



Media Limited

No	Global Compact Principle	Action Taken, Impact Achieved and/or Plans for the Upcoming Year
1	Businesses should support and respect the protection of internationally proclaimed human rights	<p>Mail & Guardian Media Ltd supports and respects the protection of internationally proclaimed human rights by the manner in which it conducts and manages its business, and investigates and reports on human rights locally and internationally, especially in Africa. The company's news media divisions report on human rights issues on its various platforms with a view to improving its audience's understanding and acceptance of universal human rights.</p> <p>Plan for next year: Continue with investigative reporting on the violation of human rights with a view to raising awareness of critical issues and serving as a catalyst for change.</p>
2	Make sure they are not complicit in human rights abuses	<p>M&G Media Ltd ensures that it adheres to all the human rights and labour laws of South Africa by having policies, procedures and structures in place to support and monitor compliance.</p> <p>Plan for next year: To continue to ensure that we adhere to the measures we have in place and to keep abreast of changes that might affect our policies and procedures.</p>
3	Businesses should uphold freedom of association & effective recognition of the right to collective bargaining	<p>M&G Media Ltd signed union recognition agreements and engages with the unions regularly on labour and other issues affecting staff.</p> <p>Plan for next year: To continue regular engagement with the unions around workplace issues and conditions of employment.</p>
4	The elimination of all forms of forced and compulsory labour	<p>M&G Media Ltd has formal contracts of employment in place with acceptable labour practices for all permanent and fixed-term contract employees.</p> <p>Plan for next year: To continue to ensure that each employee has a signed employment</p>

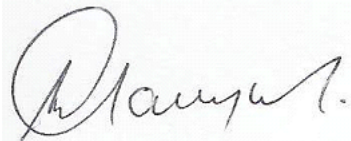
		contract and is fully aware of all policies and issues which affect their working conditions.
5	The effective abolition of child labour	<p>M&G Media Ltd does not employ minors and deprecates the practice. Further, it promotes awareness around child labour globally through its reporting, and promotes the eradication of child labour.</p> <p>Plan for next year: To continue with investigative and other reporting on child labour to support its abolition.</p>
6	Eliminate discrimination in respect of employment and occupation	<p>M&G Media Ltd employment policies, in line with South Africa's constitution and law, are designed to eliminate any forms of discrimination in respect of conditions of employment and employment practices. Furthermore, the company's</p> <p>Plan for next year: To continue to provide opportunities for employees to grow and develop to their full potential without discrimination, to the benefit of the individual, team and the company.</p>
7	Businesses should support a precautionary approach to environmental challenges	<p>The company's annual Greening the Future Award celebrates and lauds businesses for their involvement in conservation projects, their investment in the environment and their contribution towards permanent solutions. It also helps to share best practice.</p> <p>Plan for next year: To increase the awareness of the awards and garner more entries; to increase quality environmental coverage in the print and online arena.</p>
8	Undertake initiatives to promote greater environmental responsibility	<p>The company's Greening the Future Awards is presented annually to deserving corporates and non-profit entities.</p> <p>The company's Investing in the Future Awards are also presented annually to those deserving of recognition for their efforts toward a better future, with a category, which focuses on the environment.</p> <p>Plan for next year. To increase the awareness of the awards and garner more entries; to increase quality environmental coverage in the print and online arena. To continue to report on environmental issues which impact on the future and quality of people's lives.</p>
9	Encourage the development and diffusion of environmentally friendly technologies	M&G Media Ltd encourage as many companies as possible to enter the Greening the Future Awards. Finalists and winners are then invited to a gala function where they are commended for their work and have the opportunity to network with like-minded

		individuals to exchange ideas and share best practices
10	Businesses should work against all forms of corruption, including extortion and bribery	Our code of conduct policy addresses how the company would deal with corruption should we identify it. Our news media divisions investigate and report on corruption for a large audience on various platforms.
	Partnership for Development	<p>The Mail & Guardian continues to partner with the Southern African Trust in a project to eradicate poverty in the region through a broad advocacy programme. The focus this year is on the portability of social benefits for mine workers especially, and cross border trade in the Southern Africa region</p> <p>The company has also entered into a public-private partnership with the German government's GIZ to improve the quality of health reporting in the region. The partnership saw the launch of Bhekisisa (the name given to the unit), which trains journalism fellows in health journalism from across the region.</p>

Communication on Progress 2013

Statement

As a member of the United Nations Global Compact, M&G Media Limited has adopted the principles of good corporate citizenship and we have ensured that they are implemented in the policies and procedures of our organization across all of our platforms. We have been fully supported by our Board in this initiative, and that is necessary to assist in moving the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption.



27 September 2013, Mr Hoosain Karjieker
Chief Executive Officer

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