

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS

Company Name	Sebel Furniture Limited	Date	4 February 2011
Unit (if applicable) Address	92 Gow Street PADSTOW NSW 2211		
Country	Australia	Membership Date	20 January 2010
Contact Name	Greg Welsh	Number of Employees	178
Contact Position	Chief Executive Officer		
Contact Telephone No	0419 443 999	Sector	Manufacturing

BRIEF DESCRIPTION AND NATURE OF BUSINESS

Sebel Furniture is Australia's leading furniture manufacturer, specialising in the manufacture of indoor and outdoor furniture. The product range includes chairs, stools, auditorium/theatre and stadium seating, educational seating, educational furniture, tables and office seating.

STATEMENT OF SUPPORT

Sebel Furniture will continue to be committed and proactive in upholding the ten principles of the UN Global Compact. We fully endorse these principles by which we conduct our day-to-day activities and place extreme importance in our continued work in promoting the highest standards in human rights, labour standards and anti-corruption. We believe that the adverse effects on the environment must be reduced as a priority. All principles of the UN Global Compact are considered when Sebel Furniture develops its policies and procedures for the future operations of our business.



**GREG WELSH
CHIEF EXECUTIVE OFFICER
SEBEL FURNITURE LIMITED
4 FEBRUARY 2011**

PRINCIPLE 1 Business should support and respect the protection of internationally proclaimed human rights

Our commitment or policy

Sebel Furniture is committed to supporting all aspects of human rights. It is our policy to ensure that such rights are implemented for employees at all levels of our processes and activities, by promoting a culture of respect for the law, and respect of all members within n our organisation and with others with whom we interact.

A brief description of our processes or systems

Sebel Furniture is ISO compliant. All employees have access to the company's comprehensive complaints and resolution procedure; beginning with informal discussions with their line manager or supervisor to formal interviews and mediation with access to the highest levels of management within the company. Should the matter not be resolved to an individual's satisfaction they can appeal at any stage. They retain the right to lodge the matter with any external tribunal dealing with employee arbitration and resolution.

Actions implemented in the last year / planned for next year

Sebel Furniture is continually reviewing its policies and procedures to ensure they are suitable, relevant and up-to-date to meet the needs of the employees and the requirements of the company.

Sebel Furniture has planned a consultation meeting between management and employee representatives

Measurable results or outcomes

Sebel Furniture has no reports of discrimination in any form or human rights abuse in its workplace.

PRINCIPLE 2 Business should ensure that they are not complicit in human rights abuses

Our commitment or policy

Sebel Furniture is dedicated to ensuring that they are not knowingly complacent in any Human Rights abuse. It is our policy to ensure that we do not associate, enter into a joint venture with any body, corporate, private or official whose actions are questionable in respect to Human Rights abuses.

A brief description of our process or systems

Sebel Furniture will only deal with other organisations that are ISO registered and compliant. Prior to formulating any agreement with a contractor or supplier, Sebel Furniture will assess and research each organisation to ensure concurrence with its own policies and procedures. Where non-compliance is identified, no agreement will be entered into.

Actions implemented in the last year / planned for next year

Our procedures to assess any new contractor will be reviewed on an annual basis. Procedures for re-evaluating existing contractors will be implemented.

Measurable results or outcomes

Whilst only a small number of agreements were entered into in the last year, no contractors were non-compliant or cancelled.

PRINCIPLE 3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Our commitment or policy

Sebel Furniture recognises the rights of its employees and sub-contractors to union membership and representation. In 2010 the Sebel Furniture Enterprise Agreement was passed.

A brief description of our processes or systems

All the general requirements of the award relating to hours of employment, holidays, sick and personal leave, worker's compensation are adhered to by Sebel Furniture, and also outlined in the employee handbook that is provided to and signed by each new employee.

Actions implementations in the last year / planned for next year

In 2010 the Sebel Furniture Enterprise Agreement was passed. This remains in force until 31 July 2013.

Measurable results or outcomes

Staff turnover is extremely low and no disputes have arisen.

PRINCIPLE 4 Business should support the elimination of all forms of forced and compulsory labour

Our commitment and policy

Sebel Furniture is fully committed to eliminating all forms of forced and or compulsory labour. Sebel Furniture will not consider working for or with any organisation or in any environment where forced labour is condoned.

A brief description of our processes or systems

All employees are contracted to work set hours at an agreed rate of pay and may terminate their employment with a mutually agreed notice period. Shifts can be rotated with others to ensure that no employee feels disadvantaged. Overtime is available but is not compulsory.

Actions implemented last year / planned for next year

In 2010 the Sebel Furniture Enterprise Agreement was passed. This remains in force until 31 July 2013. All employees affected by this Agreement were consulted and a “majority rules” system was implemented.

Measurable results or outcomes

There have been no disputes in relation to forced labour.

PRINCIPLE 5 Business should support the effective abolition of child labour

Our commitment and policy

Sebel Furniture supports the abolition of child labour. Sebel Furniture will not condone or be complacent in any matter concerning the use of children as workers.

A brief description of our processes or systems

Due to the nature of our business, no persons under the age of 16 years is contracted or employed by us for any position whatsoever.

Actions implemented in the last year / planned for next year

Following employment checklists and reviewing all potential suppliers ensured that Sebel Furniture did not employ, nor partner with an organisation that employed, on a full time basis, any person under the age of 16. Some of Sebel's suppliers provided work at appropriate pay rates for children over 14 years of age, working after the completion of their daily schooling.

Measurable results or outcomes

There have been no disputes regarding child labour nor any fines or judgements against Sebel Furniture in this regard.

PRINCIPLE 6 Business should support the elimination of discrimination in respect of employment and occupation

Our commitment or policy

Sebel Furniture supports the elimination of discrimination in respect of employment and occupation.

A brief description of our processes and systems

Sebel Furniture is committed to equal employment opportunity in all aspects of the employment policy including the selection, placement, training and promotion of all employees. Sebel does not discriminate on the grounds of race, sex, colour, religion, sexual orientation, national origin, age or disability. Sebel will ensure that no person is denied employment for reasons unrelated to ability.

Actions implemented last year / planned for next year

Employment policies were reviewed and updated (where applicable) ensuring that equal employment processes were adhered to.

Measurable results or outcomes

No judgements were placed against Sebel Furniture for discrimination

PRINCIPLE 7 Business should support a precautionary approach to environmental challenges

Our commitment or policy

Sebel Furniture is committed to the protection of our environment and recycling where possible. Sebel Furniture accepts social and moral responsibility for a continual improvement of our impact on the environment beyond current legislation and requirements.

A brief description of our processes and systems

Sebel Furniture applies a common environmental management methodology throughout the company. We make conscious decisions to ensure the environment is a key consideration in all activities at Sebel Furniture.

Actions implemented last year / planned for next year

Sebel Furniture trained and motivated employees to understand their environmental responsibilities and to participate actively in all environmental programs.

Measurable results or outcomes

A common environmental management methodology has been implemented throughout the company

PRINCIPLE 8 Business should undertake initiatives to promote greater environmental responsibility

Our commitment or policy

Environmental protection and awareness is extremely important to Sebel Furniture. Sebel Furniture will not conduct any activity where the risk is significant in causing environmental damage.

A brief description of our processes or systems

Environmental impact assessments are conducted prior to any new task or activity being introduced in the company. We are doing our part for the environment by implementing “green” practices that help minimise the overall ecological footprint and reduce landfill. We contribute to more sustainable practices by encouraging our customers to return old Sebel furniture for recycling whereby old Sebel furniture is ground down and turned into new furniture.

Actions implemented in the last year / planned for next year

Sebel Furniture recently reviewed all processes and identified where improvements could be made in the use of power and fuels.

Sebel Furniture is a signatory to the Packaging Covenant and meets its reduction responsibilities under this agreement.

Measurable outcomes or results

Reductions in landfill due to recycling more products, and reduction in water and power usage.

PRINCIPLE 9 Business should encourage the development and diffusion of environmentally friendly technologies

Our commitment or policy

Sebel Furniture is constantly researching latest technologies to ensure we are using the most environmentally friendly systems possible.

A brief description of our processes or systems

We are constantly challenged to improve the sustainability of the technologies and processes in the manufacture of our furnishings. Investigation of new and improved environmentally friendly technologies is paramount to our environmental success.

Actions implemented in the last year / planned for next year

Sebel Furniture has been investing in alternative and more environmentally friendly technologies.

Sebel Furniture introduced in-house waste regrinding to permit the use of recycled materials on site.

Measurable results or outcomes

Reductions in landfill due to recycling more products, and reduction in water and power usage due to introduction and training in new technologies.

PRINCIPLE 10 Business should work against corruption in all its forms, including extortion and bribery

Our commitment or policy

Sebel Furniture is committed to ensure that we are not involved in any corruption, extortion or bribery in any business dealings.

A brief description of our processes or systems

Sebel Furniture is a strong believer in ethical business practices and principles. Sebel Furniture has a zero tolerance for corruption and refuse to deal with organisations where this is active. Conflict of Interest is always investigated prior to any new projects.

Actions implemented in the last year / planned for next year

Continued vigilance and monitoring of all new projects, suppliers and employees has taken place.

Sebel Furniture provides staff with briefings and regular reminders to all staff in relation to Australian Trade Practices regulations.

Measurable results or outcomes

There have been no reported incidents of corruption, extortion, bribery or conflicts of interest.

How do you intend to make this COP available to your stakeholders?

This COP will be made available on the Sebel Furniture website.