

Lantrade Global Supplies Ltd

Global Compact Communication on Progress 2009



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STATEMENT OF CONTINUED SUPPORT

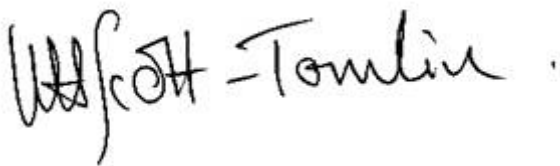
Lantrade Global Supplies is a growing business, with over 20 years of experience in managing complex procurement projects worldwide.

We are delighted to show our continued support to the Global Compact, and as a signatory, LGS is committed to all of the 10 principles regarding human rights, labour rights, the environment and anti-corruption. I was also proud to add my name to the Universal Declaration of Human Rights in December 2008. This serves to underline not only the company's, but also my personal commitment to everything the UNGC stands for. Engagement with such principles has contributed to our ongoing search for more eco friendly, yet efficient solutions to some of the procurement challenges that can arise within this industry. We believe that the Global Compact promotes good ethical business practice, leading to all round benefits, both environmental and commercial.

This year our company's focus has been on relocating some of our factories to locations closer to the customer base. This change has aimed to reduce fuel emissions, and offers a more environmentally favourable route to sourcing some of our products, as well as a welcome reduction in transport costs.

We are proud that all of our business practices are in agreement with the principles of the Global Compact. We extend our commitment through talking openly to our suppliers about the importance we attach to the Global Compact.

It is an honour to be a member of the Global Compact and a contributor to a movement that promotes ethical business practices.

A handwritten signature in black ink, reading "Lynda Scott-Tomlin". The signature is written in a cursive, flowing style.

Lynda Scott- Tomlin

THE 10 PRINCIPLES OF THE GLOBAL COMPACT

Below is an overview of the ways in which LGS complies with the principles of The Global Compact. It also includes an outline of the company policies and outcomes, and aims for the coming 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 is not limited to the immediate workplace, rather, LGS recognises the importance of upholding the human rights of all workers existing within its sphere of influence. LGS is very conscious that it engages in a worldwide supply management chain. Therefore, it is within the company's responsibilities to ensure that all operations involved in the supply process adhere to internationally proclaimed Human Rights.

Company Current Policies

- As a company we adopt a non- discriminatory policy, therefore any discrimination of employees throughout the supply chain based on age, gender, religion, race or culture is not tolerated.
- Subsequently, LGS does not deal with companies which we see to breach human rights.



Actions

- LGS were very proud to have signed the CEO statement's 60th Anniversary of the Universal Declaration of Human Rights, in December 2008.
- Staff attended an internal communications workshop on human rights.

Outcomes

- Greater understanding and appreciation of Human Rights on a global level.
- Improved company image and values.

Future Aims: Support charities whose aim is to correct abuse of human rights.

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. Our multinational team help to ensure clear and accurate communication with manufacturers, and therefore aims to avoid any misunderstanding regarding the human rights of workers throughout the supply chain.

Company Current Policies

- LGS does not engage with any company seen to be breaching human rights.
- LGS only participates in bids which do not violate human rights.

Actions

- LGS engages in regular factory visits to ensure that practices within its supply chain adhere to an acceptable level of human rights.
- Where a breach of human rights is uncovered, LGS takes appropriate action to either insist that practices are changed, or to switch suppliers.

Outcomes

- Our preferred suppliers list only consists of companies and manufacturers which adhere to the human rights principles.

Future Aims: To continue to publically condemn any breaches of Human Rights.

LABOUR STANDARDS

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

As a company we value the choices and opinions of our employees. All workers are respected and listened to, and we uphold the freedom of association.

Managers are 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 discussing the election of a workers representative, we decided that due to the nature and size of the company, it is not the most fitting solution. We resolved to maintain constant openness between all staff.



Company Current Policies

- To respect and listen to all employees.
- Employees have the freedom to join any association.

Actions

- Regular communications meetings between employer, managers and employees to ensure effective and efficient communication from both sides.

Outcomes

- Improved communication between employees.
- Improved working environment.
- Any issues that arise are addressed and dealt with accordingly.

Future Aims: Whilst collective bargaining is not relevant to our business we will positively encourage its use throughout our supply chain.



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

LGS is very sensitive to all forms and causes of forced labour. Our multinational, multi cultural team allows effective communication with our suppliers, to ensure that forced labour does not become part of our practices without our knowledge.

Company Current Policies

- All employees have an employment contract.
- Large scale projects are monitored throughout the supply process.

Actions

- Unannounced factory visits aim to ensure that LGS never knowingly engages with forced labour.
- Factory visits ensure that we are aware of the labour standards employed throughout our supply chain.

Outcomes

- LGS only deals with companies which do not engage in forced labour.
- In instances where unsatisfactory labour standards are identified, LGS encourages change before engaging in further business.
- LGS supports a charity that provides shelter and sustenance to people who have suffered misfortune and who are homeless.

Future Aims: LGS continues to support actions against forced labour, and aims, when possible to make appropriate changes towards better labour standards.

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

LGS condemns any practice of child labour, and works to ensure that under no circumstances it is used within the company's supply chain.

However, discovering the practice of child labour can be challenging, despite stringent and regular factory visits. If use of child labour is identified, LGS ensures that appropriate measures are taken.

Company Current Policies

- LGS closely adheres to national labour laws and regulations as well as minimum age provisions.
- LGS uses its influence on suppliers to promote ethical labour standards.

Actions

- Factory visits attempt to ensure that child labour is not employed at any point along the supply chain.
- If an incident of child labour is uncovered, LGS takes positive action against its practice, through either working towards changing the practices of the company or by changing their supplier.

Outcomes

- LGS does not knowingly engage with practices of child labour.

Future Aims: To continue to visit new suppliers.

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

LGS 's UK team includes, English, Chinese, French, South African, Algerian, Belgian and Bulgarian workers which in itself promotes equal opportunities. We believe that our multicultural team allows effective communication throughout the supply process and leads to efficient business.

Company Current Policies

- Recruitment of staff is based purely on qualifications, skill and relevant experience.
- Employee recruitment, training and promotion records are kept up- to- date.

Actions

- Training is offered to all staff.

Outcomes

- A multi – cultural and multi-talented team.

Future Aim: Leading by example, we will continue to encourage our suppliers to adopt the same non discriminatory policies.

ENVIRONMENT

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

We try to establish whether more environmentally friendly options regarding manufacturing, are available throughout the supply chain.



Company Current Policies

- Implementing measures towards cleaner production.
- Consideration of the impact of freight on the environment.

Actions

- When possible LGS has tried to source products closer to the delivery destination.
- We continually strive to inform our customers to consider eco factors when ordering from us. One example of this is the encouragement to use sea freight rather than air freight when possible. As a result of extensive negotiation we are pleased to report that our last job, which was previously executed using air freight, was carried out using sea freight. This led to saving the fuel used by 6 747 aeroplanes.
- Last year the company sent out Christmas e-cards, not only did this save on paper, but also the money saved in the process was donated to charity.

Outcomes

- Reduction in Freight and carbon footprint of jobs when possible.

Future Aims: To encourage more environmentally friendly practices within our office, for example car sharing, and where possible walking or cycling to work.

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

LGS continuously strives to be more conscious of its environmental responsibility. We are continually looking for further ways to increase energy efficiency and to promote environmentally friendly practices.

Company Current Policies

- Communicating with supplies to try and achieve better environmental performance.
- Promote environmentally friendly practices within the office.

Actions

- Where possible, use cleaner production processes and source closer to the delivery destination.
- Aim to recycle kitchen waste where possible.
- Re-using paper which has only been partly used.

Outcomes

- Improved productivity of resources.
- Reduction in office waste.

Future Aims: To continue to promote environmentally friendly practices.

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

LGS encourages the use of technologies which promote environmentally friendly practices and are more eco- efficient.

Company Current Policies

- When possible and available, LGS aim to use the most environmentally favourable technology.

Actions

- Visiting factories and meeting with suppliers to ensure that the best possible technology is used in production.
- Performing spot checks on factory production.

Outcomes

- Environmentally friendly practices.

Future Aims: Continue to improve our technology.

ANTI-CORRUPTION

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

We are committed to working against corruption in all forms.

We have regular contract with our industry peers and are committed to exposing corruption if and when we become aware of it.

Company Current Policies

- LGS does not tolerate any form of bribery, extortion or corruption within any of our companies practices



Actions

- LGS does not engage, or associate with any practice of extortion, bribery or corruption.
- This year LGS were proud to sign a CEO statement in support of the UN Convention against Corruption.

Outcomes

- Transparency
- Support towards combating corruption.

Future Aims: Continue with our vigilance and be prepared to work against all forms of corruption.

Small changes make a difference

The nature of our business means that implementing environmentally friendly options can be challenging.

This year LGS has gone to great efforts to establish manufacturing contacts in Turkey. This has led to the set up of LGS Turkey, and it is now possible for us to source some of our products from here. The benefits of this is that Turkey is generally much closer to our customer base, and therefore a massive saving in carbon emissions, and freight cost can be made when using this route.

We are very excited by this alternative source and believe that such a step towards sourcing goods more locally is a positive step towards becoming more environmentally friendly.



Caring for Children

LGS offers dedicated support to Facing Africa, a charity which is concerned with the prevention and cure of Noma.

This year two members of LGS staff fundraised £1500 towards the charity.

In addition LGS also donated some anti-malarial mosquito nets to Rotary International for distribution by ShelterBox.



Last Christmas LGS decided not to send Christmas cards in the traditional way. Instead we decided to save on paper and printing by sending an **e-Christmas card** to all of our contacts. This saved a huge amount of paper and it also saved on costs. The money saved by this process was donated to the charity Facing Africa.