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Period Covered: February 2013 to December 2014

Statement of continued support by the Managing Director

At the request of the UN Global Compact, Torse Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact. This covers the areas of human rights, labour, environment and anticorruption.

In this Communication on Progress we set out our actions to continually improve the implementation of the Global Compact as part of the way we run our business.

We will to share this information with our stakeholders via our Website, News, Twitter and the regular Bulletins that we produce.

Mark T Johnson
Managing Director

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses

Assessment, Policy & Goals:

Torse Ltd supports the Universal Declaration of Human Rights. Torse will not engage with any parties that are known to participate in the abuse human rights.

Torse Ltd has an Anti-Harassment and Bullying Policy and is committed to ensuring that all employees are treated fairly and with respect. Torse Ltd will not tolerate victimisation, bullying or harassment in the workplace.

Implementation

Torse Ltd has a Grievance Procedure in place and offers mediation to staff as a first stage resolution to any problems experienced in the work place.

Staff consultation is routinely incorporated into organisational developments enabling staff to remain informed and have an opportunity to influence both direction and objectives.

Torse Ltd Human Resources policies reflect our pro-active stance on human rights including our Anti-Harassment and Bullying Policy, Equal Opportunities Policy, Compassionate Leave Policy and Flexible Working Policy.

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Outcomes

In the past three years Torse Ltd has not been subject to any investigations, legal cases or incidents involving Human Rights.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Assessment, Policy & Goals

Torse Ltd supports the eight Fundamental Conventions of the International Labour Organization ranging from 'Freedom of Association' through to Discrimination in the workplace.

Torse Ltd employees have a contract of employment stating their terms and conditions. Available to all staff is a Company Handbook which includes information on standard terms and conditions of employment, company benefits, company rules, grievance and disciplinary procedures.

Torse Ltd only employs third party outsourced organisations that also comply with the expectations of the ILO Conventions.

Torse Ltd complies with all relevant health and safety legislation..

Implementation

Torse Ltd consults with staff on a continuous basis – regular weekly operations review sessions involving all staff have actions and information disseminated throughout the organisation, Relevant sessions with staff informing and inviting feedback on current issues are held .

Torse Ltd has a range of Human Resources Policies which support best practice in terms of labour and employment including an Equal Opportunities Policy and Flexible Working Policy. Annual appraisals are run throughout the organisation.

Torse Ltd has a Health & Safety Policy and specific and relevant safety procedures. Risk assessments are reviewed and carry out regularly, with safety compliance audits of all sites and Departments.

Outcomes

Torse Ltd manages ongoing Personal Development Planning, the objectives being to best develop the skills and capabilities of the individual, by identifying Training and development needs to both improve effectiveness and opportunity for the employee and the business.

Torse Ltd has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles.

Torse Ltd has not been subject to any health and safety statutory notices or prosecutions in the past three years.

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Environment

Principle 7: Businesses should support a precautionary approach to environmental changes;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy & Goals

Torse Ltd is engaging with partners the Nottingham Energy Partnership to implement our new Environmental Management System. Investors in the Environment (iie) helps organisations to save money reduce their environmental impact and attain environmental accreditation as part of a wider membership package. The scheme is nation-wide and currently has more than 180 members and over 1,000 pledges.

There will be targets set each year to increase recycling and decrease the amount of waste going directly to landfill.

Company vehicles are being replaced by more fuel efficient vehicles. To date this has already resulted in a reduction of emissions approaching 50%

Implementation

Ongoing campaigning with staff to reinforce our objectives in terms of reducing waste and improving recycling continues.

New Torse Ltd company cars are all targeted to be low CO₂.

Outcomes

Torse Ltd uses licenced waste companies for disposal of waste. We are registered with a WEEE compliance company for disposal of waste electrical and electronic equipment and battery disposal.

Torse Ltd has not had any reportable environmental incidents within the last year and has not been subject to any statutory notices or prosecutions.

Anti-Corruption

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

Assessment, Policy & Goals

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Torse Ltd is compliant with the Bribery Act and does not participate in any corruption, bribery or extortion. Torse Ltd supports the UN Convention Against Corruption and does not knowingly work with organisations who are formally acknowledged as being corrupt.

Implementation

The Managing Director is ultimately responsible for anti-corruption within Torse Ltd and our Anti-Bribery Policy sets out clearly exactly what could be considered to be bribery.

As a matter of principle Torse Ltd declines to participate in Energy Supplier 'Incentive Schemes' in what should be an open competitive business marketplace.

Outcomes

Torse Ltd has not been involved in any legal cases, rulings or other events related to corruption or bribery.

Torse Ltd management and annual accounts are prepared by external accountants who ensure best practice and principles are in place to ensure Torse Ltd finances are of the highest integrity.

Mark T Johnson

Managing Director