



**United Nations Global Compact  
Communication on Progress  
23 March 2006 through 29 February 2008**



***TO OUR VALUABLE STAKEHOLDERS,***

ACT Global Sports is pleased to participate in the United Nations Global Compact with our best efforts. We clearly understand the importance of United Nations Global Compact principles and strive to take actions according to them. We will continue to support United Nations Global Compact because we see its principles as fundamental guidelines for our corporate values and long-term growth plans.

Our company and our employees are committed to socially responsible behavior as stewards of our environment and our communities. As a multinational organization, we constantly support the diversity and integration of people from different cultures and beliefs. We strive to create an atmosphere of tolerance and cooperation between our employees, suppliers and clients. We certainly believe in providing equal opportunities to women and minorities, emphasizing skills and abilities over any other factor.

We have seen success and positive results from the implementation of United Nations Global Compact and we look forward to continue to implement new strategies that guide us in being the model corporate citizen in our synthetic turf industry.

Best regards,

John Baize  
Managing Director



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## **Human Rights**

### **Principles 1 and 2**

*Businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses*

#### **Actions and Achievements**

ACT Global Sports understands the importance of guaranteeing the accomplishment of human rights. International human rights are incorporated into our national laws. Our employees are trained in proper code of business conduct. This goes beyond compliance with laws and regulations in the markets we operate to make sure we conduct business in an ethical way. In addition to implementing procedures that comply with international standards, we actively seek to increase awareness of the importance of equal rights.

This focus on awareness and proper business conduct extends to our suppliers and market partners. We do not limit to make a sale, but strive to understand our clients' business, their principles and philosophy, how do they conduct in their region, and if they are making a positive impact on society.

## Labor Standards

### Principle 3

*Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining*

#### Actions and Achievements

ACT Global Sports is a company that considers its employees as its most important asset. Our employees are important stakeholders that have a large influence on the competitiveness and quality of our products and services. We concentrate our efforts in creating an environment that will stimulate individuals to achieve their highest potential.

ACT Global Sports recognizes and support the implementation of the freedom of association and the right to collective bargaining. Our country's laws also clearly grant these freedoms and rights. We protect the right of negotiation between our management and a labor union on wages, hours, and working conditions.

Any employee is entitled to raise a workplace complaint without being victimized or prejudiced for making that complaint. Any and all complaints are impartially investigated while respecting the rights of our employees.

Our employees can associate freely, in good faith, without interference from our management, because we strive to provide best possible working and development conditions. There is no discrimination on grounds of membership in a labor union.

#### **Principle 4**

*Businesses should uphold the elimination of all forms of forced and compulsory labor*

##### Actions and Achievements

We respect in full our employees' rights and support their needs; that is why we make sure we provide satisfactory wages and working conditions. Our employees' are trained to report any cases or concern regarding forced or compulsory labor. The company will not tolerate nor accept the exploitation of labor.

We also recognize the labor standards and conditions in every country we operate. We require the same compliance with our vendors and partners. We will terminate relationships with any company that violates, in any manner, standards related to forced and compulsory labor.

To avoid any kind of abuse, we provide to our employees with clear guidelines regarding the amount of working hours they have to dedicate, the remuneration and compensation to reward their hard work, and a clear assignment of duties.

#### **Principle 5**

*Businesses should uphold the effective abolition of child labor*

##### Actions and Achievements

ACT Global Sports believes that children's safety and health should be guaranteed and that every institution and company should get involved, as a society member, to support this. We support and contribute to World Vision, a humanitarian organization that supports children worldwide with food, education, medicine and other aid.



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ACT Global Sports understands that our laws clearly prohibit child labor, and we do not support any type of child labor. We do not accept or hire underage personnel in any of our offices around the world. Our management has adopted procedure for recruitment in accordance to international child labor and rights laws.

We will not hesitate to sanction any violation on this matter.

**Principle 6**

*Businesses should eliminate discrimination in respect of employment and occupation*

**Actions and Achievements**

As a global company, we can certainly relate to diverse and multicultural workplace; and we put effort on keeping it that way and protecting it. We value diversity and promote equal opportunities in recruitment and employment.

We understand how diversity has helped us to expand our business worldwide. We do not limit our initiative to create a tolerant atmosphere just to within our own offices. We also consider if our associates and customers apply policies and criteria that provide equal opportunity to minorities, women and other cultures.

To show our support of women in the role of our global society, we support and donate to CARE, a humanitarian organization that fights global poverty in part by empowering women through providing economic opportunities.

## **Environment**

### **Principle 7**

*Businesses should support a precautionary approach to environmental challenges*

#### **Actions and Achievements**

ACT Global Sports also recognizes that society and the environment are important stakeholders in the artificial turf industry and our business. We pride ourselves on being committed to environmentally friendly products and manufacturing. This pride is evidenced by our carrying the ISO 14001 environmental certification.

We improve our environmental performance continually by implementing a systematic approach to setting environmental objectives and targets. We screen materials used in our grass fibers and have conducted environmental research within our artificial turf industry.

We encourage to all our employees to implement the best practices in energy and resource efficiency, waste reduction, renewable resources, and the use of cleaner production. We urge our customers to also perform research on environmental issues. We understand that environmental protection is of increasing importance and we are continually researching methods to become better stewards of our environment.

### **Principle 8**

*Undertake initiatives to promote greater environmental responsibility*

#### **Actions taken & Achievements**

ACT Global Sports is looking to improve its policies related to ecology and safe environment. Our team is looking forward to find new initiatives to create awareness in our society about the importance of acting responsibly on environmental matters. We support and contribute to Conservation International. This organization aims to protect the environment by promoting responsible human choices.

We are concerned about the environment and are committed to increasing research and awareness about the importance of environmental responsibility within our synthetic turf industry. We strive to implement environmental friendly technologies in our products and offices.

### **Principle 9**

*Businesses should encourage the development and diffusion of environmentally friendly technologies*

#### **Actions and Achievements**

Our business promotes efficient energy technologies. Climate change is a real threat, and a global issue. Key to mitigation is the reduction of CO<sub>2</sub> emissions worldwide, and businesses have a crucial role in delivering global carbon reductions whilst operating in a sustainable and profitable way.

We are committed to investigating methods in our business, low-carbon technologies to reduce carbon emissions. As new methods and business practices are identified, they will be implemented as part of our short and long term initiative towards environmentally friendly technologies.

## **Anti-Corruption**

### **Principle 10**

*Businesses should work against corruption in all its forms, including extortion and bribery*

#### Actions and Achievements

ACT Global Sports approach to corruption is the same as with other corporate ethical decisions – it is not enough to simply comply with laws. We must establish moral practices that go beyond the letter of our national laws. Our mission statement is, “Our focus is to enhance our market value through integrity, product value and customer satisfaction.” We mention integrity first as it is core to our approach within the synthetic turf industry.

In order to build long-term partnerships in the markets we serve, we must have the highest level of integrity. This can only be obtained by operating in a corrupt-free business environment so that all companies can compete on a level-ground. Our company policies strictly limit the amount of gifts that can be given or received by an employee. Any policy or ethical violation that is detected by an employee must be immediately reported to upper management without fear of reprisals.

We are pleased that by communicating our attitude towards corruption including extortion and bribery, it also helps to create awareness in our industry so that perhaps others will also combat extortion and bribery.