

Statement of continued support by the Chief Executive Officer

As a small organization, we are conscious that our actual footprint is quite small. But as a publisher, specialising in responsible management and sustainability, we touch many thousands of people, with nearly half a million people reading our online abstracts and contents last year, and nearly 50,000 full text downloads of our material online. This is what we call our 'brainprint'.

While we might try to minimise our negative footprint in terms of environmental impact and waste, we seek to maximise our positive brainprint. So as well as reporting on compliance to the four areas and ten principles of the UN Global Compact, we have also commented on our positive brainprint outputs; our publications.

For SMEs like ourselves, and particularly those in knowledge work, like ourselves, we would recommend a focus on positive intellectual capital, which helps to engender knowledge and discussion around responsible behaviour, sustainability and environmental stewardship

Human Rights

Assessment, policy and goals

Description of the relevance of human rights for the company (ie human rights risk assessment).

Description of policies, public commitments and company goals on Human Rights.

- GSE Research and Greenleaf Publishing actively support the Universal Declaration of Human Rights. We do not carry out business in countries that are known to flagrantly contravene human rights, for example human trafficking, torture and politically-motivated imprisonment and disappearance.
- GSE Research and Greenleaf Publishing are committed to all employees and stakeholders (readers, authors, editors, suppliers, partners) being treated fairly and with respect.
- As a publisher, we ensure the highest standards in publication ethics in order to uphold fair and clear practices that promote excellent research wherever it comes from in the world and by whomever irrespective of status or power.
- As a publisher, we focus on titles that promote human rights and ethical behaviour.
- GSE Research and Greenleaf Publishing only work with suppliers who demonstrate similar levels of commitment to Human Rights.
- GSE Research and Greenleaf Publishing is committed to sharing important research to countries and communities at a fair price.

Implementation

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

The publishing programme promotes Human Rights and ethical practices. Sample titles include:

Human Rights, Corporate Responsibility and Management Education

The Corporate Responsibility Code Book

Corporate Stewardship: Organizing for Sustainable Effectiveness

Base of the Pyramid 3.0: Sustainable Development Through Innovation and Entrepreneurship

Socially Responsive Organizations and the Challenges of Poverty

GSE Research and Greenleaf Publishing actively seek partnerships with organisations that represent and promote Human Rights. For example, we include research in our online Sustainable Organization Library and Greenleaf Online Library from the *Principles for Responsible Management Education*, the *International Labour Organization* and *Oxfam*. We have a book series with the *Principles for Responsible Management Education*, PRME, group and are developing one with the *Principles for Responsible Investment*, PRI.

GSE Research and Greenleaf Publishing distribute research at prices that reflect the ability to pay in emerging economies through a partnership with *INASP* (an international development charity working with a global network of partners to improve access, production and use of research information and knowledge). We currently have agreements in Mozambique and Ethiopia.

GSE Research and Greenleaf Publishing have a number of policies that reflect our best practices in Human Rights, for example we are an Equal Opportunities employer, and we promote Flexible Working and Anti-harassment and Bullying practices. We are signatories to the *Oxfam* Code of Practice for suppliers.

Measurement of Outcomes

Description of how the company monitors and evaluates performance.

GSE Research and Greenleaf Publishing has received no complaints from employees regarding discrimination, bullying or unfair practice.

GSE Research and Greenleaf Publishing monitor the policies and practices of suppliers on an annual basis. No contraventions have been identified.

GSE Research and Greenleaf Publishing publish, promote and disseminate an increasing list of books, research papers and reports on the topic of Human Rights to a global audience.

Labour

Assessment, policy and goals

Description of the relevance of labour rights for the company (ie labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

GSE Research and Greenleaf Publishing support the ILO Core Conventions and do not undertake business with organizations that use forced labour or child labour or have poor employee conditions.

All employees are provided with a contract of employment that sets out the terms and conditions and the complaints process. No employee is on a zero-hours contract.

GSE Research and Greenleaf Publishing promote and disseminate research and information about best practice in Labour Rights.

GSE Research and Greenleaf Publishing only offer paid internships and no unpaid internships.

Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

The publishing programme supports and disseminates best practice in Labour Rights. Titles include:

Homeworking Women: Informal Workers' Recognition, Representation and Rights

Gender Equality and Sustainable Business

CSR for HR

Overcoming Challenges to Gender Equality in the Workplace

There is an active partnership and co-publication programme between Greenleaf Publishing and the ILO.

GSE Research and Greenleaf Publishing have guidelines in place for Equal Opportunities, Flexible Working and Health and Safety. A number of employees are actively participating in the flexible working arrangements to accommodate carer responsibilities.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Annual appraisals are conducted to identify development areas with employees and to identify any changes that may be required to reflect their needs in the workplace.

All interns have received a fair wage.

GSE Research and Greenleaf Publishing have not been involved in any cases of contravention of the Global Compact Labour principles.

GSE Research and Greenleaf Publishing monitor the policies and practices of suppliers on an annual basis. No contraventions have been identified.

GSE Research and Greenleaf Publishing publish, promote and disseminate an increasing list of books, research papers and reports on the topic of good practice on Labour Rights to a global audience.

Environment

Assessment, policy and goals

Description of the relevance of environmental protection for the company (ie environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

GSE Research and Greenleaf Publishing have strong environmental policies and procedures in the production of their printed books.

GSE Research and Greenleaf Publishing encourage digital dissemination through the creation and promotion of online collections of book chapters and journal articles and individual ebooks. This helps to reduce carbon emissions due to print production and transportation of goods.

GSE Research and Greenleaf Publishing uphold recycling practices.

GSE Research and Greenleaf Publishing promote the use of public transport and bicycles for commuting and employee travel to reduce our carbon footprint.

GSE Research and Greenleaf Publishing promote and disseminate research and information about best practice in Environmental Policies.

GSE Research and Greenleaf Publishing monitor the policies and practices of suppliers on an annual basis.

Implementation

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental risks.

GSE Research and Greenleaf Publishing have changed printers to Print on Demand who have very good environmental policies. As a result, the printing of the books conform to:

BS EN ISO 14001:2004

Investors in the Environment (IiE)

(Print on Demand has worked with Investors in the Environment to achieve its Green

Accreditation, the highest accreditation they offer, equivalent to BS8555 level 1.)

ISO 5001:2011 (forthcoming)

Forestry Stewardship Council certification Chain of Custody (CoC) accreditation

Programme for the Endorsement of Forest Certification (PEFC) accreditation. PEFC works throughout the entire forest supply chain to promote good practice in the forest and to ensure that timber and nontimber forest products are produced with respect for the highest ecological, social and ethical standards.

All book chapters and journal articles produced by Greenleaf Publishing are captured and disseminated in a digital format.

GSE Research and Greenleaf Publishing has partnered with *Treedom* to encourage the purchase of ebooks for a set number of titles by offsetting the carbon footprint through planting cocoa trees to celebrate Earth Day. The trees will be planted in the Greenleaf forest in Cameroon, producing high quality cocoa beans and providing local farmers with an additional source of income. Each tree will absorb 55kg of CO₂ during its lifetime.

GSE Research and Greenleaf Publishing publish a number of titles that promote good practice and information about environmental management. Sample titles include:

The Long Hedge: Preserving Organisational Value through Climate Change Adaptation

Product-Service System Design for Sustainability

What is Sustainable Technology?

The Global Carbon Crisis

Leading Change Toward Sustainability

GSE Research and Greenleaf Publishing operates a Cycle to Work scheme.

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance.

Whilst we are a small business and are unable to weigh our waste, it is estimated that we recycle more than 75% of waste. Our office park has recycle arrangements which we use for the majority of our waste.

18% of employees regularly cycle to work, 18% of employees walk to work and 27% of employees regularly use public transport to commute to work.

GSE and Greenleaf Publishing monitors the practices of its suppliers, particularly its printers and distributors on an annual basis.

GSE Research and Greenleaf Publishing (or its suppliers) have and any reports of contraventions of its environmental policies.

Anti-Corruption

Assessment, policy and goals

Description of the relevance of anti-corruption for the company (ie anti-corruption risk assessment). Description of policies, public commitments and company goals on anti-corruption.

GSE Research and Greenleaf Publishing ensure that there is no corrupt practice by its own employees or its suppliers. It fully complies with the Bribery Act, the UN Convention Against Corruption and does not knowingly operate with businesses, governments or individuals that are corrupt.

Implementation

Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.

All hospitality and gifts are declared. Any approaches by other organisations that could be construed as bribery are refused.

All supplier bids are managed through a clear, fair and open process and decisions based on quality of service, price and conformance to our company policies on environmental management and ethical practices.

The publishing programme includes a number of titles that promote anti-corruption practices, including:

Land Access and Resettlement: A Guide to Best Practice

Anti-corruption: Implementing Curriculum Change in Management Education

Beyond Governments: Making Collective Governance Work – Lessons from the Extractive Industries Transparency Initiative

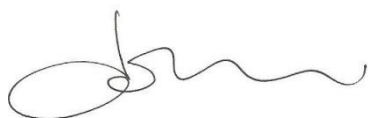
Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

GSE Research and Greenleaf Publishing submit audited accounts to independent Accountants and reports on practices to its key shareholder, Finance Yorkshire. As a small business, audited accounts are lodged with Companies House every two years. These independent bodies serve as a final check to ensure that no irregular payments have been made.

GSE Research and Greenleaf Publishing work with partners that uphold anti-corruption practices, including *PRME*, *EFMD*, *AACSB*, *ILO* and library consortia such as *CHEST*.

GSE Research and Greenleaf Publishing have not been involved in any cases of infringement of anti-corruption policies.



John Peters

Chief Executive Officer, on behalf of the board of directors and staff of GSE Research and Greenleaf Publishing.

April 2015.