



Unity Resources Group

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Unity Communication of Progress (COP) to UN Global Compact

Corporate Social Responsibility & Sustainability

October 2011



LETTER OF COMMITMENT



Mr Ban Ki-Moon
Secretary-General of the United Nations
United Nations
New York
NY 10017
USA

October 2011

Dear Secretary-General,

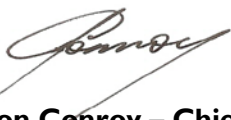
Re: Unity Participation in the UN Global Compact

I am pleased to confirm that Unity supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. Unity is committed to advancing the 10 principles throughout our businesses. We are committed to making the Global Compact and its principles part of the strategy, culture and day to day operations of our company. Unity will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's effort to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

I confirm that this decision had been endorsed by the Board of Directors, as indicated by their signatures below.

Yours sincerely,



Gordon Conroy – Chief Executive Officer
Unity Resources Group

Endorsed by:



Martin Simich – Director
Unity Resources Group



Justin Pateman – CFO
Unity Resources Group

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POINTS OF CONTACT

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INTRODUCTION

Unity Overview

Unity Resources Group (Unity) is a proven and experienced provider of integrated risk mitigation solutions for clients' in complex and challenging environments globally. Our focus is on cost effective risk reduction in order to deliver resilience and improved results in our clients' businesses, projects and programs. Unity offers a suite of services including; risk and security services, business intelligence, medical and health services, aviation services, procurement, supply chain logistics, construction and engineering and VIP and executive services. Our innovative approach and unique portfolio makes us a partner of choice to our diverse global client base.

Established in 1996, Unity's global footprint includes over 1200 staff operating from a network of global offices across Australasia, Africa, the Americas, the Middle East, Central Asia and Europe.

The Company supports a wide range of clients in the public and private sectors including governments, resource sector clients, international organisations, the world's leading commercial brands and public identities, as well as development and not for profit organisations.

Our Mission

To ensure our clients' success in complex and unpredictable environments through the delivery of innovative, effective and integrated security, aviation, logistics and medical solutions.

Unity Vision & Values

We are:

- A long term business, anchored to well thought out and planned objectives,
- Innovative, scalable and flexible in our service delivery,
- Focused on adding value to clients, delivering on our promises and exceeding expectations,
- Ensuring a reputation with clients and local people built upon trust, reliability and quality, and
- A company that employees are proud to be a part of.

Services

Unity provides a range of expeditionary and domestic services internationally:

- Security Services
- Risk Services
- Aviation Services
- Logistics and Procurement Services
- Medical Services
- Executive and VIP Services
- Engineering and Construction Services

Ethics

Unity is an ethical leader in expeditionary environments; compliant with all rules, regulations and legislations. We value our people, our clients and respect the countries in which we operate. We believe our commitment to proper ethical and moral practices is reflected in loyal client base which includes; refugee organizations, Non - Government organisations and others involved in human rights law implementation.

Code of Conduct

Unity's Code of Conduct was derived from the Code of Conduct of the International Stability Operations Association of which Unity is a long standing member and signatory. The key elements of both codes clearly embrace and reflect good industry practices as discussed in emerging doctrine such as the Montreux Document released by the UN in 2008 (UN A/63/467-S2008/636).



Unity understands the importance of safeguarding the integrity of company personnel and property. We recognise a commitment to act in a manner consistent with the laws of the countries within which we are present, to be mindful of the highest international standards, and to promote the observance of applicable international law enforcement principles (e.g. the UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials).

Unity is a participant in the UN Global Compact reflecting our commitment to aligning operations and strategies with universally accepted principles in the areas of human rights, labour, environment and anti-corruption.



Furthermore, Unity has been involved in providing input in the new **International Code of Conduct (ICoC)**; a Swiss Government led initiative. Unity is an inaugural signatory to this Code which means we are committed to fulfilling the humanitarian responsibilities towards all those affected by our business activities.

Unity Community Relations Policy

Unity is well aware of the impact that the companies activities may have on local communities. As such we recognise the value of engaging with civil society and host and home governments to contribute to the welfare of the local community while mitigating any potential for conflict where possible.

Local Industry Participation / Local Content

'**Putting the Unity in CommUnity**' is Unity Resources Group's new global indigenous Employment Strategy that aims to promote the development and growth of local industry through increased indigenous employment, training and career development opportunities across its worldwide operations. It also embraces local procurement solutions where these values add to the local economy and do not risk the quality or timeline of project deliverables.



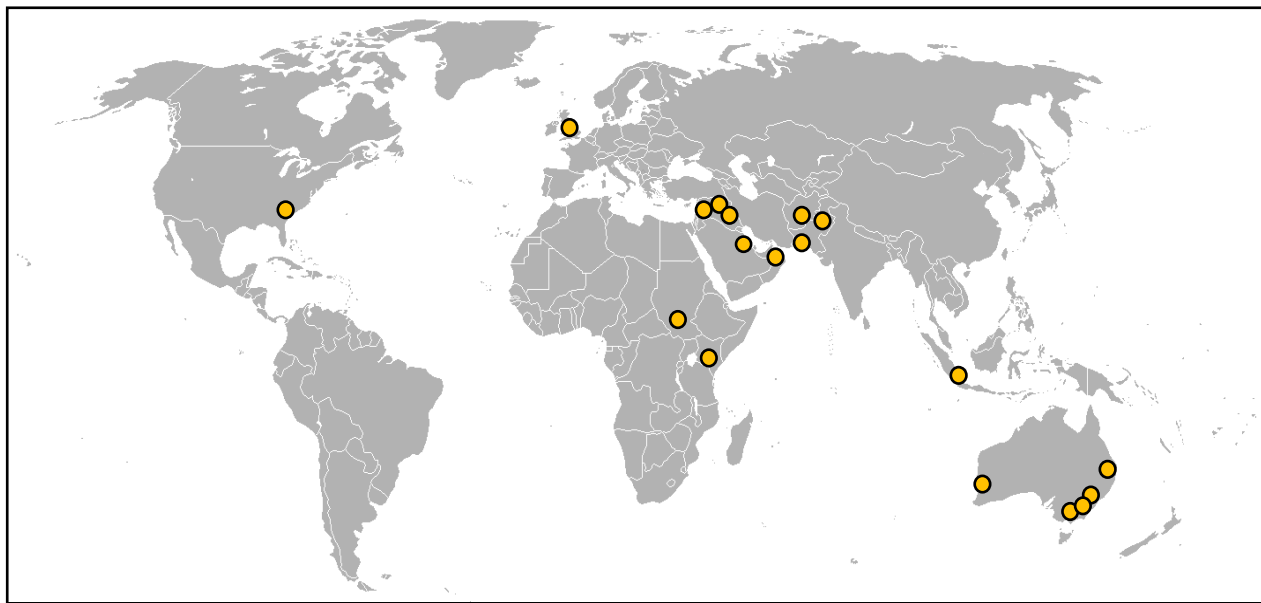
Our Promise

To provide full, fair and reasonable opportunity for local industry to contribute to client projects and maximise local industry participation where it is capable and competitive on the basis of health, safety and environment, quality, cost and delivery.

Clients

We are proud to support a broad spectrum of clients that include Government, Military, NGOs, Oil and Gas sector, mining, telecommunications, engineering and construction clients.

UNITY RESOURCES GROUP LOCATIONS



Dubai- London –Sydney –Washington DC

Al Khobar || Baghdad – Basra - Erbil || Juba || Islamabad –Karachi || Kabul - Kandahar || Jakarta || Nairobi || Perth -
Brisbane - Canberra–Melbourne

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

HUMAN RIGHTS

	Practical Actions	Outcomes
PRINCIPLE 1 Businesses should support and respect the protection of Internationally proclaimed human rights within their sphere of influence	Unity is an ethical leader in expeditionary environments; compliant with all rules, regulations and legislations. We value our people, our clients and respect the countries in which we operate. We believe our commitment to proper ethical and moral practices is reflected in loyal client base which includes; refugee organizations, Non - Government organisations and others involved in human rights law implementation.	Unity supports the humanitarian, defence and reconstruction communities in areas of the world suffering from conflict and natural disaster. With in-house capabilities to manage all aspects of shipping, aircraft and trucking as well as providing other support services, we offer clients a close partnership that addresses their particular needs in fulfilling complex multi-disciplined projects.
PRINCIPLE 2 Make sure they are not complicit in human rights abuses	Unity highly values being a participant in the UN Global Compact which reflects our commitment to align operations and strategies with universally accepted principles in the areas of human rights, labour, environment and anti-corruption.	Unity has been involved in providing input in the new International Code of Conduct (ICoC) ; a Swiss Government led initiative. Unity is an inaugural signatory to this Code which means we are committed to fulfilling the humanitarian responsibilities towards all those affected by our business activities.

LABOR STANDARDS

	Practical Actions	Outcomes
PRINCIPLE 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<p>One of Unity's key vision & values is to have a company that employees are proud to be a part of.</p> <p>Unity treats workplace relations seriously. All constituents of the Unity Resources Group of companies are to follow the appropriate labour laws for all countries of operation. Unity has a comprehensive Group-wide Occupational Health and Safety Policy and additionally the Group has formal specific policies covering areas such as: Staff Welfare, Risk Management, Health and Safety, Environment, and Alcohol and Drugs abuse. Any or all of these are available to staff and all staff are to be fully conversant with these as a condition of their Employment</p>	<p>Unity operates in accordance with the Australian Government's new Fair Work Principles and:</p> <ul style="list-style-type: none"> • has consultation arrangements which encourage cooperation and engagement of employees and management; and • understands and respects their employees' rights in relation to freedom of association and the right to representation at work, including that we allow our employees to be able to make a free and informed choice about whether to join a union and be represented at work.

	<p>Contract.</p> <p>The Unity executive team are committed to building an organization that people want to be a part of, and to providing positive employment outcomes. Our goal is to have a professional, engaged and flexible workforce operating in a successful and positive employee relationship environment. The responsibility for creating a positive employee relations environment at Unity is shared by all. It requires senior management, supervisors and staff to make a commitment to Unity's values and employee relations principles of positive leadership, constructive relationships and meaningful consultation.</p>	<p>Unity has options for a <i>Fair Work Act 2009</i> enterprise agreement. This enterprise agreement includes a genuine dispute resolution procedure.</p> <p>Unity also has a Whistle Blower Policy.</p>
<p>PRINCIPLE 4</p> <p>Elimination of all forms of forced and compulsory labour</p>	<p>Unity takes a strong standpoint against inhumane labour practices. In all Countries of operations Unity employs staff in accordance with local Labour Laws and is fully compliant with the relevant labour codes. Unity maintains policies and procedures including Employee Relations Management Plans and Industrial Relations Plans. Our Whistleblower Policy also enables any person to report incidents of concern.</p>	<p>In each country Unity operates, the Country Manager is required to report any incidents involving labour irregularities. We are committed to being a best practice employer; and continue to engage ER/IR specialists.</p>
<p>PRINCIPLE 5</p> <p>Effective abolition of child labour</p>	<p>Unity is against the exploitation of children, through direct employment or indirectly through joint ventures, contractors or suppliers. Our Whistleblower Policy also enables any person to report incidents of concern. Our wider policies 'flow down' to all sub contractors and consultants.</p>	<p>Our screening and vetting procedures ensures that all staff must be of legal age to be employed. This includes national ID card checks and passport checks. Country Management Teams are required to conform with our strict Code of Conduct including employment conditions.</p>
<p>PRINCIPLE 6</p> <p>Eliminate discrimination in respect of employment and occupation</p>	<p>Unity believes in equal opportunities and outcomes regardless of nationality or gender. This involves the removal of discrimination and structural inequalities in access to resources, opportunities and services, and the promotion of equal rights. Promoting equality, Unity will take into account and recognize employee differences and background experience for diverse roles and needs, and takes these into account in development planning and</p>	<p>'Putting the Unity in CommUnity' is Unity Resources Group's new global indigenous Employment Strategy that aims to promote the development and growth of local industry through increased indigenous employment, training and career development opportunities across its worldwide operations. It also embraces local procurement solutions where these values add to the local economy and do not risk</p>

	programmes.	<p>the quality or timeline of project deliverables.</p> <p>One of Unity's promises is to provide full, fair and reasonable opportunity for local industry to contribute to client projects and maximise local industry participation where it is capable and competitive on the basis of health, safety and environment, quality, cost and delivery.</p> <p>No part of the Unity Resources Group of companies has been named as not complying with the Equal Opportunity of Women in the Workplace Act 1999 (Cwlth). We will retain this good record. Unity understands its obligations under all applicable workplace relations, occupational health and safety, and workers' compensation laws and complies, with all of these obligations.</p>
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THE ENVIRONMENT

	Practical Actions	Outcomes
PRINCIPLE 7 Businesses should support a precautionary approach to environmental challenges	Unity Community Relations Policy Unity is well aware of the impact that the companies activities may have on local communities. As such we recognise the value of engaging with civil society and host and home governments to contribute to the welfare of the local community while mitigating any potential for conflict where possible.	Unity maintains an Environmental Policy that provides the guidance for our programmes and projects. We give strong emphasis to EHS Policies and Plans on all Projects. Our medical programme has strict waste disposal procedures. Our aviation programme confirms to best in industry standards.
PRINCIPLE 8 Undertake initiatives to promote greater environmental responsibility	Unity is committed to appropriate on-going monitoring of Environmental impacts in performance of its personnel, activities, resources, equipment and implementation of improvements where necessary. Unity supplies its products and services within the Scope of its Certification to ISO 14001:2004 Environmental Management Systems Standard. Quality Assurance is also a high priority for Unity and as such, it conforms to	Unity ensure that any individuals performing tasks for it (or on its behalf), that have the potential to cause significant environmental impacts are competent on the basis of appropriate education, training or experience, and shall retain associated records. Unity keeps track of its training needs associated with its environmental aspects. And will provide training or take other action

	the certification requirements of the ISO 9001:2008 Quality Management Systems Standard.	to meet these needs, and retain associated records.
PRINCIPLE 9 Encourage the development and diffusion of environmentally friendly technologies	Our approach will always consider the environment and community through culturally integrated solutions such as engaging local resources and staff, where possible, in order to have a positive effect on the local economy, community and on your presence. We provide training and mentoring for local staff to provide project support which, in turn, leads to a skilled, experienced and self-sufficient workforce for future employment.	Innovative technologies are considered at the design stage such as solar photovoltaics, solar water heating, portable water condenser technology and biomass digesters in order to reduce the negative impact on the local environment.

ANTI-CORRUPTION

	Practical Actions	Outcomes
PRINCIPLE 10 Businesses should work against corruption in all its forms, including extortion and bribery	Unity has a clear policy on unethical behaviours and improper actions and each employee is required to sign a Code of Conduct.	All staff have signed the Unity Code of Conduct and are aware of the effect that unethical behaviour has on the fragile operating environments in which Unity works.