

**LANTRADE GLOBAL SUPPLIES LIMITED**

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## Lantrade Global Supplies Ltd

# Communication on Progress 2013



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# Table of Contents

<b>Statement of Continued Support</b>	<b>3</b>
<b>The 10 Principles</b>	<b>4</b>
<b>Human Rights</b>	<b>4</b>
<b>Labour Standards</b>	<b>7</b>
<b>Environment</b>	<b>12</b>
<b>Anti-corruption</b>	<b>15</b>

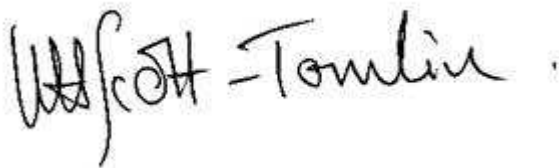
## STATEMENT OF CONTINUED SUPPORT

Lantrade Global Supplies (LGS) remains as committed to the 10 principles regarding human rights, labour rights, the environment and anti-corruption as laid down in the United Nations Global Compact, UNGC. 2011 has presented challenges as well as opportunities for LGS to show its continued support.

We are cautiously optimistic about global economic recovery and have used this year to consolidate our position as an efficient commercial enterprise, whilst continuing to embrace the UNGC in our activities.

Retaining our principled approach is paramount as ever and it is with pleasure that I can reiterate our belief in the importance of the UNGC remains strong.

We look forward to another year of opportunities to uphold the principles of the UNGC.



Lynda Scott- Tomlin  
LGS Managing Director

## THE 10 PRINCIPLES OF THE GLOBAL COMPACT

Below is a brief explanation of the ways in which LGS abides by the principles of UNGC. Within this explanation is an outline of company policies, outcomes, and aims for the upcoming year.

### HUMAN RIGHTS

#### **Principle 1: Business should support and respect the protection of internationally proclaimed Human rights.**

LGS places great value on the Human Rights of its employees. The respect and support of human rights by LGS extends not only to the immediate workplace but rather to all who LGS come into contact with. LGS is very aware that it engages in a worldwide supply management chain, and understands that it is within the company's responsibilities to ensure that all operations involved in the supply process adopt the internationally proclaimed Human Rights.



Current Company Policies	Actions	Outcomes
<ul style="list-style-type: none"> <li>✓ Discrimination of employees throughout the supply chain based on age, gender, religion, race, culture or political is not tolerated due to the company's non-discriminatory policy.</li> <li>✓ Thereafter, LGS does not deal with companies which we see to breach human rights.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Support of Howard League</li> <li>✓ A large part of our work is election projects, largely in Africa. LGS staff have been made aware of the potential discrimination, particularly against minority groups, and some have taken part in training courses to contend such behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Appreciation of freedom of speech and expression</li> <li>✓ Greater understanding and appreciation of the difficulties faced by minority groups and of the importance of the democratic process.</li> </ul>
<p><b>Future Aims:</b> Support charities who aim to correct the abuse of human rights as much as possible.</p>		

## **Principle 2: Business should ensure that they are not complicit in Human Rights abuses.**

LGS takes a breach of human rights within its supply chain very seriously. LGS has very clear and accurate communication with manufacturers due to our multinational team, and therefore aims to avoid any misunderstanding when it comes to the human rights of employees throughout the supply chain.

Current Company Policies	Actions	Outcomes
<ul style="list-style-type: none"> <li>✓ LGS does not do business with any company seen to be violating the human rights of its employees.</li> <li>✓ LGS only takes part in bids which do not violate human rights.</li> </ul>	<ul style="list-style-type: none"> <li>✓ LGS continues to perform regular factory visits. As we have started offering new products the number of visits to the suppliers in the supply chain to check that they adhere to an acceptable level of human rights has increased significantly.</li> <li>✓ Where a violation of human rights is uncovered, LGS takes immediate action to either insist that practices are changed, or to find a new supplier.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Suppliers are made aware of this and we believe that they examine some of their practices as a result.</li> </ul>
<b>Future Aims:</b> To continue to keep vigilant in our choice of suppliers.		

## LABOUR STANDARDS

### **Principle 3: Business should uphold the freedom of Association and the effective recognition of the right to collective bargaining.**

LGS values the choices and opinions of our employees. All employees are respected and heard, and we preserve the freedom of association. We have managers in place to improve communication between employees. Collective bargaining in its purest sense is not relevant to this company's environment, mainly due to the nature and size of the company. However, the spirit of collective bargaining is recognised, and employees withhold the right to voice their opinions collectively as well as individually. After a discussion pertaining to the election of a workers representative, we came to the conclusion that due to the nature and size of the company, it is not the most fitting solution. Instead we decided to maintain constant openness between all staff.

Current Company Policies	Actions	Outcome
<ul style="list-style-type: none"> <li>✓ To respect and listen to all employees.</li> <li>✓ Employees have the freedom of joining any association.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Regular meetings between employer, managers and employees to guarantee operational communication all around.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Developed communication between employees.</li> <li>✓ Improved working environment.</li> <li>✓ Any issues that arise are addressed and dealt with promptly and accordingly.</li> </ul>
<b>Future Aims:</b> Although collective bargaining is not pertinent to LGS we will continue to encourage its use throughout our supply chain.		



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**Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.**

LGS is very aware when it comes to the different forms and causes of forced labour. Our multinational, multi-cultural team enables us to effectively communicate with our suppliers and their employees to ensure that forced labour is not part of their practice, and therefore ours, without our knowledge.





Current Company Policies	Actions	Outcome
<ul style="list-style-type: none"> <li>✓ All employees have an employment contract.</li> <li>✓ Large scale projects are monitored during the entire supply process.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Staff are encouraged to chat to factory workers during regular visits made to production sites.</li> <li>✓ Regular factory visits ensure that we are aware of the labour standards employed throughout our supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>✓ LGS supports a charity that provides shelter and sustenance to people who have suffered misfortune and who are homeless. This vulnerable sector of society can be subject to unsavoury work practices.</li> </ul>
<p><b>Future Aims:</b> LGS plans to formalise its approach to reducing forced labour by requesting that suppliers confirm in writing that they are not using inappropriate staff in their workforce.</p>		

## **Principle 5: Businesses should uphold the effective abolition of child labour.**

As a company we condemn any practice of child labour, and work to ensure that it is not used within the company's supply chain whatsoever. However, discovering the practice of child labour can be challenging,

despite regular visits to the factories. If child labour is identified, LGS makes sure that appropriate measures are taken.

Current Company Policies	Actions	Outcome
<ul style="list-style-type: none"> <li>✓ LGS closely adheres to national labour laws and regulations along with minimum age provisions.</li> <li>✓ LGS uses its influence on suppliers to promote ethical labour standards.</li> </ul>	<ul style="list-style-type: none"> <li>✓ In an attempt to ensure that child labour is not used at any point along the supply chain, regular factory visits are made.</li> <li>✓ If an incident of child labour is discovered, LGS takes appropriate action against its practice, by either working towards changing the practices of the company or by finding a different supplier.</li> </ul>	<ul style="list-style-type: none"> <li>✓ LGS does not knowingly engage with companies who practice child labour.</li> </ul>
<b>Future Aims:</b> To continue to visit new suppliers.		

### **Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.**

The LGS UK team includes English, Chinese, South African, Algerian, Belgian and Bulgarian employees. This in itself promotes equal opportunities.

The company is a Home Office recognised sponsor of non-EU workers

Our multicultural team allows for operational communication all through the supply process and therefore leads to better business.

Current Company Policies	Actions	Outcome
<ul style="list-style-type: none"> <li>✓ When considering the employment of an individual our end decision is based purely on qualifications, skill and relevant experience.</li> <li>✓ Employee recruitment, training and promotion records are kept up- to-date.</li> </ul>	<ul style="list-style-type: none"> <li>✓ All staff are offered training.</li> </ul>	<ul style="list-style-type: none"> <li>✓ A multi – cultural and multi-talented team.</li> </ul>
<p><b>Future Aim:</b> Leading by example, we will continue to encourage our suppliers to adopt the same non-discriminatory policies we have.</p>		



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## ENVIRONMENT

### **Principle 7: Businesses should support a precautionary approach to environmental challenges.**

We look throughout the supply chain to try to establish whether more environmentally friendly options are available with regards to manufacturing.

Current Company Policies	Actions	Outcome
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<ul style="list-style-type: none"> <li>✓ We take into consideration the impact freight has on the environment.</li> </ul>	<ul style="list-style-type: none"> <li>✓ We encourage our clients to organise their required purchases as soon as possible so that we can organise more environmentally friendly transportation methods for these goods. i.e. sea not air</li> <li>✓ The company sends out e-cards on Christmas which saves paper and the money saved by doing this will be donated to charity.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Preserving the environment is a large factor in our quest to discourage the use of air transport unless it is of absolute necessity.</li> </ul>
<p><b>Future Aims:</b> Continue to improve the choice of sea-freight services that we offer our clients.</p>		

**Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.**

LGS is ever conscious of our environmental responsibility and are continually searching for further ways to increase energy efficiency and to promote environmentally friendly practices.

Current Company Policies	Actions	Outcome
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<ul style="list-style-type: none"> <li>✓ We are constantly communicating with our suppliers to try to find ways to better their environmental performance.</li> <li>✓ Environmentally friendly practices are promoted in the office.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Where possible we try to find our production source closer to the destination.</li> <li>✓ Try to recycle as much kitchen waste as possible.</li> <li>✓ Re-using partially used paper as scrap paper.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Improved productivity of resources.</li> <li>✓ Reduction in office waste.</li> </ul>
<b>Future Aims:</b> Continue promoting environmentally friendly practices as much as possible.		

**Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.**

LGS promotes environmentally friendly and eco-efficient practices by encouraging the use of technologies that have these effects.

Current Company Policies	Actions	Outcome
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<p>✓ LGS uses (whenever they have access to) the most environmentally favourable technology.</p>	<p>✓ Visiting factories, meeting and talking with suppliers is one way in which we keep abreast of their attempts to use the most eco-friendly technology.</p> <p>✓ We perform random checks on factory production.</p>	<p>✓ Environmentally friendly practices.</p>
<p><b>Future Aims:</b> Continue to improve our technology and encourage others to do the same.</p>		



## ANTI-CORRUPTION



**Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.**

LGS has committed itself to working against all forms of corruption. We have regular contact with our industry peers and are committed to exposing corruption if and when we become aware of it.

Current Company Policies	Actions	Outcome
✓ We do not tolerate any form of bribery, extortion or corruption within any of our practices.	✓ LGS does not deal with, or associate itself with any practice of extortion, bribery or corruption.	✓ Transparency ✓ Support towards combating corruption.
<b>Future Aims:</b> Continue to be vigilant in this regard and to be prepared to work against corruption in all forms.		