

# IPPS

Global Promotions



## Continued Support Statement

We at IPPAG Global Promotions are committed to behave in a socially and ethically exemplary way and we believe that we are responsible for all the people who work under the IPPAG Global Promotions banner.

IPPAG Global Promotions and its Service Partners are committed to a high level of Corporate Citizenship, through our Code of Conduct, our partnership with the United Nations Global Compact Initiative and our Social Auditing Program.

Mike Oxley  
CEO

# Human Rights Principles

## Assessment, Policy and Goals

PAG Global Promotions expects employers to respect fundamental human rights, to treat their workforce fairly and with respect. In order to make our position clear we have documented an Ethical Policy based on the Ethical Trading Initiative.

## Implementation

PAG Global Promotions believes that actions speak louder than words. Through our network of Service Partners we purchase directly from factories and very small print requirements which are purchased from wholesalers using printers to decorate items. Due to the nature of our business we need to have a multi-tiered strategy for implementing our Ethical Policy.

# Human Rights Principles

## Implementation Cont...

For suppliers based outside of Europe, North America, Australia and New Zealand  
An SA8000 based independent third party audit is conducted on every supplier with whom we conduct business and we ensure they achieve reasonable scores before any work is contracted. On this basis IPPAG Global Promotions can and will provide copies of these audits, which we hold on file.

For suppliers based in Europe, North America, Australia and New Zealand  
The supplier must sign a Conditions of Purchase agreement with IPPAG Global Promotions before we conduct any business, which in summary, confirms the following.

The supplier is prepared to abide with the Ethical Policy in Appendix A and ensure that any third party suppliers in the supplier's supply chain also comply with Appendix A.

Any major breaches of non-compliance either in their facilities or in third-party supplier facilities must either be rectified promptly or breaches reported to IPPAG Global Promotions in writing promptly.

## Implementation Cont...

The supplier must demonstrate they are implementing the Ethical Policy with all direct and third party suppliers. There are three options for demonstrating implementation.

- Third party independent SA8000 based auditing. (SMETA or BSCI audits)

- Internal auditing if thorough and established procedures are in place.

- 'Self-certification' for factories in Europe, North America, Australia and New Zealand.

If the supplier fails to comply with either of the above, IPPAG Global Promotions may, at its sole discretion terminate any agreement or contract that it has with the supplier with immediate effect.

## Measurement of Outcomes

IPPAG Global Promotions have in place a Supplier Evaluation Program which scores our suppliers (both EU and Non-EU) using a specific grading criteria which covers areas of Human Rights, Labour, Environment and Anti-Corruption.

Each supplier is reviewed, evaluated and graded accordingly and logged on our supplier database.

In 2012 IPPAG Global Promotions targeted auditing of our key suppliers which was achieved and our target for 2013 is to increase the number of 'Preferred and recommended suppliers with such auditing.

IPPAG Global Promotions now have a comprehensive supplier database of S1 (preferred suppliers) and S2 (recommended suppliers).

# Labour Principles

## Assessment, Policy and Goals

PAG Global Promotions states in our Ethical Policy all areas with regards to labour principles – please refer to Appendix A

## Implementation

PAG Global Promotions employees are entitled to Health Insurance and Pension scheme

PAG Global Promotions has a Discrimination Policy – please refer to Anti-discrimination Policy

## Measurement of Outcomes

Members of Sedex – the not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains

# Environmental Principles

## Assessment, Policy and Goals

We ask our employees and suppliers to take into account the effect their activities have on the environment at all times.

PAG Global Promotions is committed to minimisation of waste and the recycling of materials.

Where appropriate energy management will be used to help our consumption and so to save energy for the general environment.

## Implementation

In meeting our commitment we will endeavour to:

### Legal

As a minimum, meet statutory requirements of environmental regulations and standards to which we subscribe.



## Implementation Cont...

### Recycle and use of Recycled Materials

Recycle and reuse any materials possible and use environmentally friendly products where possible including paper, tins, packaging etc.

### Waste Management

Minimise waste product wherever possible and make sure waste materials disposed of in an environmentally safe manner and in accordance with regulations.

### Suppliers

Work in partnership with suppliers and customers to ensure best practice is followed for supply of goods and services.

## Implementation Cont...

### Energy

Manage all energy supplies and water supplies to obtain optimum consumption through management initiatives. We will also endeavour to cut vehicle emissions by using eco friendly transport or public transport where possible.

### Company Awareness

IPPAG Global Promotions encourage its employees to act in an environmentally conscious manner, and will encourage awareness of environmental responsibilities throughout the company.

IPPAG Global Promotions is working to continually carry out and improve our impact on the environment.

## Measurement of Outcomes

PAG Global Promotions ensure that when sourcing products from Non-EU countries they comply with all EU directives such as REACH and ROHS

PAG Global Promotions are a WEEE registered company (Waste Electrical and Electronic Equipment) **WEE/FC0360QW**

# Anti-Corruption Principles

## Assessment, Policy and Goals

We pride ourselves on our reputation for acting honestly, openly, fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organisation.

We are committed to acting professionally and fairly in all of our business dealings and relationships wherever we operate. We take a zero-tolerance approach to corruption in all its forms and do not accept it in our business or in those we do business with.

## Implementation

We uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate and will actively co-operate with law enforcement authorities to ensure the investigation and punishment of any act of corruption or bribery by any person employed by or associated with IPPAG Global Promotions. We work against corruption in all its forms, including extortion and bribery.

## Measurement of Outcomes

PPAG Global Promotions has an external audit company to do regular audits and they report directly submitted to the CEO. Our books and accounts are subjected to statutory external audit annually. These audits are used as one of the methods of identifying any suspicious payments which could be related to bribery or corrupt behaviour. There has been no such incident reported in the period

# Full Service Global Solutions For Promotional Products

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