

TRI-MED SERVICES LTD

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UNITED NATIONS GLOBAL COMPACT 1 - CEO STATEMENT OF SUPPORT

Brief description of nature of business

The Tri-Med Group provides assistance to international relief organisations throughout the world. The group acts as a procurement and purchasing agency for relief and development organisations and is widely acknowledged to be a leader in the industry, and now regularly provides services to, and financed by, a wide range of organisations including the major United Nations bodies, those of The Red Cross societies, government development agencies, The EU, The World Bank and National and International NGOs.

More information is available on www.tri-med.com

The Tri-Med Group supports the UN Global Compact and all that it implies. We clearly understand the significance of the 10 principles of the UNGC and commit to taking actions in support of them. We will continue to support the UNGC because we recognise its importance in the ethical development of our business.



Peter Nopper
CEO
18th August 2008

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UNITED NATIONS GLOBAL COMPACT

2 - COMMUNICATION ON PROGRESS (COP)

Tri-Med is very pleased to publish this, its 1st Communication on Progress of its activities in support of the United Nations Global Compact.

As a SME, we are aware that our influence and our impact on global corporate social responsibility may be limited, however we strongly believe that it is the duty of all to uphold and promote these key principals.

Accordingly, we are pleased to detail our activities, as follows :

- **Principle 1:**

Business should support and respect the protection of internationally proclaimed human rights

The Tri-Med Group is fully committed to upholding and supporting the protection of internationally proclaimed human rights in all of our business and in that of our associates. We ensure never to act in violation of any fundamental human rights and are dedicated to associating only with those who respect the same principles. Our commitment is managed through the care we take in all of our business practices and the attention we pay to the ethical operations of our partners and associates. All of our staff have expressed their own individual commitment to these principles and we as an organization will strive to consistently uphold and promote these values in all of our activities.

- **Principle 2:**

Business should ensure that they are not complicit in human rights abuses

The Tri-Med Group, through our own commitment to comply with the protection of internationally proclaimed human rights and the care we take to associate only with organisations who are in the same way committed, have ensured and will continue to ensure to our best ability that we will never be complicit in human rights abuses. Tri-Med also requires that our contract manufacturers and suppliers are in no way complicit in any activities which violate these principles.

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- **Principle 3:**

Business should uphold the freedom of association and the effective recognition of the right of collective bargaining

The Tri-Med Group fully respects the right of its personnel to join and form trade unions. It upholds the freedom of association and recognizes and respects the right of its employees and associates to collective bargaining.

Tri-Med requires that our contract manufacturers and suppliers respect the right of all personnel to form and join trade unions of their choice and to bargain collectively. Furthermore, these companies must ensure that representatives of such personnel are not the subject of discrimination and that such representatives have access to their members in the workplace. This policy will extend further into all of our associations as a condition of cooperation.

- **Principle 4:**

Business should support the elimination of all forms of forced and compulsory labour

The Tri-Med Group supports the elimination of all involuntary, forced or compulsory labour. We stand committed not to employ any forced or involuntary labour directly or indirectly. Tri-Med requires that all employees in the production facilities of contracted manufacturers or suppliers must be employed voluntarily.

Tri-Med requires that our contract manufacturers and suppliers limit normal working hours to less than 48 hours per week. In the event that workers work overtime, this shall be appropriately compensated. The Tri-Med Group will continue to make these requirements and stringently maintain their observation

- **Principle 5:**

Business should support the effective abolition of child labour

The Tri-Med Group will not condone the use of child labour in the production of any of its products, either by the supplier or any of the supplier's sub-contractors. Tri-Med would support the total abolition of child labour and strive to promote this principle to all associates. Tri-Med will refuse to be associated with any organization in violation of this principle and seek to report them to the relevant body.

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- **Principle 6:**

Business should support the elimination of discrimination in respect of employment and occupation

We fully support the total elimination of discrimination in respect of employment and occupation within our own workplace and those of our suppliers, contract manufacturers and other associates. We operate a zero-tolerance policy towards discrimination of all forms and in particular will never condone the use of physical abuse, mental or physical coercion, and verbal abuse as disciplinary practices in any of our own locations or in those of any of our associates. In order to ensure that our numerous contract manufacturers comply with these aspects of the Tri-Med Social Accountability Standard, Tri-Med's staff works directly with the suppliers to improve the conditions in their factories. Those suppliers who comply fully are given preference when purchasing decisions are made.

- **Principle 7:**

Business should support a precautionary approach to environmental challenges

The Tri-Med Group is acutely aware of the environmental challenges we face and insomuch take a precautionary approach towards these challenges. As a service providing company, we can mainly influence our environmental footprint by running our offices in an environmentally responsible manner. As an SME, Tri-Med is able to make many improvements to our own everyday practices as well as supporting and influencing the practices of our suppliers, contract manufacturers and associated bodies. Tri-Med will evaluate the environmental impact of our operations with a commitment to minimizing any negative effects. We will strive to prevent the release of substances that cause environmental harm to the air, water or land. In addition, we will provide further training and encouragement to our employees to conduct their activities in an environmentally responsible manner. On our own premises we are taking many precautionary measures including increasing the energy efficiency of our offices and encouraging recycling and environmentally responsible waste disposal methods.

- **Principle 8:**

Business should undertake initiatives to promote greater environmental responsibility

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The Tri-Med Group is committed to promoting greater environmental responsibility in all its practices and has begun undertaking environmental assessments at our facilities and consequently making recommendations for improvements. We are committed to encouraging our business partners to strive for the same high levels of environmental performance. We will continue to promote these and promote further initiatives to promote environmental responsibility in our own activities and in those of all our associates.

The Tri-Med Group is also committed to reducing the environmental impact it has in terms of transporting goods by wherever possible purchasing and manufacturing as proximally as possible to the point of delivery. This would also have positive trickle down effects for local economies in many cases.

- **Principle 9:**

Business should encourage the development and diffusion of environmentally friendly technologies

Tri-Med recognizes the importance of environmentally friendly technologies and is therefore committed as far as possible to introduce these technologies into its activities. We propose to introduce these technologies further into our offices, whilst improving our practices with the technology already available, such as making greater use of the electronic storage systems we have, rather than overuse of environmentally sensitive resources such as paper. We will take this policy further in that, where possible, the technologies we employ in manufacturing, will be updated so as to be more environmentally responsible.

In addition, Tri-Med is currently involved in the development and manufacture of environmentally friendly emergency relief products, which also have health and safety benefits for their users. Such products include LED lamps for large IDP camp tents. Such lamps are designed to replace traditional kerosene lighting which have a negative impact on the environment and the health of children and vulnerable people, as well as posing a serious fire hazard. This sort of development is something which we are committed to continuing.

- **Principle 10:**

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

The Tri-Med Group does not condone or engage in any form of corruption or work with those who operate corrupt practices. Tri-Med refuses to associate or work

Helping the International Community help those in need

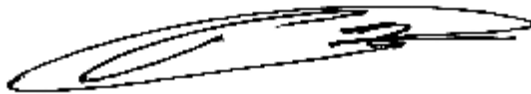
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with any organization which shows any sign of corrupt activities and will strive to discourage corruption at all levels, including low-level facilitation payments. This is a principle we are committed to because of our frequent exposure to these sorts of practices when working abroad. We hope that by refusing to engage in any form of corruption, extortion or bribery, directly and indirectly, we will effectively work against it.



Peter Nopper
CEO
18th August 2008

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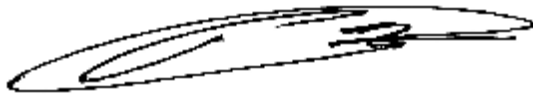
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3 – MEASUREMENT OF OUTCOMES

As an SME, the day to day changes that we can make or projects we can implement are limited and difficult to meaningfully quantify. The installation of power saving equipment and the adoption of power reduction protocols do not produce relevant reductions in, for example, our CO² emissions. However, on a longer term, activities and policies implemented in the dissemination and promotion of the Global Compact principles will indeed help.

In our 2nd Communication on Progress, we hope to be able to detail specific progress we have made in the year.



Peter Nopper
CEO
18th August 2008