

# C AND G AIR CC



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Email: [kingair@global.co.za](mailto:kingair@global.co.za)  
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Aircraft Operating Certificates  
Part 121, 135 & 127

REGISTRATION NO: CK96/00177/23

## THE GLOBAL COMPACT COMMUNICATION OF PROGRESS

FROM: OCTOBER 2012

TO: OCTOBER 2013

### STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (CEO):

C AND G AIR is please to reconfirm its support of the Ten Principles of the United Nations Global Compact.

We will continue to make every effort to implement and integrate the Ten Principles into our business and daily operations.

Where possible within our sphere of influence we commit to share this information with individuals and stakeholders within our industry.

Yours Faithfully

Graeme Clarke  
**CEO**

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## HUMAN RIGHTS:

### Principle 1

Business should support and respect the protection of internationally proclaimed human rights and

### Principle 2

Make sure that they are not complicit in human rights abuses

Supporting these principles is very important to our Company as we see Human Rights abuse all over the world and especially in areas where we operate aircraft for the United Nations in third world countries.

These principals are firmly entrenched within our Company and also form an integral part of our countries Constitution.

C AND G Air embraces these principles through our Code of Ethics Policies and Procedures and in particular, sexual exploitation or abuse of anyone by a C AND G AIR employee will not be tolerated.

For these purposes, sexual activity with any person less than eighteen years of age, regardless of any law relating to consent, shall constitute the sexual exploitation and abuse of such person.

The Company prohibits employees from exchanging any money, goods, services, or other things of value, for sexual favors or from engaging in sexual activities that are exploitive or degrading to any person.

This policy forms an essential term of employment for C AND G AIR staff.

Human Rights violations within the workplace will not be tolerated by Senior Management of C AND G AIR.

## LABOUR PRINCIPLES:

### Principle 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

### Principle 4

The elimination of all forms of forced and compulsory labour

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## **Principle 5**

The effective abolition of child labour; and

## **Principle 6**

The elimination of discrimination in respect of employment and occupation

C AND G AIR has well developed company policies and procedures, this includes disciplinary and grievance procedures.

C AND G AIR staff also has a non-punitive reporting system which protects individuals against intimidation and or discrimination. This includes a suggestion boxes.

One of the biggest challenges facing our country is quality education at schools and at university level. Through better education we will have a better skilled work force in South Africa.

In the upcoming year C AND G AIR will be focusing on staff education within the working environment with the long term goal of uplifting and promoting previously disadvantaged individuals. This is a long term project and is currently in infancy stage.

## **ENVIROMENTAL PRINCIPLES:**

### **Principle 7**

Business should support a precautionary approach to environmental challengers;

### **Principle 8**

Undertake initiatives to promote greater environmental responsibility; and

### **Principle 9**

Encourage the development and diffusion of environmentally friendly technologies

C AND G AIR aircraft meet international standards regarding noise pollution. All aircraft meet Stage III noise compliance requirements, which is in line with our goal to reduce noise pollution. The aircraft also have modern Jet and Turbo propeller engines, which are more fuel efficient and reduce carbon emissions.

The recycling of paper within the work place continues to be a success.

During 2012 C AND G AIR also removed all desk top printers and have established centralized printing stations within the various offices, this has not only reduced costs but allows us to monitor users and potential wasting of paper.

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Senior Management is actively involved with our Safety and Quality Departments. Monthly meetings are held to discuss hazards and incidents within the work place which include environmental issues. This is an ongoing process.

## **ANTI-CORRUPTION PRINCIPLES:**

### **Principle 10**

Business should work against corruption in all its forms, including extortion and bribery

C AND G AIR fully supports the efforts of the United Nations and the Convention Against Corruption.

C AND G AIR will continue to fight against all forms of corruption within our sphere of influence and industry. Internally we have Corporate Governance Policies, which also include external annual financial audits being conducted on the Company.

Within the work place regular audits are done in areas that are deemed high risk for theft, bribery and corruption. This includes stores, aircraft fuel and catering. Any staff member found guilty of theft, bribery and or corruption will be dismissed from the company and could face criminal charges.