



## BRANDED MERCHANDISE SOLUTIONS

branded **merchandise** solutions



# Statement of continued support by the Chief Executive Officer (CEO)

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Lesmar Limited is committed to behave in a socially and ethically exemplary way and we believe that we are responsible for all the people who take part in the production and support of our products and services worldwide.

Lesmar and its 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  
Managing Director

# Human Rights Principles

## Assessment, Policy and Goals

Lesmar 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. Please refer to Appendix A.

## Implementation

Lesmar believes that actions speak louder than words. Due to the nature of our business there are large requirements which we purchase directly from factories and very small urgent requirements where we purchase from wholesalers using printers to decorate items. On this basis 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 Lesmar 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 Lesmar before we conduct any business, which in summary, confirms the following.

1. 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.
2. 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 Lesmar in writing promptly.



# Human Rights Principles

## Implementation Cont...

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

- i. Third party independent SA8000 based auditing. (SMETA or BSCI audits)
- ii. Internal auditing if thorough and established procedures are in place.
- iii. 'Self-certification' for factories in Europe, North America, Australia and New Zealand.

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

# Human Rights Principles

## Measurement of Outcomes

Lesmar 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 the Lesmar supplier database.

In 2012 Lesmar 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.

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

# Labour Principles

## Assessment, Policy and Goals

Lesmar Limited states in our Ethical Policy all areas with regards to Labour principles – please refer to Appendix A

## Implementation

Lesmar employees are entitled to Health Insurance and Pension Scheme

Lesmar 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 - Our number is S000000047914

[www.sedexglobal.com](http://www.sedexglobal.com)

# 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.

Lesmar is committed to minimisation of waste and the recycling of materials.

Where appropriate energy management will be used to help our consumption and also 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.



# Environmental Principles

## 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 are 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.

# Environmental Principles

## 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

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

Lesmar is working to continually carry out and improve our impact on the environment.

# Environmental Principles

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## Measurement of Outcomes

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

Lesmar are a WEEE registered company (Waste Electrical and Electronic Equipment)  
Our reference: **WEE/FC0360QW**

# Anti-Corruption Principles

## Assessment, Policy and Goals

Lesmar 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 in the investigation and punishment of any act of corruption or bribery by any person employed by or associated with Lesmar.



# Delivering innovative branded merchandise solutions since 1947

## Contact

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