

Global Compact – Communication on Progress 2008

GlobalTox International Consultants Inc. CANADA and the Global Compact

Statement of Continued Support

In 2004, GlobalTox International Consultants Inc. Canada joined the Global Compact in its support of the 10 principles of the UN Global Compact. GlobalTox International Consultants Inc. statements of Business Practices are contained in our reported Communication on Progress.

GlobalTox also endorses and supports the following organizations:

- Environmental Careers Organization Canada (ECO Canada)
- Guelph Chamber of Commerce (GCC)
- Society of Environmental Toxicology and Chemistry (SETAC)
(non profit, worldwide society)
- Canadian Centre for Occupational Health (CCOH)
- Canadian Association of Chemical Distributors Education Fund (CACD)
- Canadian Cosmetics, Toiletries and Fragrances Association (CCTFA)
- Pharmacological Society of Canada
- Chemical Consumer Specialty Professional Association
- American Association for Cancer Research
- Waterloo Wellington Children's Groundwater Festival
- Society of Toxicology of Canada
- Association Chemical Professionals of Ontario
- American Board of Toxicology
- Ontario Human Resources Professional Association
- Ontario Association for the Application of Personality Type
- International Association of Administrative Professionals
- Waterloo Wellington Training and Advise ment Board
- Canadian Health food Association (CHFA)

Mark Goldberg,
CEO/President
GlobalTox International Consultants Inc., Canada



Communication on Progress

Year: 2008

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Sept 30 2008,

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Brief description of nature of business

GLOBALTOX is a privately owned international corporation providing services in product testing and registration, human and environmental toxicology, and risk assessment. Our clients are U.S., Canadian, and other national governments, corporations and non-governmental organizations.

GLOBALTOX is committed to helping clients solve their problems through scientific work of the highest caliber performed by experienced professionals using the most appropriate scientific methods.

We communicate our findings clearly, and provide our clients with scientifically defensible data that allows them to make informed decisions. We are superior project managers who deliver on time and within budget, working effectively with our clients and other interested parties.

GLOBALTOX's senior consultants are board certified by the American Board of Toxicology.

PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
Actions	<p>Actions taken</p> <p>Commitment: GlobalTox ensures its suppliers and clients to uphold the same standards that we do, in regards to staff, work environment, work ethics and quality of life through benefits and other employee programs as stated in the Human Rights Policy of Canada.</p> <p>System: We have implemented a wellness program to ensure the work life balance of our staff, by promoting healthy alternatives and encouraging staff to work a maximum of 37.5 hrs / week.</p> <p>Activities:</p> <ul style="list-style-type: none"> • Provide safe and healthy working environment • Promote health and wellness • 100% benefits paid, work/family balance policies • Professional development • Employee Assistance Program provides confidential support for employee and family members at no cost • Encourage healthy lifestyles through our staff fitness program • Staff social events every quarter • Company purchases fruit juices and healthy snacks weekly • Monthly continental breakfast's
	Outcomes

PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
Actions	Actions taken
	<p>Commitment: GlobalTox policies on harassment, employment equity, safety, health all insure that basic human rights are respected and never abused, as stated in our Employment Equity Policy</p> <p>System: Periodic visits with our suppliers ensuring that they are in compliance with Human Rights and quality checks in house. Health and Safety policies and procedures and other processes</p> <p>Activities:</p> <ul style="list-style-type: none"> • Our suppliers provide Canadian made products • Human Resource professional on staff qualified to review policy change and effects regularly • Ensure our sub-consultant suppliers are in compliance with federal and provincial workplace health and safety regulations and provincial Workplace Safety Insurance Board guidelines
Outcomes	Measurement of (expected) outcomes and value added for our company
	By ensuring our suppliers and internal processes and procedures are in compliance with the Human Rights policies of Canada. We maintain a healthy work environment that is compliant with the Government Legislation

PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
Actions	<p>Actions taken</p> <p>Commitment: GlobalTox policies on employment equality and in keeping with the Canadian government regulations and human rights policy support this initiative as basic human rights in Canada</p> <p>System: GlobalTox values an open door environment allowing staff to communicate concerns, issues and recommendations</p> <p>Activities:</p> <ul style="list-style-type: none"> • Feedback is sought regularly from staff via survey's, and through formal and informal discussions • Open door policy access to all levels of management • Pay equity reviewed annually in comparison to corporations, governments and competitors • GlobalTox also considers the results of the Triennial Toxicology Salary surveys • We provide 100% benefit coverage, excellent ergonomic assessments and working conditions • Profit sharing is achieved at the discretion of management, through bonuses, staff appreciation days, contribution to the company pension plan, and paid time off at Christmas at discursion of CEO
	Outcomes

PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
Actions	Actions taken
	<p>Commitment: GlobalTox strives to achieve work / life balance for all staff and does not support corporations that over utilize and under pay their employees</p> <p>System: GlobalTox commitment through policies and procedures is to encourage a balance between work and personal</p> <p>Activities:</p> <ul style="list-style-type: none"> • Staff are able to work remotely from home when they need to • GlobalTox supports parental leave for all staff • GlobalTox provides 12 sick days per year for staff and family days to provide and care for family members • We encourage our employees to work from home when weather conditions do not allow a safe commute
Outcomes	Measurement of (expected) outcomes and value added for our company
	Better Retention, and recognize the need for a balance between work and home

PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
Actions	<p>Actions taken</p>
	<p>Commitment: GlobalTox does not support the employment of child labour</p> <p>System: GlobalTox does not hire full, part time, or temporary staff under the age of 16</p> <p>Activities:</p> <ul style="list-style-type: none"> • Our corporate logo company is 100% Canadian owned and operated, our suppliers do not support countries who engage in child labour policies • All staff are provided employment contracts, voluntary nature of employment • Follow government legislations regarding minimum age requirements for work
Outcomes	<p>Measurement of (expected) outcomes and value added for our company</p>
	<p>By hiring qualified candidates we sustain professional work ethic. GlobalTox is respected by their clients</p>

PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION
Actions	Actions taken
	<p>Commitment: The GlobalTox management team regularly discusses the potential for real or perceived discrimination in respect of employment and occupation to arise, and acts proactively to prevent or correct any such discrimination</p> <p>System: GlobalTox has in place policies and procedures to address harassment discrimination and other potential or perceived threats</p> <p>Activities:</p> <ul style="list-style-type: none"> • We provide equal opportunities without regard to race, skin colour, gender, sexual orientation, age, disability, nation of origin or marital status • Human Resource Manager is Certified and implements government legislated regulations regarding recruitment, hiring, training, education, as well as promotion, transfer, termination, layoff, compensation • 50% of members of the current GlobalTox Management team are women • Support local, provincial and federal agencies working towards diversity by sitting on their board of directors • Our harassment policy is clear, concise to be used effectively and quickly to resolve issues
Outcomes	Measurement of (expected) outcomes and value added for our company
	Our HR policies encourages recruitment of a diversified staff

PRINCIPLE 7	BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
Actions	Actions taken
	<p>Commitment: GlobalTox wherever possible, prevents, minimizes, mitigates and remediate impacts on the environment</p> <p>System: GlobalTox internal policies address the importance of recycling and other environmental responsibilities such as purchasing recyclable products</p> <p>Activities:</p> <ul style="list-style-type: none"> • Company staff members, including the owners, sit on several expert and / or advisory committees and provide advice to the community, local and regional government agencies, provincial and federal departments • We are in compliance per our audits • We provide scientific research and advice on environmental issues, within our area of expertise
Outcomes	Measurement of (expected) outcomes and value added for our company
	GlobalTox has a green policy in place that all staff uphold. Support is provided to green initiatives thru charitable donations

PRINCIPLE 8	BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
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Actions	Actions taken	<p>Commitment: GlobalTox furthers the knowledge base in Canada with respect to Environmental Research and issues</p> <p>System: GlobalTox supports environmental initiatives such as the “Children’s Ground Water Festival” and other community organizations focused on the environment</p> <p>Activities:</p> <ul style="list-style-type: none"> • Founding sponsor of the Children’s Groundwater Festival movement in Ontario, and actively participate through Staff volunteers each year • GlobalTox sponsors the “Trees for Guelph” initiative in 2005 to pay for tree planting at local elementary school • Our Toxicologists teach Risk Assessment and Risk Communication courses at Universities • We have developed and implemented risk communication training programs for government agencies • Sit on focus groups for ECO
	Measurement of (expected) outcomes and value added for our company	<p>Threw educating our clients, staff and the community we promote a sense of responsibility to sustain a greater environment</p>
Outcomes		

PRINCIPLE 9	BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES
Actions	Actions taken
	<p>Commitment: GlobalTox shares its knowledge and expertise</p> <p>System: Through internal communications and external training programs GlobalTox encourages others to be environmentally friendly</p> <p>Activities:</p> <ul style="list-style-type: none"> • One Principal sits on the Ontario Advisory Council on Drinking Water Quality and Testing Standards, as appointed by the Minister of the Environment • Provide Expert Advice in the Environmental fields – through schools, and through community activities (such as the Speed River cleanup) • Office uses recycled paper products, and toner cartridges, and staff participate in recycling program in the staff kitchen • Provide written articles for publication eg: HazMat magazine to keep readers up to date on characteristics of chemicals that are of environmental interest
Outcomes	Measurement of (expected) outcomes and value added for our company
	Threw volunteering on boards of directors and other local initiatives GT shares its knowledge and expertise in development of environmentally friendly technologies

PRINCIPLE 10	BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
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Actions	Actions taken
	<p>Commitment: GlobalTox maintains a high integrity and values based system and code of business conduct and ethics, as outlined in our quality policy</p> <p>System: GlobalTox ensures all client reports and presentations adhere to the strict guidelines of our quality policy</p> <p>Activities:</p> <ul style="list-style-type: none"> • Participates in submission of tenders, bids, according to requirements • Do not permit staff to accept perks from suppliers • Tradeshow giveaways are generally limited to \$10 value • Any gifts received from suppliers / customers at Christmas time are raffled off between all staff members
Outcomes	Measurement of (expected) outcomes and value added for our company
	GlobalTox has high ethical standards by which they conduct business

How do you intend to make this COP available to your stakeholders?
By displaying the COP on our website