



LANTRADE GLOBAL SUPPLIES LIMITED

LANTRADE HOUSE OXFORD ROAD GERRARDS CROSS BUCKINGHAMSHIRE SL9 7BB UK  
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# **UN GLOBAL COMPACT REPORT**

**Lantrade Global Supplies Ltd**

**Communication on Progress 2015**



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## Statement of Continued Support

Lantrade Global Supplies (LGS) continues to be as committed as ever to developing and practising the principles laid out in the UN Global Compact. After 22 years of providing professional solutions to all aspects of the electoral process we have excelled in operating as a responsible corporate citizen. We strive to constantly better the prices and quality of both our products and procurement services, providing a cost effective and streamlined supply chain for overseas projects run by international organisations.

Our team has grown and developed over the years to become a vibrant multinational, multicultural and highly talented network working across several continents. This has provided us with many new opportunities to explore new business in emerging markets and has developed our understanding of our responsibility as a community based entity. We strive to provide a positive influence on the communities we work for worldwide and are committed to working with international organisations on increasingly complex areas of governance, social matters and the environment.

LGS prides itself on consistently bettering its practices in relation to the principles laid out in the UN Global Compact. As an organisation we have retained our principled approach and this is best reflected in our global team of staff who continue positive global interactions to manage increasingly complex risk situations and opportunities.

A handwritten signature in black ink, appearing to read 'Lynda Nye', is written over a light blue background.

Lynda Nye  
Managing Director



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## The 10 Principles of the UN Global Compact

### HUMAN RIGHTS

**Principle 1: Businesses should support and respect the protection of internationally acclaimed human rights.**

LGS' commitment to comply with international human rights guidelines begins with its employees. We ensure every new member joining our team is made aware of the importance of upholding the human rights of all workers, locally and globally. Our values, of course, are not limited to the immediate workplace but involve all operations across a wide range of culturally diverse regions. Our global economic interactions have led our teams to acquire valuable local knowledge and insight, encouraging business growth in an environment committed to respecting the protection of human rights.



**Principle 2: Businesses should ensure they are not complicit in human rights abuses.**



It is our policy to never engage in business with any company that is seen to be breaching human rights. We provide our employees with the



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tools for awareness and commitment to ensuring these values are upheld not only at an organisational level but internationally. By providing a working environment that is free from discrimination we aim to facilitate promotion of our values on a global level. We aim to encourage our suppliers to examine their practices as a result of our zero tolerance towards human rights abuse.



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## LABOUR STANDARDS

**Principle 3: The business should uphold freedom of association and the effective recognition of the right to collective bargaining.**

As a small company LGS is unable to form a trade union. Despite this we value the choices and opinions of our employees and actively encourage communication at all levels of the business. We believe that respecting and listening to employees both informally and through formal meetings between employees and managers leads to an improved working environment, greater employee satisfaction and enhanced business outcomes.



**Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.**

Our company policies state that all our employees are required to have an employment contract, and in doing so we take full responsibility for providing our employees with fair employment conditions, rights, responsibilities and duties. In cases where we have





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limited control over preventing unfair work practices we have adopted procedures to ensure that our chosen suppliers are not involved in any form of forced and compulsory behaviour. We regularly visit sites and communicate with our suppliers and their employees. Among our employees we are lucky enough to have a multinational and multicultural team that enables us to gain insight into our suppliers' work practices. In addition we employ local people to help ensure that site employees are protected.

### **Principle 5: Businesses should uphold the effective abolition of child labour.**

LGS is committed to ensuring that it never engages with companies who practice child labour. We fulfil our commitment in a number of ways, including frequent visits to sites and regular contact with suppliers and their employees. Where an incident of child labour is uncovered LGS uses its influence on suppliers to promote ethical labour standards. We commit to working towards changing the practices of the company or changing our supplier to ensure we send out a message of zero tolerance towards any practice of child labour.





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## **Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.**

The LGS team is made up of a wide range of nationalities, cultures and talents. We value the skills and experience our employees bring to LGS and offer training and scope for promotion in an environment which promotes diversity and equal opportunities. We believe our multinational mixed sex team to be the driving force behind our success. By facilitating communication across cultures throughout the supply process we strive to lead by example and encourage our suppliers to adopt the same non discriminatory policies.



## ENVIRONMENT

### **Principle 7: Businesses should support a precautionary approach to environmental challenges.**

LGS continues to prioritise preservation of the environment in all areas of its work. Our office and site employees are trained to practice environmentally friendly administration, recycling and disposal. We also encourage ecologically sound practice among our suppliers by continuing to improve sea freight services we offer so that they choose this over the less environmentally favourable air transport.



### **Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.**



LGS strives to promote greater environmental responsibility starting with its employees and stakeholders. We inform and encourage our staff to consider the Global Compact guiding principles in their work and ensure that they are equipped with the skills needed to identify new strategically sustainable practices and innovations in line with these principles.



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## **Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.**

LGS has committed to ensuring that it will always source and utilise the most environmentally favourable technology. We encourage our staff and suppliers to report on market innovations and carry out market research and evaluation. We also monitor sites through spot checks on factories and effective communication with suppliers to ensure that the best possible technology is used in production.





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## ANTI-CORRUPTION

**Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.**

LGS continues to promote a zero tolerance culture towards any form of corruption and we continuously strive to achieve the highest levels of good governance to facilitate this. We ensure our staff fully understand the global nature of corruption through provision of internal training and development programs. These offer insights into best practice and ensure we are able to stay abreast of national and international related legislation. Our good governance and value centred leadership ethos is reflected in our continued support of the Howard League for Penal Reform, a charity that focuses on encouraging less crime, safer communities and fewer people in prison.





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## Summary

Current Company Policy	Action	Outcome	Future Aims
To support and respect the protection of internationally acclaimed Human Rights	Implementation of appropriate internal and external recruitment and training programs.	To acquire the knowledge to be able to interact with communities in a culturally and legally sensitive way so that we are able to provide sustainable, credible and mutually beneficial economic growth for all parties.	To constantly refine our understanding and practice of the guiding principles of the Universal Declaration of Human Rights
To be non-complicit in human rights abuses	Constant evaluation, innovation and reinforcement of the guiding principles Universal Declaration of Human Rights and the CRC.	To foster a corporate environment free of fear, functioning transparently and honourably in the communities we trade with.	To provide ongoing re-evaluation of our business practices, in order to ensure we best reflect and enact these guiding principles
To uphold freedom of association and effectively recognise the right to collective bargaining	Structured communication forums across the organisation, and with stakeholders, including suppliers, partners and manufacturers.	To ensure employees and partners feel empowered to take responsibility, at a personal level, for positive corporate citizenship within the communities we work.	To continue empowering our staff and stakeholders, enriching their insight and understanding of the guiding principles.
To uphold the elimination of all forms of forced and compulsory labour	Regular personal presence on site. Engaging positive influences in culturally sensitive environments.	To promote a corporate environment free of fear, functioning transparently and honourably in the communities we trade with.	To become an increasingly positive influence against forced and compulsory labour.
To uphold the effective abolition of child labour	Rigorous adherence to a zero-tolerance policy towards child labour.	To interact with communities in a culturally and legally sensitive way in order to provide sustainable and mutually beneficial economic growth for all parties.	To explore opportunities to invest in child-related charities supporting the communities in which we operate.





Current Company Policy	Action	Outcome	Future Aims
To eliminate discrimination in respect of employment and occupation	Implementation of appropriate internal and external recruitment and training programs. Provide suitable and appropriate working environments which meet Health and Safety standards, and which secure our investment in duty of care for our staff.	To provide a diverse and all-inclusive team of employees with equal opportunities to acquire the skills necessary to advance in the workplace.	To continue our program of internal training and evaluation so that we are continuously more able to identify strengths and weaknesses and focus on correcting any potential imbalance.
To support a precautionary approach to environmental challenges	Ongoing research to keep abreast of global environmental challenges.	To provide economically beneficial services in a manner that supports the protection and sustainability of the environment.	To continue empowering our staff and stakeholders, enriching their insight and understanding of the guiding principles.
To undertake initiatives to promote greater environmental responsibility	Constant evaluation of existing interactions. Strategic selection of sustainable practices.	To provide a cost-effective yet environmentally sound business model.	To continue our program of internal training and evaluation, in order to best identify strengths and weaknesses, and focus on correct any potential imbalance.
To encourage the development and diffusion of environmentally friendly technologies	Constant research, networking and evaluation of innovations and opportunities in technological advancement.	To provide a constantly improving offering, one which meets the need for the sustainability of global environments.	To selectively focus on key methods to improve the information and research channels.
To work against corruption in all forms, including extortion and bribery	Application of rigorous standards of compliance internally, with a zero-tolerance policy towards corruption, extortion and bribery.	To provide a transparent service to our clients and our stakeholders, in which all parties strive to achieve best practice and responsible corporate citizenship.	To refine and develop our recruitment and training methods, internally and externally, to provide a better universal understanding of the problem, and the solutions. Support for the Howard League for Penal Reform.



## Conclusion

Every effort is made to fulfil LGS' commitment to the 10 UN Global Compact Principles. We are continuously vigilant in the many complex situations in which we operate and revise practices wherever necessary.

Our program of self-governance has evolved over the years to become a highly structured program of self-assessment. Our staff and supplier training schemes aim to reinforce best practice and raise awareness of key issues. Debriefing programs following each major project also allow us to review performance, highlighting any key weak areas and facilitating ideas for improved future business.

We consider our commitment to the 10 Global Compact guiding Principles to be an extremely important part of our business processes and procedures. As we refine our adherence to these principles we become more and more involved in a business community of increased integrity which, in the long term, will benefit all stakeholders, locally and globally.