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H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

8<sup>th</sup> December 2022

Dear Mr. Secretary-General,

I am pleased to confirm that Allwag Promotions Ltd supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Allwag Promotions Ltd will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Respect for human rights is one of Allwag Promotions Ltd.'s core values. Our Code of Conduct is signed by all employees and includes respect for universally recognised human rights. Our colleagues are expected to behave according to this code of conduct and promote the UN declaration within the organisation. We assess our activities and ensure they are not causing or contributing to adverse humanrights impacts. We analyse our relationships with Government, business partners, and other non-state actors to consider whether they might pose a risk for the company in terms of implicating it in human rights abuse. This is also part of our Employee Handbook which is signed on induction as well as an annual review. We are an Investors in People Platinum and this external verification of our records, systems and processes endorses the commitment of both the Directors and all employees to support, respect and protect internationally proclaimed Human rights.

Allwag Promotions Ltd supports the right to exercise freedom of association and collective bargaining. We have a good cooperation with the unions, including any independent parties which we use, information on this can be found in contractual agreements. Ciarra Holloway has recently been appointed as Commercial Director to represent employees on the Board of Directors. Ciarra has worked for Allwag Promotions since she was at university and understands both the needs of the business but has the teams interests at heart.

Allwag Promotions Ltd.'s policies state that we refuse to hire anyone by force or against their will. No one within the company should be subjected to any form of forced labour. All employment is documented with written contracts describing the conditions of employment in a language understood by the employee, signed by both parties. Allwag Promotions Ltd complies with public working hour regulations and pay fair wages that at a minimum cover the local cost of living. We require our independent parties to engage their employees on fair terms.

Any form of child labour is not acceptable at Allwag Promotions Ltd or with our contractors. The age limit of working for Allwag Promotions Lt. is 18 years of age.

Allwag Promotions Ltd maintains an inclusive environment which is committed to equal opportunities for all employees. Allwag Promotions Ltd. recognises and appreciates that every individual is valuable and unique. We do not tolerate discrimination in any form, based on race, skin colour, disability, nationality, sexual orientation, social background, religion conviction, political conviction, gender, age or any other personal characteristics. Our Equality and Diversity policy covers our passion to ensure we ensure we are both supportive and inclusive. Our employed age range is from 20 years old to 66 years old and our family friendly approach allows a range of working patterns in terms of both hours and locations.

One of Allwag Promotions Ltd.'s key focus areas is our environmental impact. We calculate our carbon footprint on an annual basis and minimise our negative impact on the environment as best we can. As part of this annual assessment, we review how our practices can be conducted in a more sustainable manner to assist in monitoring our journey to net zero. We are committed to full compliance with all applicable environmental regulations wherever we operate.

We ensure full compliance with all applicable environmental regulations wherever Allwag Promotions Ltd operates in the world. By assessing, reporting, and minimising our carbon footprint on an annual basis we are reducing our global greenhouse gas footprint. We support global initiatives that reduce the volume of atmospheric carbon while improving the lives of those in the poorest communities with education and lifestyle change initiatives. We work with Ecologi, as a trusted partner, to enable us to further support environmental initiatives driven by our interactions with our clients i.e., recently donated for every visitor to our sustainable merchandise exhibition stand at Excel to offset their carbon footprint too. Our ISO14001 certification also verifies our commitment but externally auditing our environmental responsibility.

By engaging with Global Compact Local Networks, we aim to support Principle 9. We aim to join and support issue platforms and workstreams, focusing on those tied to Principle 9. Our ecommerce solutions reduce the need for paper for our client when managing their gifting schemes and we are looking to install solar panels in our building. All cars used by senior staff are hybrid taking advantage of green technologies.

For Allwag Promotions Ltd, trustworthiness and value creation are formed through governance and compliance. We are committed to full compliance with all applicable laws and regulations wherever we operate in the world. At Allwag Promotions Ltd, we promote fair and free competition without corruption, bribery or money laundering.

Sincerely yours,

A handwritten signature in black ink that reads "Angela Wagstaff". The signature is written in a cursive, flowing style.

Angela Wagstaff

Managing Director