



**United Nations Global Compact
Communication On Progress
March 2009**



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| Company Name | <i>BCB International Ltd</i> | Date | <i>11th March 2009</i> |
| Unit (if applicable) | <i>Unit 7/8</i> | | |
| Address | <i>Clydesmuir Road Industrial Estate</i> | | |
| | | Membership date | <i>16th November 2007</i> |
| | | | |
| Country | <i>UK</i> | Number of employees | <i>50</i> |
| Contact name | <i>Kerry Erickson</i> | | |
| Contact Position | <i>UN Sales</i> | Sector | <i>Military, Marine & Survival</i> |

Brief Description Of Nature Of Business

Founded in 1854, we are a manufacturer and designer of Personal Combat Equipment.

Servicing the International Military, Marine & Survival Markets all over the world. Some of our main customers include The Marine Industry and Ministries of Defence Worldwide.


The BCB plant occupies approximately 30,000sq ft of manufacturing and warehousing BCB employs dedicated knowledgeable staff involved in vertically integrated manufacture, production, packaging, assembly, warehousing and despatch to over 35 countries worldwide.

Since 1989, BCB has also been a provider of specialist police and military training, which integrates with the equipment supply, so offering a total supply solution.

Statement Of Support

BCB International Ltd became part of the UNGM in 2007. We fully endorse the key principles of the UN Global Compact and are in full support of what they stand for.

Following attendance at UK and US steering group meetings and conferences BCB believe our business incorporates these principles and aim to maintain and promote the highest standards in all appropriate areas. *Our policy is one of continued support for the UN Global Compact.*

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| Signature |  |
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| Name & Position | Andrew Howell, M.D |
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| PRINCIPLE 1 | BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS |
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BCB International Ltd are fully committed to supporting and respecting the protection of internationally proclaimed human rights. We have a human resources department who actively investigate all contracts to ensure that human rights are not being violated in any way. BCB's Human resources department carry out continual checks throughout the year to ensure these guidelines are being adhered to.

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| PRINCIPLE 2 | BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES |
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BCB International Ltd are very much committed to ensuring that we are not complicit in human rights abuses. All of BCB's staff are treated equally no matter what level.

BCB International Ltd have carried out 22 tests and risk assessments in 2008 to ensure this principle is being adhered to and also plan to carry out 24 tests and assessments in 2009.

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| PRINCIPLE 3 | BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING |
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BCB International Ltd is fully committed to upholding the rights of all employees throughout all of our offices worldwide, to freedom of association and collective bargaining.

BCB International Ltd fully complies with both local and national legislations regarding this principle. BCB International Ltd hold regular meetings between employees and staff representatives and stakeholders.

Regular meetings take place each month and this process will continue throughout 2009.

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| PRINCIPLE 4 | BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR |
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BCB International Ltd do fully support the elimination of all forms of forced and compulsory labour, as it is unlawful in the UK. All staff are encouraged to store all documents and files on a company based computer system, cutting down all unnecessary paperwork. Our HR department regularly spot check to ensure this principle is not abused in any way.



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| PRINCIPLE 5 | BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR |
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BCB International Ltd fully supports this Principle and has procedures in place to ensure that no child workers are employed throughout all of our business operations worldwide. Full background and CRB checks are made by BCB International Ltd before a position is offered within the company. Full references are gathered for each member of staff employed by BCB International Ltd. Nobody under or over the necessary age limit is working within BCB International Ltd. BCB International Ltd on average employs 10 female and 40 male staff of whom 1 is disabled.

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| PRINCIPLE 6 | BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION |
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BCB International Ltd fully supports the elimination of discrimination in respect of employment and occupation. Applicants for work are selected on the basis of their qualifications and ability to do the assigned position.

Applicants to BCB International Ltd will not be rejected because of their sex, race, religion, origin, age or disabled status.

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| PRINCIPLE 7 | BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES |
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BCB International Ltd fully supports this principle. As far as possible we avoid any processes that might have a detrimental effect on the environment. BCB has an environmental policy which states our commitment to minimise pollution and damage to the environment, promote energy efficiency and conserve natural resources.

All waste is disposed of in an environmentally friendly manner. All energy usage is minimised as far as possible. All packaging will be re-cycled as far as possible.

Regular spot checks by the Warehouse Manager are carried out to ensure this process is on going and adhered to at all times by every member of staff.



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| PRINCIPLE 8 | BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY |
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BCB International Ltd will undertake initiatives to promote greater environmental responsibility wherever possible.

We have a regular newsletter where we promote this principle. This is sent out monthly both internally to all staff and externally to our customer base.

All waste disposal is carried out in a lawful manner.

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| PRINCIPLE 9 | BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES |
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BCB International Ltd do encourage the development and diffusion of environmentally friendly technologies as far as our capabilities will allow. A full system is in place to ensure this principle is adhered to.

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| PRINCIPLE 10 | BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY |
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BCB International Ltd have advised all employees that the giving and receiving of bribes is not allowed under any circumstances. Anybody know to be taking or receiving such bribes would be dismissed from the company. When appointed to the company full instructions are issued regarding this principle and it is stated in the contract of employment. New contracts including this principle have been issued to each member of staff. None of the BCB International Ltd staff have ever taken or given a bribe to enhance a situation.

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| How Do You Intend To Make This COP Available To Your Stakeholders? |
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A copy of our COP will be made available to view on our website www.bcb.in.com for our suppliers and customers to view as and when required. The original copy of the COP will be stored on our computer drive where all employees will have full access.

