

## GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS – SME VERSION

<b>Company Name</b>	EOD Contracts Ltd	<b>Date</b>	18 October 2008
<b>Unit (if applicable)</b>			
<b>Address</b>	Unit 8 Victory Park Trident Close Medway City Estate Strood Kent ME3 9ER	<b>Membership date</b>	
<b>Country</b>	United Kingdom	<b>Number of employees</b>	9
<b>Contact name</b>	John Morrison	<b>Sector</b>	Commercial
<b>Contact Position</b>	General Manager		
<b>Contact telephone no.</b>	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 corporate entities to ensure we live our lives and conduct all aspects of our operations in the most environmentally friendly manner.

**Signature**



**Position**

General Manager

### 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 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. While only one action was taken in the last year, it was found by the official tribunal that the company had behaved in a proper manner and that all of the company actions and procedures were in keeping with UK Legislation had been correctly followed. Testament to the commitment of the company and its staff to ensure discrimination is not practiced or tolerated at any time.

The company has planned a number of initiatives for the coming year including workshops for senior managers in recognising potential issues and the best practices in dealing with such matters. Also the frequency of internal audits and reviews will be increased.

## **Measurable Results or Outcomes**

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 is 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.

#### **Actions implemented in the last year / planned for next year**

While only a limited number of contractors were commissioned in the last year to support our projects; assessment of contractors did not result in any contract being cancelled on the grounds of Human Rights violations. It is our intention to review this policy on a routine basis to it remains fit for purpose.

## **Measurable Results or Outcomes**

All our procedures are to be effective to protect 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 is 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.

#### **Actions implemented in the last year / planned for next year**

Several contracts we undertaken jointly with other specialist contractors to ensure; "best value total solution is provided to our clients. Specialist contractors are invited 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 would not consider working in any 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 employment

contracts are inspected yearly and found to be in compliance with English Law.

#### **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 is already an ISO 9000 UK accredited company. Our procedures employment contracts are inspected yearly and found to be in compliance with UK 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.

#### **A brief description of our Processes or Systems**

EOD Contracts Ltd operates under English Law internationally. English Law 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 is already an ISO 9000 UK accredited company. Our procedures employment contracts are inspected yearly and found to be in compliance with English 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 (ECL) 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 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 legislation.
- (b) Post environmental accident.
- (c) Reported Near-miss.
- (d) Reported breach of environmental regulations.
- (e) Changes or additions to ECL's 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.

### **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 ECL Safety Policy, environmental protection is regarded as of paramount importance; it has impact on all of us. ECL will not conduct any activity where the risk is perceived to be significant in causing environmental damage. ECL will employ suitable mitigation measures to reduce any risk to an acceptable level to conduct core 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 are working towards ISO 1400 Environmental company

### **Measurable Results or Outcomes**

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 companies to ensure we are working with the latest technologies to ensure that we are also using the most environmentally friendly systems in the world. We are totally committed to friendly technologies.

### **A brief description of our Processes or Systems**

The environmental protection is the responsibility of everyone engaged in or associated with works. It is one of the primary concerns to the organisation. Its importance is promoted at every level within the company. Proper briefing, equipment, training and reporting is seen as the major tool by which ECL 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 ECL works worldwide.

### **Actions implemented in the last year / planned for next year**

Further investment of alternative, or more environmentally friendly technologies.

### **Measurable Results or Outcomes**

All systems are adequate

**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.

**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

**Measurable Results or Outcomes**

All systems are to pass external audit.

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

EOD Contracts Ltd is a small but professional company. Management meetings are conducted monthly and new policies are agreed if need. Existing policies and procedures are discussed and confirmed to be adequate, if not they are discussed and amended as appropriate.