

**UN GLOBAL COMPACT 2015 – DINTS INTERNATIONAL LTD  
COMMUNICATION ON PROGRESS – JUNE 2015**

<b>GOAL</b>	<b>ACTION</b>	<b>IMPLEMENTATION</b>	<b>MEASUREMENT</b>	<b>DATE IMPLEMENTED</b>
<b>Human Rights</b>	Support for UN Declaration of Human Rights	Statement of support placed on website.	Human Rights fully integrated into the way we operate and do business.	2015 ongoing.
	Staff Handbook	<ul style="list-style-type: none"> <li>• Finalised handbook covering human rights principles for employees</li> <li>• Handbook covering human rights principles for employees reviewed and updated.</li> </ul>	PDF of handbook completed, and made available on staff intranet.	2014 March to today full implementation ongoing.
	Engaged in post-2015 development agenda	As and when invited commit to attending and participating in relevant business roundtables to share business experiences, examples and views.	2015 speak out about/link business to agenda whenever and wherever possible.	Ongoing commitment.
	HR Director – position maintained and reviewed.	Ensuring policies are adhered to and any grievances can be actioned immediately.	All policies maintained and updated regularly. Staff grievances addressed quickly and fairly with follow-up as necessary.	May 2015.

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<b>Labour Principles</b>	Staff Handbook	Detailing employee rights, responsibilities and benefits. Policies to prevent discrimination. Regularly reviewed, updated and circulated.	50:50 m:f ratio throughout workforce. 50:50 in senior management. Mix of ethnicities and backgrounds.	Updated February 2015 – ongoing.
	Health & Safety	Fire Warden and First Aid officers appointed – Lola and Dave. H&S Policy reviewed and maintained.	Training up to date. Reviewed 6 monthly intervals.	May 2015.
	Employee consultation	Through new style yearly appraisals allowing staff to raise issues and provide feedback to senior management.	6 monthly (December) and Annual (May) Reviews held with all staff.	Dec 2014 & May 2015.
	Assessment of client policies in relation to Human Rights/Labour	Yearly project to assess policies of all clients (new clients assessed as work begins) to ensure adherence to human rights/labour policies especially in relation to child and forced labour	Annually assessed. All clients publicise policies and no incidences of breaches	Project is ongoing.
<b>Environmental Principles</b>	Recycle/reduce - Paper	All paper is shredded and recycled.	<p>Our Environment Impact Report for period June 2014-May 2015 advises Dints made the following savings:</p> <ul style="list-style-type: none"> <li>• <b>19.8 TREES</b></li> <li>• 1.2t Recycled Fibre Produced</li> </ul>	Recycling initiative ongoing with first report for June 2014 – May 2015 completed.

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			<ul style="list-style-type: none"> <li>• 2.9m3 Landfill</li> <li>• 1.558.5l Water</li> <li>• 440.5l Petrol</li> <li>• 12121.4 kw Electricity</li> <li>• 26.2t Carbon equivalent</li> <li>• 31.7k Air Pollutants</li> </ul>	
	Printer cartridge recycling	IT Intern implemented September 2014.	All Office Laser Toner Cartridges recycled.	September 2014 and ongoing.
	CEO Water Mandate – committed to the Water Mandate in July 2014.	Develop an annual Communication on Progress-Water, first communication due in July 2015.	Using the Transparency Policy of the CEO Water Mandate. To be published on the CEO Water Mandate website, our own website and to be communicated to stakeholders	Ongoing – due July 2015.
<b>Anti-Corruption Principles</b>	Introduced updated bribery whistleblowing procedure	Anti-Corruption, Bribery and Whistle Blowing Policy inserted in Staff Handbook.	<p>Policies reviewed and updated as required but at least annually.</p> <p>No whistleblowing incidences reported for year June 2014 – May 2015.</p>	June 2014 – reviewed annually.
	Signed UN Call to Action	Submitted Dints' support for Call to Action calling for more governmental support of anti-corruption measure.		June 2014.

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	Anti-corruption modules – new staff/contractors	New Staff receive Anti-Corruption and Bribery Policies in Staff Handbook on joining as part of initial induction to Dints International.	21 Staff successfully completed UNGC 'Fight Against Corruption' online certification training course.	Done - ongoing.
	Attended event in NYC	Geoff attended the 10 <sup>th</sup> Principle 10 <sup>th</sup> anniversary event in NYC in December 2014.	Attended day's sessions and discussions sharing experiences and further building a network of contacts with businesses who have UNGC a priority.	10 <sup>th</sup> December 2014
	Expenses System	Expenses routinely checked and audited yearly to ensure company accounting complies with own rules, governance and legislation.	Company Financial Manager regularly reviews accounts and travel expenses. External Auditors employed annually.	Company successfully audited in September 2014.