

LANTRADE GLOBAL SUPPLIES LIMITED

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Lantrade Global Supplies Ltd

Communication on Progress 2011



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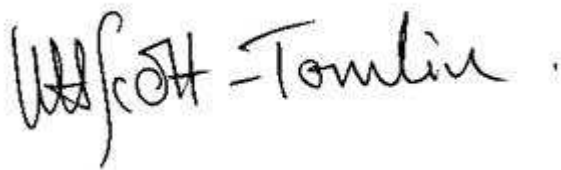
STATEMENT OF CONTINUED SUPPORT

Lantrade Global Supplies (LGS) remains as committed to the 10 principles regarding human rights, labour rights, the environment and anti-corruption as laid down in the United Nations Global Compact, UNGC. 2011 has presented challenges as well as opportunities for LGS to show its continued support.

Along with others in the international supplies sector LGS has faced difficulties in these economically uncertain times. The team has once again shown its resourcefulness in turning challenges into openings in many ways including the areas highlighted in the UNGC.

Retaining our principled approach is paramount as ever and it is with pleasure that I can reiterate our belief in the importance of the UNGC remains strong.

We look forward to another year of opportunities to embrace and uphold the principles of the UNGC.



Lynda Scott- Tomlin
LGS Managing Director

THE 10 PRINCIPLES OF THE GLOBAL COMPACT

Below is an overview of the ways in which LGS complies with the principles of UNGC. It also includes an outline of the company policies and outcomes, and aims for the coming year.

HUMAN RIGHTS

Principle 1: Business should support and respect the protection of internationally proclaimed Human rights.

LGS places great value on the Human Rights of its employees. The respect and support of human rights is not limited to the immediate workplace, rather, LGS recognises the importance of upholding the human rights of all workers existing within its sphere of influence.

LGS is very conscious that it engages in a worldwide supply management chain. Therefore, it is within the company's responsibilities to ensure that all operations involved in the supply process adhere to internationally proclaimed Human Rights.



Company Current Policies	Actions	Outcomes
<ul style="list-style-type: none"> As a company we adopt a non-discriminatory policy, therefore any discrimination of employees throughout the supply chain based on age, gender, religion, race, culture or political is not tolerated. Subsequently, LGS does not deal with companies which we see to breach human rights. 	<ul style="list-style-type: none"> Support of Howard League A large part of our work is around election projects, largely in Africa. LGS staff is made aware of the potential for discrimination against minority groups and some have taken part in training courses to combat such behaviour. 	<ul style="list-style-type: none"> Appreciation of freedom of speech and expression Greater appreciation of difficulties faced by minority groups and understanding of importance of the democratic process.
<p>Future Aims: Support charities whose aim is to correct abuse of human rights.</p>		

Principle 2: Business should ensure that they are not complicit in Human Rights abuses.

LGS takes a breach of human rights within its supply chain very seriously. Our multinational team help to ensure clear and accurate communication with manufacturers, and therefore aims to avoid any misunderstanding regarding the human rights of workers throughout the supply chain.

Company Current Policies	Actions	Outcomes
<ul style="list-style-type: none"> LGS does not engage with any company seen to be breaching human rights. LGS only participates in bids which do not violate human rights. 	<ul style="list-style-type: none"> LGS continues to engage in regular factory visits. As we have started offering new products this has involved a significant number of visits to suppliers in the supply chain to check they adhere to an acceptable level of human rights. Where a breach of human rights is uncovered, LGS takes appropriate action to either insist that practices are changed, or to switch suppliers. 	<ul style="list-style-type: none"> Suppliers are made aware of this and do we believe examine some of their practices as a result.
Future Aims: To continue to keep vigilant in our choice of suppliers.		



LABOUR STANDARDS

Principle 3: Business should uphold the freedom of Association and the effective recognition of the right to collective bargaining.

As a company we value the choices and opinions of our employees. All workers are respected and listened to, and we uphold the freedom of association. Managers are in place to improve communication between employees. Collective bargaining in its purest sense is not relevant to this company's environment, mainly due to the nature and size of the company. However, the spirit of collective bargaining is recognised, and employees withhold the right to voice their opinions collectively as well as individually. After discussing the election of a workers representative, we decided that due to the nature and size of the company, it is not the most fitting solution. We resolved to maintain constant openness between all staff.



Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> To respect and listen to all employees. Employees have the freedom to join any association. 	<ul style="list-style-type: none"> Regular communications meetings between employer, managers and employees to ensure effective and efficient communication from both sides. 	<ul style="list-style-type: none"> Improved communication between employees. Improved working environment. Any issues that arise are addressed and dealt with accordingly.
<p>Future Aims: Whilst collective bargaining is not relevant to our business we will positively encourage its use throughout our supply chain.</p>		



Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

LGS is very sensitive to all forms and causes of forced labour. Our multinational, multi cultural team allows effective communication with our suppliers, to ensure that forced labour does not become part of our practices without our knowledge.

Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> All employees have an employment contract. Large scale projects are monitored throughout the supply process. 	<ul style="list-style-type: none"> Wherever possible staff encouraged to chat to factory workers on regular visits made to production sites Factory visits ensure that we are aware of the labour standards employed throughout our supply chain. 	<ul style="list-style-type: none"> LGS supports a charity that provides shelter and sustenance to people who have suffered misfortune and who are homeless. This vulnerable sector of society can be subject to unsavoury work practices.
<p>Future Aims: LGS plans to formalise its approach to reducing forced labour by requesting that suppliers confirm in writing that they are not using inappropriate staff in their workforce.</p>		

Principle 5: Businesses should uphold the effective abolition of child labour.

LGS condemns any practice of child labour, and works to ensure that under no circumstances it is used within the company's supply chain. However, discovering the practice of child labour can be challenging,

despite stringent and regular factory visits. If use of child labour is identified, LGS ensures that appropriate measures are taken.

Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> LGS closely adheres to national labour laws and regulations as well as minimum age provisions. LGS uses its influence on suppliers to promote ethical labour standards. 	<ul style="list-style-type: none"> Factory visits attempt to ensure that child labour is not employed at any point along the supply chain. If an incident of child labour is uncovered, LGS takes positive action against its practice, through either working towards changing the practices of the company or by changing their supplier. 	<ul style="list-style-type: none"> LGS does not knowingly engage with practices of child labour.
Future Aims: To continue to visit new suppliers.		

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

LGS' UK team still includes English, Chinese, South African, Algerian, Belgian and Bulgarian employees. This in itself promotes equal opportunities.

The company is a Home Office recognised sponsor of non-EU workers

We believe that our multicultural team allows effective communication throughout the supply process and leads to efficient business.

Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> Recruitment of staff is based purely on qualifications, skill and relevant experience. Employee recruitment, training and promotion records are kept up-to-date. 	<ul style="list-style-type: none"> Training is offered to all staff. 	<ul style="list-style-type: none"> A multi-cultural and multi-talented team.
<p>Future Aim: Leading by example, we will continue to encourage our suppliers to adopt the same non discriminatory policies.</p>		



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

We try to establish whether more environmentally friendly options regarding manufacturing, are available throughout the supply chain.

Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> Consideration of the impact of freight on the environment. 	<ul style="list-style-type: none"> We continue to push for clients to organise their required purchases as early as possible in order to benefit from both cost and environment saving transportation methods i.e. sea not air Again this year the company will send out Christmas e-cards, not only does this save on paper, but the money saved in the process will be donated to charity. 	<ul style="list-style-type: none"> Preservation of the environment is a key driver in our quest to discourage the use of air transport unless absolutely necessary
Future Aims: Continue to improve the sea-freight services we can offer our clients		

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

LGS continuously strives to be more conscious of its environmental responsibility. We are continually looking for further ways to increase energy efficiency and to promote environmentally friendly practices.

Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> Communicating with supplies to try and achieve better environmental performance. Promote environmentally friendly practices within the office. 	<ul style="list-style-type: none"> Where possible, use cleaner production processes and source closer to the delivery destination. Aim to recycle kitchen waste where possible. Re-using paper which has only been partly used. 	<ul style="list-style-type: none"> Improved productivity of resources. Reduction in office waste.
Future Aims: To continue to promote environmentally friendly practices.		

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

LGS encourages the use of technologies which promote environmentally friendly practices and are more eco- efficient.

Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> When possible and available, LGS aim to use the most environmentally favourable technology. 	<ul style="list-style-type: none"> Visiting factories and meeting with suppliers to ensure that the best possible technology is used in production. Performing spot checks on factory production. 	<ul style="list-style-type: none"> Environmentally friendly practices.
Future Aims: Continue to improve our technology.		



ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We are committed to working against corruption in all forms. We have regular contract with our industry peers and are committed to exposing corruption if and when we become aware of it.

Company Current Policies	Actions	Outcome
<ul style="list-style-type: none"> LGS does not tolerate any form of bribery, extortion or corruption within any of our companies practices 	<ul style="list-style-type: none"> LGS does not engage with, or associate with any practice of extortion, bribery or corruption. 	<ul style="list-style-type: none"> Transparency Support towards combating corruption.
Future Aims: Continue with our vigilance and be prepared to work against all forms of corruption.		

