

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS – SME VERSION

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| Company Name | EOD Contracts Ltd | Date | 16 November 2009 |
| Unit (if applicable) | | | |
| Address | Unit 8 Victory Park Trident Close Medway City Estate Strood Kent ME3 9ER | Membership date | |
| Country | United Kingdom | Number of employees | 9 |
| Contact name | John Morrison | Sector | Commercial |
| Contact Position | Technical Director | | |
| Contact telephone no. | 0044 (0)1634 227592 | | |

Brief description of nature of business

Commercial Unexploded Ordnance (UXO) and Landmine Clearance Contractor.

Statement of support

EOD Contracts Ltd continues to be proactive in promoting the core values of the UN Global Compact. We fully endorse the ten principles by which we conduct all of our activities and place the utmost value in our continued support in promoting the highest standards in human rights, labour standards, and anti-corruption. We consider that man's adverse impact to our planet's environment, and by default the world's population, must be reduced as a matter of the highest priority and it beholds us all, individuals and bodies corporate to ensure we live our lives and conduct all aspects of our operations in the most environmentally friendly manner. Safeguarding the individual's rights at all times, while conducting our business, free from corruption at all levels of our activities.

Signature



Position

Technical Director

PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

Our Commitment or Policy

EOD Contracts Ltd is committed to supporting all aspects of human rights. It is our policy to ensure that such rights are assured for all at all levels of our processes and activities, by promoting a culture of respect for the law, and respect of all members within our organisation and with others with whom we come in contact with.

A brief description of our Processes or Systems

EOD Contracts Ltd is ISO registered: All employees have access to the company's comprehensive complaints and redress procedure; beginning with informal discussions with their line manager or supervisor to formal interviews and hearings with open access to the highest levels of management within the company; including the Managing Director. Should the matter not be resolved to an individual's satisfaction; they retain the right request a redress of the matter at each stage. They also retain the right to lodge the matter with the external tribunal dealing with employee arbitration and reconciliation, access to this official body is assured under UK and European legislation.

Actions implemented in the last year / planned for next year

EOD Contract Ltd has continued to review their policies and procedures to ensure they are suitable and sufficient to meet the needs of our employees and those of the company. A number of workshops were held by the company over the past year and have proven to be an excellent forum in which to discuss the moral and ethical aspects of our business activities. Providing practical solutions in many areas.

The workshops have proven to be such a success that it is our intention to extend the target audience to include members from our trading partners and associates.

Measurable Results or Outcomes

There have been no reported incidents during the last 12 months. All our procedures are to be effective to protect internationally proclaimed Human Rights for all with a zero tolerance of non-compliance.

PRINCIPLE 2 BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

EOD Contracts Ltd continues to be fully committed to ensure they are not knowingly complacent in any Human Rights abuse. It is our policy to ensure that we will not associate, join venture or accept commission from any body; corporate, private or official where their actions are questionable in respect of Human Rights abuses.

A brief description of our Processes or Systems

EOD Contracts Ltd insist all external contractors and suppliers are ISO registered and by default compliant, alternatively a company representative may visit non-registered contractors to ensure they comply with IHR in the performance of their activities. Where non-compliance is identified no order is placed with that organisation and an alternative compliant source commissioned.

Actions implemented in the last year / planned for next year

We have continued to review our systems to ensure they are fit for purpose. While not exclusive, we have identified a number of compliant contractors with whom we are confident to work with. It is our intention to continue to expand our number of compliant contractors.

Measurable Results or Outcomes

We and our contractors have had no incidents regarding Human Rights issues over the past 12 months. Our procedures continue to be effective in protecting internationally proclaimed Human Rights for all with a zero tolerance of non-compliance.

PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

Our Commitment or Policy

EOD Contracts Ltd continues to be entirely committed to collective bargaining.

A brief description of our Processes or Systems

All offers to tender are evaluated to see if a partnership is needed to ensure the client is offered a total package including allied processes if necessary. All of our partners are required to meet our own high standards and business ethics.

Actions implemented in the last year / planned for next year

We intend to continue to invited specialist contractors to tender for work or participate in a venture on an equal basis and are selected based on: ISO compliance, performance, compatibility and price.

Measurable Results or Outcomes

System has resulted in 100% success of projects on safety, on time, within budget.

PRINCIPLE 4 BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

Our Commitment or Policy

EOD Contracts Ltd is a registered UK company and will always operate within the Law. We do not work with any organisation, individual or environment that employs or condones forced labour. We are fully committed to eliminating all forms of forced and or compulsory labour.

A brief description of our Processes or Systems

All employees are contracted to work set hours at an agreed rate of pay and may terminate their employment contract giving us a minimum notice.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd is already an ISO 9000 UK accredited company. Our procedures are reviewed

regularly and employment contracts are inspected before issue to ensure they comply with UK and European legislation.

Measurable Results or Outcomes

All systems are to meet legal requirements and pass external audit.

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

Our Commitment or Policy

EOD Contracts Ltd supports the abolition of child labour. We will not condone nor be complacent in any matter concerning the use of children as workers.

A brief description of our Processes or Systems

Due to the nature of our business; no individual under the age of 18 years is contracted by us or our partners in any capacity whatsoever.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd continue to review our procedures. Employment contracts are inspected prior to issue to ensure they are compliant with UK and European Law.

Measurable Results or Outcomes

Systems meet all requirements and pass external audit.

PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our Commitment or Policy

EOD Contracts Ltd fully supports the elimination of discrimination in respect of employment and occupation, and has a zero tolerance policy.

A brief description of our Processes or Systems

EOD Contracts Ltd operates under UK and European Law internationally. The legislation prohibits the discrimination between employment and occupation, this not only covers sexual agenda and race but also includes age.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd will continue to use procedures that comply with UK and European Law.

Measurable Results or Outcomes

All systems meet requirements and pass external audit.

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

Our Commitment or Policy

EOD Contracts Ltd commitment to ensuring the health, safety and welfare of its employees, clients and those who come into contact with the organisation's activities is the cornerstone on which all procedures are designed and executed. Part of the greater public welfare is environmental and ecological protection.

A brief description of our Processes or Systems

We have an Environmental SOP but in summary this document will be reviewed when any of the following circumstances apply:

- (a) Any change in UK or European legislation.
- (b) Post environmental accident.
- (c) Reported Near-miss.
- (d) Reported breach of environmental regulations.
- (e) Changes or additions to EOD Contracts Ltd core activities.
- (f) 12 months have lapsed since the last review.

Actions implemented in the last year / planned for next year

No change to existing SOP is deemed necessary but continued reviews of the systems are carried out and specific works methods devised for all tasks. All field operatives are to be UK Construction Safety Certification Scheme (CSCS) registered.

Measurable Results or Outcomes

All systems are to pass internal review, client agreement and external audit.

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

Our Commitment or Policy

In line with the EOD Contracts Ltd, Safety Policy, environmental protection is regarded as of paramount importance; it has impact on all of us. We do not conduct any activity where the risk is perceived to be significant in causing environmental damage. We always employ suitable mitigation measures to reduce any risk to an acceptable level in all our activities.

A brief description of our Processes or Systems

Environmental Impact assessments are to be conducted for all tasks. All risks are to be assessed they should include (but not be limited to) the following common risks:

- (a) Ground Services – Gas, Water, Oil, Sewage.
- (b) Ground water contamination.
- (c) Top soil damage.
- (d) Vegetation damage – protected and non-protected species.
- (e) Wildlife impact – protected and non-protected species.
- (f) Ground contaminants - Asbestos, Hydrocarbons.
- (g) Spills of materials.
- (h) Dust.
- (i) Noise.
- (j) Fumes.
- (k) Vehicle hazards – Highway, Railway and site movement.
- (l) Biological contaminants - biological agents or disease bearing organisms.
- (m) Flora or Fauna requiring avoidance, isolation or special handling.
- (n) Ordnance – particularly container type WP or CW natures.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd continues to comply with all environmental requirements and have recently met the required standards for working within the UK water industry.

Measurable Results or Outcomes

Nil incidents occurred during the last 12 months, All systems are to pass external audit.

PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our Commitment or Policy

EOD Contracts Ltd is constantly working with other organisations and corporate bodies to ensure we are working with the latest technologies utilising the most environmentally friendly systems in the world. We are totally committed to friendly technologies. It is our goal to achieve zero adverse environmental impact in all of our activities.

A brief description of our Processes or Systems

The environmental protection is the responsibility of everyone engaged in or associated with our activities. It is one of the primary concerns within the company. Its importance is promoted at every level within the company. Proper briefing, equipment, training and reporting is seen as the major tool by which we maintain the high levels of environmental awareness within its ranks. Environmental protection is not only mandatory in law; it is given the highest possible priority when planning our works worldwide.

Actions implemented in the last year / planned for next year

Further investment in new and alternative environmentally friendly technologies. It is our intention to

run a number of environmental seminars with the assistance of our environmental specialist contractors. The stated aim; to increase awareness of environmental issues and to identify the most friendly works methodologies currently available.

Measurable Results or Outcomes

We have not had any environmental incident in the past 12 months, all of our systems are reviewed periodically and have been found to be fit for purpose.

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Our Commitment or Policy

EOD Contracts Ltd is totally committed to ensure that NO form of extortion and bribery ever happens within EOD Contracts Ltd or within any company or body with whom we conduct business.

A brief description of our Processes or Systems

All projects are audited internally and the company audited externally each year.

Actions implemented in the last year / planned for next year

Continued vigilance and monitoring of all procurement and auditing systems. Continued promotion of high ethical standards and transparency in all of our business practices.

Measurable Results or Outcomes

We have not had any incidents of this type during the company's lifetime. All systems are to pass external audit.

How do you intend to make this COP available to your stakeholders?

EOD Contracts Ltd COP is available to all of our stakeholders through our and the UN Global Compact websites. We urge our stakeholders to visit the sites and support our goals. Additionally we will publish our COP in company literature periodically. Within the company; members of staff are provided with details of the COP within company induction briefings on joining the company and regularly throughout their term of employment.