



Dulas Ltd
Unit 1 Dyfi Eco Park
Machynlleth
Powys, SY20 8AX
Tel: +44(0)1654 705000
Fax: +44(0)1654 703000
solar@dulas.org.uk
www.dulas.org.uk

UN Global Compact Communication on Progress - Dulas

Date 22nd July 2014

Statement

To our stakeholders

I am delighted to confirm that Dulas continues to support the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

Our core business is the delivery of renewable energy solutions to help people not hurt them, this means our values and activities embrace the three environmental principles. We are continually encouraging the diffusion of renewable energy technologies in areas of the world with poor power supplies particularly for the use of primary healthcare.

Human rights have also always been at the heart of our business and our founding principles exclude manufacturing arms or arms related products. We have also recently added new policies within our Business Vision documentation and Employee Handbook.

Labour rights and responsible management are vital to our operations and values. We are employee owned with no external shareholdings.

We are anti-corruption and our activities are undertaken through transparent bidding processes.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Phil Horton

Director, Dulas

Human Rights

- [Principle 1](#): *Businesses should support and respect the protection of internationally proclaimed human rights; and*
- [Principle 2](#): *make sure that they are not complicit in human rights abuses.*

Assessment, Policy & Goals

Dulas fully and passionately supports the Universal Declaration of Human Rights.

We have policies within our Business Vision documentation and Employee Handbook which support the declaration regarding:

Capability Procedure
Disciplinary
Grievance
Internal Secondment
Redundancy
Volunteering
Right to Request Flexible Working
Relocation
Career Break
Volunteering at Dulas
Working Time & Annual Leave
Equality & Diversity
Maternity
Paternity/Maternity Support Leave & Pay
Probation
Dignity at Work
Recruitment & Selection
Development & Objectives Review
Learning & Development
Sickness Absence Reporting
Parental Leave
Internal Recruitment & Selection

In 2013, we updated the capability, disciplinary and grievance procedures and implemented the following new policies:

Stress
Volunteering
Reviews
Brand
IT
Telephone



Implementation

Our policies are implemented in our day to day operations. We adhere to the stringent UK and European recruitment and employment law and actively promote work-life balance through flexible family friendly working practices. Every employee carries out an annual stress test to monitor the wellbeing of employees and management reviews are regularly carried out.

Our work specifically supports Article 25 through our provision of solar power refrigeration and power systems for health care. These products enable improved health care and access to vaccinations in the most remote areas of the world.

Measures of outcomes

Dulas undertakes an annual survey on stress which is fed back to departmental manager and the Board of Directors. The employee representative Personnel Group monitors and ensures that human rights are upheld.

Our survey undertaken in May 2014 showed improved results as compared with July and April 2013. In 2013 the results showed that we were improving in the areas concerning understanding of role and controlling demands. Improved relationships and peer support was also evident.

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;
- [Principle 5](#): the effective abolition of child labour; and
- [Principle 6](#): the elimination of discrimination in respect of employment and occupation.

Assessment Policy and Goals

Dulas is a worker owned company. This brings unique commitment, equality and loyalty throughout our business. We encourage and support co-operation in Dulas as well as common ownership of business ideas and processes throughout teams.

The promotion of team working is paramount. We expect every employee to be self-motivated and responsible, and to participate in decision making in a considered manner. Management style is expected to be inclusive, supportive & coaching, we expect everyone with management responsibility to have excellent listening skills and a democratic approach but not to be afraid to deal with difficult issues & show leadership.

We take this approach as we believe this is the best for profit, people and the environment.

Dulas does not use forced or compulsory labour or use child labour.

Dulas adheres to UK and European laws regarding discrimination.

Implementation

Due to an increase in size Dulas instigated a new governance process which was undertaken through consultation during 2012. Dulas has a culture of consultation and participation and all employee/shareholders will contribute to major business decisions. Dulas has been very pleased to retain our status as a fully worker owned company and have set up the Shareholder Advisory Committee who is responsible for advising the Board of Directors through consultation.

Dulas has a human resource team in place to ensure UK legislation is implemented and supported. A democratically elected personnel group is also in place who are responsible for employee probations, appraisals and are available to assist and support with any employee matters as and when they may arise.

Measures of outcomes

Standards and policies are monitored, updated and recorded by the employee representative Personnel Group; the supply chain is monitored by the Quality Group.

The new structure continues to be reviewed through quarterly meetings and at an annual AGM.

Dulas also implemented new policies during 2013 which included the following:

Capability
Communications
Probation
Health & Safety

Environment

- [Principle 7](#): Businesses should support a precautionary approach to environmental challenges;
- [Principle 8](#): undertake initiatives to promote greater environmental responsibility; and
- [Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

Assessment Policy and Goals

Dulas' founding principle is:

“To develop solutions to engineering and environmental problems that help people and the environment”

Our core business of delivering renewable energy solutions that make a positive impact on the environment through the provision of solar, wind, hydro and biomass systems for domestic, commercial, humanitarian and public service applications around the World

Our business is driven by the global targets for carbon reduction and the opportunity to deliver life-saving technologies to areas of poor electricity supply through the provision of renewable energy technologies.



Implementation

The Dulas headquarters are situated in extremely energy efficient BREEAM standard office buildings on a purpose built Eco business park in Mid-Wales. The area significantly benefits from the local employment opportunities presented by the business. The organisation's transport policies reflect our environmental goals and location next to a mainline railway station ensures that car journeys can be minimised.

The whole business is dedicated to the installation and facilitation of wind farms, individual wind turbines, environmentally sensitive run-of-river hydro schemes, biomass heating systems and solar PV systems for homes, businesses and remote, off-grid applications.

Dulas Environmental Management System Statement

We are progressing our quality systems and procedures and are working towards the implementation of Environmental Management to the ISO14001 by 2015.

The following Dulas Ltd documents are held in support of this:

- Environmental Policy Statement – this includes maintaining an Environmental Management System that conforms to ISO14001
- Environmental Management System model
- Environmental Management System Manual contents
- Management Review Procedure – this covers review of ISO14001:2004 sections 4.33, 4.4.1, 4.6
- Documents register showing relationship between ISO9001 and ISO14001 documentation
- Environment aspect chart
- Environment aspect register
- Legal Register
- Minutes of ISO14001 review meetings

And more recently the following documents:

- Waste monitoring
- Environmental Emergency Response and Pollution Prevention
- Waste management procedures

As a fully environmentally aware company we continued to manage, review and improve our environmental management through our ISO9001 processes and as part of our Health & Safety management. We are continuing to improve our activities and there is support at director level and throughout the company.

Environmental awareness is embedded in Dulas Ltd as it is contained as an object in our memorandum of association

“22.4 – to make a real contribution to improving peoples lives and the protection of the environment”.

Anti-Corruption

- [Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment Policy and Goals

The Dulas Business Vision document states that:

We are a highly ethical business, *and that* we specifically exclude trade with arms or arms related products.

Dulas is against corruption and supports the UN convention against corruption.

Implementation

As an ethical business Dulas ensures that our business interactions do not infer any type of corruption. The organisation regularly bids for work through transparent tender processes and framework agreements. We have a system whereby new customers are identified / assessed before a PO is agreed

Dulas disciplinary procedure clearly states that the acceptance of bribes or incentives of any sort is misconduct and appropriate action will be taken.

Dulas Ltd refers to and complies with the UK bribery act. The senior management team and directors have had a briefing on the bribery act and reminded at management meetings.

Recommendations (ongoing)

All HOT read, understand and communicate as necessary the brief and full guidance.

HOT remind all team members that bribery is illegal and an offence for UK nationals under UK law and ignorance of the law is not a defence.

HOT remind all team members that under the new Act the organisation is also liable.

Undertake training for Heads of Teams

We have started a register of hospitality given and received.

Put together a team to go through the six principles and put in place appropriate procedures to mitigate risk.

Facilitate an anti-bribery policy either to stand on its own or part of an ethical working policy.

Measures of outcomes

Departmental teams monitor business interactions to ensure that ethical business practices are maintained.

During the year no disciplinary action was required regarding corruption.