

## **Global Compact Communication on Progress**

December 2015



Principle	GPC's Progress	Actions	Policy and/or standard reference	2015 COP Update
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights.	GPC respects human rights within our sphere of influence and is committed to operating as a leading employer. Our Ethics policy (SD108) outlines our approach to human rights. Our Supplier Corporate Responsibility policy requires our suppliers to support and respect the protection of nationally and internationally proclaimed human rights, and to ensure they are not complicit in human rights abuses.	When tendering and formally assessing major suppliers we consider supplier compliance with our ethical policies and practices. GPC has amended our external and supplier audit process and questioner to ensure conformance to our policies.	Implementation of SD108, Business Ethics, and implementation to Code of Conduct SD109. Targeted all personnel will be trained by December 2013.	All GPC employees have attended this training. Training Matrix has been amended. Statement of commitment to GC principles added to Handbook along with copy of policies.  GPC will add this training to the ongoing training requirement for employees.
<b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses.	GPC implemented and deployed our Business Ethics policy (SD108) and amended our Supplier Audit process and questioner to ensure that new and existing suppliers are adhering to human rights. Suppliers will be down scored if they are found to be abusing basic human rights and engaging in child slavery.	Our Ethics policy is communicated to our people and will be reviewed on regular basis to ensure it is aligned to industry best practice and meets the ongoing requirements of human rights as well as GPC's business.	GPC will investigate any breaches of our policy by suppliers and actively consider business continuity with any supplier that breaches our policy. Investigation will be conducted through our normal supplier audits.  Confidential reporting systems are also in place to allow such reporting without fear of retaliation.	GPC has increased supplier audits. Questions are being asked for any internal breaches of GPC's policy by suppliers and actively consider business continuity with any supplier that breaches our policy.  Confidential reporting systems are also in place to allow such reporting without fear of retaliation.
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	GPC does not have any issues with freedom of association. GPC do not tell people or try and tell people who they can / can not associate with.	GPC have never put a stop to any action or forbid any action by any employee to join any union or to speak to any union regarding collective bargaining	GPC remains fully committed to ensuring a fair and supportive environment for all of our people regardless of whether they have formal employee representation or they do not.	GPC remains fully committed to ensuring a fair and supportive environment for all of our people regardless of whether they have formal employee representation or they do not.
<b>Principle 4:</b> Businesses should support the elimination of all forms of forced and compulsory labour.	Our Ethics policy (SD108) requires our employees to avoid all forms of forced or compulsory labour. This principle is also reflected in our Supplier auditing process. We are working with our suppliers to ensure this policy is adhered to.	When tendering and formally assessing major suppliers we will consider suppliers' compliance with ethical policies and practices.	In 2013 we intend to ensure that all GPC's employees are trained to our Ethics Policy.	All GPC employees have attended this training. Policy added to handbook. Annual refresher training added to company training schedule.  Refresher training is taking place on regular basis.

Principle	GPC's Progress	Actions	Policy and/or standard reference	2015 COP Update
<b>Principle 5:</b> Businesses should support the effective abolition of child labour.	Our Ethics policy requires our employees to support the effective abolition of child labour. We are working with our suppliers to ensure this policy is adhered to within our supply chain department.	Through regular communication of our Ethics policy and review of our employee's adherence to it, we ensure we maintain a record of no reported incidents of child labour or forced labour, within GPC's own operations.	In 2012 GPC intended to ensure that all GPC's employees are trained to our Ethics Policy by December 2013.  GPC will continue to investigate any breaches of any of our major suppliers' adherence to GPC's Ethics Policy and Child Slavery, and actively consider contract renewals with offending suppliers	All GPC's employees are trained to our Ethics Policy.  GPC will continue to investigate any breaches of any of our major suppliers' adherence to GPC's Ethics Policy and Child Slavery, and actively consider contract renewals with offending suppliers
<b>Principle 6:</b> Businesses should support the elimination of discrimination in respect of employment and occupation.	GPC promote and support a diverse workforce at all levels of the organisation. We ensure our people or potential hires are not unlawfully discriminated against directly or indirectly as a result of their colour, creed, race, nationality, ethnic or national origin, connections with a national minority, marital or civil partnership status, pregnancy, age, disability, religion, or similar philosophical belief, sexual orientation, gender, gender reassignment or trade union membership and will not tolerate harassment or bullying in any form.	GPC implemented SD107 to ensure employee behaviour is in line with promoting and supporting a diverse workforce.	GPC has implemented a new EEO, Discrimination, Harassment and Bullying policy (SD107) to enforce our support for this UNGC principal.	Policy in place – Prevention training conducted for all Managers, Supervisors, Team Leaders, Health and Safety Committee Members and Workplace Trainers.  Summary of policy and Contact Officer details added to handbook.  GPC delivered this formal training to all other employees in 2015. Regular refresher training will be added to the company's training schedule.
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.	We aim to continually improve the sustainability of our operations. Since 2007 (ISO14001 implementation) we continued to minimise our impact on the environment.	In addition to our own environmental program, outlined in our Environment policy, we also support our clients in reducing their environmental impact.	GPC have implemented since 2007 ISO14001 and has been audited for this international standard on regular intervals.  GPC have implemented many environmental programs to reduce water consumptions and to reduce waste sent to landfill, these programs has been very successful, all results are audited by an impartial external auditing body.	GPC have implemented since 2007 ISO14001 and has been audited for this international standard on regular intervals.  GPC have implemented many environmental programs to reduce water consumptions and to reduce waste sent to landfill, these programs has been very successful, all results are audited by an impartial external auditing body. Up to date, CO2 reduction is ~7%, Water usage is down by ~4% and general waste reduced by ~8%. GPC will continue to explore more avenues to reduce its environmental foot print.
<b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility.	Through the efforts of our people, and by harnessing technology, we are reducing the energy, carbon and resource impact of our business. We power down some of our systems overnight and at weekends. In the New Year GPC will be starting a new environmental program that aims to reduce power consumption.	Our internal ISO14001 program involves regular environment awareness events, highlighting the issue of our business and personal environmental responsibilities. In 2010 around 200 employees participated in our environmental awareness training program. This training will continue in 2011 and beyond.	In 2010 GPC reduced green house emissions by 3%. We are establishing group wide and local plans to ensure we meet our internal carbon reduction and waste reduction targets.  In 2013 GPC will continue to investigate more ways to reduce power consumptions to achieve our target of 5% reduction.	In 2015 GPC reduced green house emissions by 7%, exceeding the target. GPC continues to work harder in finding better ways to work more effectively to meet our internal carbon reduction and waste reduction targets for 2015.  In 2015 GPC will continue to investigate more ways to reduce power consumptions to achieve our target of 5% reduction.

Principle	GPC's Progress	Actions	Policy and/or standard reference	2015 COP Update
<b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.	<p>GPC is not involved in Research and Development, GPC is a provider of Electronics Manufacturing Services.</p> <p>As an EMS when and where possible we discuss with our customers to improve the design of their products to ensure better and faster manufacturing steps are employed. Our aim is that all reduction in the manufacturing steps will require fewer resources whether it is human or natural resources.</p>	<p>GPC have two developed and utilised documents: Design for Manufacturing (DFM) and Design for Test (DFT) that we share with all customers to improve the manufacturability of boards and assemblies to ensure reduction of use in human and natural resources.</p>	<p>GPC's DFM document "GPC capability and design guide rev2.doc" and DFT document "Test Requirement V2.2-FP-TPT.doc".</p> <p>These two documents are circulated with existing, new and potential customers to ensure better design for Printed Circuit Boards is utilised by designers.</p>	<p>GPC's DFM document "GPC capability and design guide rev2.doc" and DFT document "Test Requirement V2.2-FP-TPT.doc".</p> <p>These two documents are circulated with existing, new and potential customers to ensure better design for Printed Circuit Boards is utilised by designers.</p>
<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	<p>GPC is committed to the highest standards of corporate governance and professional integrity. We conduct our business around the world in an ethical, honest and accountable manner.</p>	<p>GPC has implemented a Code of Conduct to ensure employee behaviour is in line with anti corruption principles.</p> <p>GPC prides its self in conducting business around the world in an ethical, honest and accountable manner in accordance with all relevant laws, rules and regulations.</p>	<p>Implementation of Code of Conduct SD 109</p> <p>In 2012 we intend to ensure that all GPC's employees are familiar with our Code of Conduct and that they also receive anti-corruption education.</p>	<p>GPC implemented Code of Conduct and documentation is in place – all employees trained. Policy added to handbook. Annual refresher training added to company training schedule.</p> <p>Formal Anti corruption policy / training has been implemented</p>