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**18 February 2013**

## **Annual report on progress on The Global Compact policies and principles.**

**REPORTING PERIOD : [23 APRIL 2012 - 28 FEBRUARY 2013]**

### **Overview:**

Felix Unite Tented Camps cc commenced trading in 1992 and is part of the Felix Unite Group of Companies which has been in operation since 1988 in South Africa.

Felix Unite Tented Camps cc has three shareholders, namely Mark Kampers; Hein Van Blerk and Carlos Peres. The company is a relatively small business operating with approximately 40 staff, the company's core business is supplying tented accommodation and logistics in remote locations to various industries, these include film; oil & gas and the building industries (construction).

We currently have contracts with ACE Construction in Mozambique who are working on the SASOL gas pipeline as well as with WBHO who are building a solar energy plant for Eskom in Kathu.

We have been working in Mozambique for over 4 years now and comply with all the Health & Safety standards as set out by Sasol Gas on an on-going basis.

The company is owner managed on a day to day basis and the shareholders are actively involved in management the business and its policies at all times.

## **1. Human Rights Principles and Policies [Principle 1 & 2] & Labour Principles [Principle 3 to 6]**

Felix Unite Tented Camps cc supports and respects human rights and can proudly report that to date the company has a clean bill of health and has not experienced any violations since its inception in 1992.

Attached to this report please find the following documentation:

- Company Policies & Procedures – Human Resource Policy.
- Employment Equity Policy.
- Health & Safety Policy.
- Company values.

Due to the flat management structure of the company and the hands on approach to the management of the business, the shareholders/management are involved daily with operations.

We do regular site visits to ensure that all employees are well looked after and due to the flat structure, all employees have direct access to management in the case of any unhappiness or mismanagement by the operations managers. We pride ourselves on our open door policy and we have direct communications with all our staff regularly.

All our clients adhere to the strictest policies with regards to human rights and labour principles and we will not do business with any company who does not comply.

## **2. Environmental Principles [Principle 7 to 9]**

Felix Unite Tented Camps cc has been operating in environmentally sensitive areas for over 23 years and on each project we are required to comply with our environmental policy as well as our clients environmental policy in order for us to comply with the terms and conditions of the agreement.

Stringent assessments and environmental reports are compiled on each project; please see an example attached to this submission on the Sasol Gas project in Mozambique as an example.

- Attached please find a copy of our internal environmental policies.
- Attached please find a copy of our quality policy.

Due to the fact that we are setting up temporary tented camps in remote locations our impact on the environment is minimal.

To date we have had no incidents, legal claims, fines or rulings and continually strive to find ways to operate in a more environmentally friendly manner, we currently comply with all our customers' strict environmental codes in the areas we operate.

### **3. Anti-Corruption Principles [Principle 10]**

- Attached please find a copy of our fraud policy.
- We have a zero-tolerance towards dishonesty, fraud and corruption and due to the fact that we are contracting with "blue chip" companies in South Africa we have little or no exposure to potential fraud & corruption due to the nature of our business.
- All staff is fully aware of our policy and all finances are controlled via our head office at all times and all expenditure is approved by management at all times.
- Felix Unite Tented Camps cc complies with all tax laws in the Republic of South Africa and pays all its taxes timeously, see our tax clearance certificate attached to this document.

The Felix Unite Group has been in operation since 1986 and initially started operations running commercial river expeditions on various water ways in South Africa, these include the Orange River in Namibia; the Breede and Tugela Rivers in South Africa. We still operate on the Orange and Breede Rivers still today some 27 years later and pride ourselves in being the leading commercial river operator in South Africa.

We have always been the leaders in terms of our environmental operating policies and procedures in environmentally sensitive areas, an ethos we have carried into other businesses we have started since 1988, namely Felix Unite Tented Camps.

Should you require any additional information please do not hesitate to contact me.

Yours faithfully,



**Mr. Mark Kampers**

Managing Director Felix Unite Tented Camps cc