Businesses should support a precautionary approach to environmental challenges	<p>The organisation's annual Greening the Future Award celebrates and lauds businesses for their involvement in conservation projects, their investment in the environment and their contribution towards permanent solutions.</p> <p>Plan for next year: to increase the awareness of the awards and garner more entries; to increase quality environmental coverage in the print and online arena.</p>
8	Undertake initiatives to promote greater environmental responsibility	<p>The organisation's Greening the Future Awards is presented annually to deserving corporates and non-profit entities.</p> <p>The newspaper has a well-documented commitment to critical reporting on environmental issues and is placing a special emphasis on these issues this year as we approach the COP 17 conference in Durban in November.</p> <p>Plan for next year. To increase the awareness of the awards and garner more entries; to increase quality environmental coverage in the print and online arena. To continue to report on environmental issues which impact on the future and quality of people's lives.</p>
9	Encourage the development and diffusion of environmentally friendly technologies	<p>We encourage as many companies as possible to enter the Greening the Future Awards. Finalists and winners are then invited to a gala function where they are commended for their work and have the opportunity to network with like-minded individuals to exchange ideas.</p>

10	Businesses should work against all forms of corruption, including extortion and bribery	Our code of conduct policy addresses how the company would deal with corruption should we identify it.
	Partnership for Development	This year the Mail & Guardian has partnered with the Southern African Trust in a project to eradicate poverty in the region through a broad advocacy programme.

Communication on Progress 2011

Statement

As a member of the United Nations Global Compact, M&G Limited has adopted the principles of good corporate citizenship and we have ensured that they are implemented in the policies and procedures of our organization across all of our platforms. We have been fully supported by our Board in this initiative, and that is necessary to assist in moving the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption.



21 September 2011, Mr Hoosain Karjieker
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