

Global Compact – Communication on Progress 2004

GlobalTox International Consultants Inc.CANADA and the Global Compact

Statement of Continued Support

In 2004, GlobalTox International Consultants Inc.Canada joined the Global Compact in its support of the 10 principles of the UN Global Compact. GlobalTox International Consultants Inc, Canada statements of Business Practices are contained in our reported Communication on Progress.

GlobalTox also endorses and supports the following organizations:

- ECO Canada (Environmental Careers Organization)
- Guelph Chamber of Commerce
- Society of Environmental Toxicology and Chemistry (SETAC)
(non profit, worldwide society)
- Canadian Centre for Occupational Health
- Canadian Association of Chemical Distributors Education Fund
- Canadian Cosmetics, Toiletries and Fragrances Association
- Pharmacological Society of Canada
- Chemical Consumer Specialty Professional Association
- American Association for Cancer Research
- Waterloo Wellington Children's Groundwater Festival
- Society of Toxicology of Canada
- Association Chemical Professionals of Ontario
- American Board of Toxicology
- Ontario Human Resources Professional Association
- Ontario Association for the Application of Personality Type
- International Association of Administrative Professionals

Mark Goldberg,
CEO/President
GlobalTox International Consultants Inc., Canada

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Principle	GlobalTox International Consultants Inc., CANADA Policy/Program in Place	Progress in 2004
1. Businesses should support and respect the protection of internationally proclaimed human rights	GlobalTox International Consultants Inc., CANADA ensures its suppliers and clients uphold the same Standards that we do, in regards to staff, work environment, work ethics and quality of life through benefits and other employee programs as stated in the Human Rights Policy of Canada.	<ul style="list-style-type: none"> - provide safe and healthy working environment - promote health and wellness -100% benefits paid, work\family balance policies -professional development, - Employee Assistance Program provides confidential support for employee and family members at no cost
2. Businesses should ensure that they are not complicit in human rights abuses	GlobalTox International Consultants Inc., CANADA policies on harassment, employment equity, safety, health all insure that basic human rights are respected and never abused, as stated in our Employment Equity Policy	<ul style="list-style-type: none"> -our suppliers provide Canadian made products -Human Resource professional on staff qualified to review policy change and effects regularly -ensure our sub-consultant suppliers are in compliance with federal and provincial workplace health and safety regulations and provincial Workplace Safety Insurance Board guidelines
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	GlobalTox International Consultants Inc., CANADA policies on employment equity and in keeping with the Canadian government regulations and human rights policy support this initiative as basic human rights in Canada.	<ul style="list-style-type: none"> -feedback is sought regularly from staff via surveys, and through formal and informal discussions -open door policy access to all levels of management -pay equity reviewed annually in comparison to corporations, governments and competitors -GLOBALTOX INTERNATIONAL CONSULTANTS INC., CANADA also considers the

		<p>results of the Triennial Toxicology Salary surveys</p> <ul style="list-style-type: none"> -we provide 100% benefit coverage, ergonomic issues and working conditions are considered excellent -profit sharing is achieved at the discretion of management, through bonuses, staff appreciation days, contribution to the company pension plan, and paid time off at Christmas
<p>4. Businesses should support the elimination of all forms of forced and compulsory labour.</p>	<p>GlobalTox International Consultants Inc., CANADA strives to achieve work / life balance for all staff</p>	<ul style="list-style-type: none"> - staff are able to work remotely from home when needed -GlobalTox International Consultants Inc., CANADA supports parental leave for all staff
<p>Businesses should support the effective abolition of child labour.</p>	<p>GlobalTox International Consultants Inc., CANADA does not support the employment of child labour.</p>	<ul style="list-style-type: none"> - our corporate logo company is 100% Canadian owned and operated, our suppliers do not support countries who engage in child labour policies -all staff are provided employment contracts, voluntary nature of employment -follow Government legislations regarding minimum age requirements for work
<p>6. Businesses should support the elimination of discrimination in respect of employment and occupation</p>	<p>The GlobalTox International Consultants Inc., CANADA management team regularly discusses the potential for real or perceived discrimination in respect of employment and occupation to arise, and acts proactively to prevent or</p>	<ul style="list-style-type: none"> -we provide equal opportunities without regard to race, skin colour, gender, sexual orientation, age, disability, nation of origin or marital status -Human Resource Manager is Certified and implements government legislated regulations regarding

	correct any such discrimination.	recruitment, hiring, training, education, as well as promotion, transfer, termination, layoff, compensation -our harassment policy is 50% of members of the current GlobalTox International Consultants Inc., CANADA Management team are women -our harassment policy is clear ,concise and has been used effectively and quickly resolves issues
7. Businesses should support precautionary approach to environmental challenges	GlobalTox International Consultants Inc., CANADA wherever possible, prevents, minimizes, mitigates and remediate impacts on the environment	-Company staff members, including the Owners, sit on several Expert and/or advisory committees and provide advice to the community, local and regional government agencies, provincial and federal departments -we are in compliance per our audits -we provide scientific research and advice on environmental issues, within our area of expertise
8. Businesses should undertake initiatives to promote greater environmental responsibility	GlobalTox International Consultants Inc., CANADA furthers the knowledge base in Canada with respect to Environmental Research and issues	-Founding Sponsor of the Children's Groundwater Festival movement in Ontario, and actively participate through Staff volunteers each year -GlobalTox International Consultants Inc., CANADA sponsors the "Trees for Guelph" initiative in 2005. to pay for tree planting at a local elementary school -our Toxicologists teach Risk Assessment and Risk Communication courses at

		<p>Universities</p> <ul style="list-style-type: none"> -we have developed and implemented risk communication training programs for government agencies
<p>9. Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>GlobalTox International Consultants Inc., CANADA shares its knowledge and expertise</p>	<ul style="list-style-type: none"> - One Principal sits on the Ontario Advisory Council on Drinking Water Quality and Testing Standards, as appointed by the Minister of the Environment -provide Expert Advice in the Environmental fields – through schools, and through community activities (such as the Speed River cleanup) -office uses recycled paper products, and toner cartridges, and staff participate in recycling program in the staff kitchen, -provide written articles for publication eg: HazMat magazine to keep readers up to date on characteristics of chemicals that are of environmental interest
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>GlobalTox International Consultants Inc., CANADA maintains a high integrity and values based system and code of business conducts and ethics, as outlined in our Quality Policy.</p>	<ul style="list-style-type: none"> - participates in submission of tenders, bids, according to requirements - do not permit staff to accept perks from suppliers -tradeshaw giveaways are generally limited to \$10 value -any gifts received from suppliers/customers at Christmas time are raffled off between all staff members.