



**JOHN WHILE GROUP (S) PTE LTD**

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4<sup>th</sup> January 2016

To Our Stakeholders,

I am pleased to confirm that John While Group (S) Pte Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

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 support public accountability and transparency and so also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely,

Elizabeth Rhonda Willson  
Executive Chair  
John While Group of Companies

## **Human Rights**

### Policy

John While Group continues to comply with the relevant local authorities with regard to the areas described under the Human Rights aspects of the UN Global Compact.

Overtime hours in Shanghai that had been of concern have been dramatically reduced after the implementation of the new policy.

### Measurement of Outcomes

The turnover of staff that were subject to the higher overtime hours has reduced significantly.

## **Labour**

### Policy

Our policies have not changed this year except to introduce better long service leave provisions with effect from 1<sup>st</sup> January 2016.

### Implementation

The amendments have not yet been implemented.

### Measurement of Outcomes

No feedback is expected except pleasure with the increased entitlement.

## **Environment**

### Policy

John While Group continues to comply with the relevant local authorities with regard to the areas described under the Environmental aspects of the UN Global Compact.

### Implementation

We continue to maintain our ISO 14000 certifications.

### Measurement of Outcomes

All companies have been re-certified with ISO 14000.

## **Anti-Corruption**

### Policy

Staff continue to comply with our stated business ethics.

### Implementation

No amendments have been made to our policies.

### Measurement of Outcomes

No instances of un-ethical business practices were exposed.