

United Nations Global Compact - Logica Communication on Progress

Statement of support from Logica's CEO, Andy Green:

Logica is a signatory of the United Nations Global Compact. Since becoming a signatory in 2008 we have made progress implementing the Ten Principles of the Compact. We are a company committed to the wellbeing of our people, our communities, our wider stakeholder groups and the environment. We welcome the opportunity to provide our first update and to demonstrate our continued support of the ten principles with respect to human rights, labour rights, environment and corruption.

Our 2008 Corporate Responsibility report, in line with the Global Reporting Initiative provides more detail on our actions toward the Global Compact.

	Our Response	Actions	Measurement or Outcomes
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>We respect human rights within our area of influence and operate our business in such a way as to make us a leading employer. We are committed to the development of our people and offer them many opportunities and exposure to unique business challenges.</p> <p>Our Ethics policy outlines our approach to human rights.</p>	<p>We have incorporated these principles in our Supplier Corporate Responsibility policy which will increasingly be incorporated into material purchase orders across Logica.</p> <p>When tendering and formally assessing major</p>	<p>This year our target is to have our Supplier Corporate Responsibility Policy integrated in 50% of supplier contracts let in 2010.</p> <p>We will begin auditing selected, major supplier's material compliance with our policies within our supply</p>

		suppliers we will consider supplier compliance with ethical policies and practices.	chain in 2012. We will continue to investigate any claims of breach of our policy by suppliers and actively consider the same in any renewals or extensions.
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: Businesses should support the elimination of all forms of forced and compulsory labour.</p>	<p>See here for an outline of our programme concerning collective bargaining agreements from our 2008 CR report.</p> <p>Our Ethics policy outlines the approach we require from our people and suppliers with regards to Diversity: ensuring no employee or potential employee is unlawfully discriminated against directly or indirectly as a result of their colour, creed, race, nationality, ethnic or national origin, connections with a national minority, marital</p>	<p>Our Ethics policy has been communicated to our people and will be reviewed on a regular basis to ensure it meets ongoing requirements of the business.</p> <p>We have rolled out our mandatory web based Ethics training programme to our leadership team</p>	<p>We remain fully committed to ensuring a fair and supportive environment for all of our people whether they have formal employee representation or not.</p> <p>Through regular review and communication of our Ethics policy ensure we maintain our record</p>

<p>Principle 5: Businesses should support the effective abolition of child labour.</p> <p>Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation.</p>	<p>or civil partnership status, pregnancy, age, disability, religion, or similar philosophical belief, sexual orientation, gender or gender reassignment or trade union membership and never tolerate harassment in any form. We support the elimination of discrimination with respect to employment and occupation.</p> <p>Our Ethics policy requires our employees to avoid all forms of forced or compulsory labour and supports the abolition of child labour and will work with our suppliers to ensure this is maintained in our supply chain.</p>	<p>and through 2010 will roll this out further across our major geographies. The aim of the programme is to reinforce our people's understanding of corruption issues.</p>	<p>of no reported incidents of child labour or forced labour, within Logica's own operations.</p> <p>We intend to publish a standalone Diversity policy by 2011.</p>
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to</p>	<p>We aim to continually improve the environmental sustainability of our operations and throughout 2009 we sought to minimise our impact on the environment.</p>	<p>In addition to our own environmental programme, which is outlined in our Environment policy we are also supporting our clients in reducing their carbon impact.</p> <p>Our internal</p>	<p>Our target is to reduce our emissions by 50% by 2020.</p> <p>In 2009 we reduced emissions by 5% in absolute terms and by 6% in relative terms. We are putting in place</p>

<p>promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>		<p>communications programme involves regular environment awareness events, highlighting the issue of our business and personal environmental responsibilities.</p> <p>To understand our impact on the environment, we report annually on our carbon emissions and have improved our level of country reporting from 70% in 2008 to 100% in 2010.</p> <p>See here for more information about our environment programme.</p>	<p>group-wide and localised plans to ensure we meet our internal carbon reduction targets.</p> <p>We introduced foundation environment training for all employees via Logica University; we implemented the second Group environment week to encourage employee participation; awareness of Environment Programme grew to 65% (as measured by our employee survey).</p>
<p>Principle 10: Businesses should work against corruption in all its</p>	<p>Logica is committed to the highest standards of corporate governance and professional integrity. We conduct our business around the world in an ethical, honest and</p>	<p>Our Supplier Corporate Responsibility policy reflects the approach to</p>	<p>We continue to record incidents in corruption and will analyse this post implementation of the</p>

<p>forms, including extortion and bribery.</p>	<p>accountable manner in accordance with all applicable laws, rules and regulations.</p>	<p>corruption we require of our employees and suppliers. This policy forms the basis of all our purchase orders across Logica.</p> <p>This issue is covered off in our mandatory Ethics training module which is being rolled out this year.</p>	<p>training programme.</p>
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