

*Statement of the company's chief executive expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.*


April 5<sup>th</sup> 2016

To our stakeholders:

I am pleased to confirm that Digital Logic Marketing Solutions reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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 also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Paul McGarity  
CEO



## **Human Rights**

Our organisation has taken the following steps in the area of human rights:

- We ensure workers are provided with safe, suitable and sanitary work facilities
- We actively protect our workers from workplace harassment, including physical, verbal, sexual or psychological harassment abuse or threats
- We take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products

## **Labour**

Our organisation has taken the following steps in the area of labour:

- We ensure that the company does not participate in any form of forced or bonded labour nor do we partner with organisations who do the same.
- We comply with minimum wage standards.
- We ensure that employment-related decisions are based on relevant and objective criteria.
- We actively employ people from a diverse range of backgrounds, age groups across genders.
- We actively encourage employees to use their annual leave to manage stress levels and maintain a healthy lifestyle
- We offer free local gym membership to our staff to encourage healthy lifestyle choices.
- We offer employees flexibility in working hours as well as work from home option to provide work life balance, in particular for working mothers.

## **Environment**

Our organisation has taken the following steps in the area of the environment:

- We avoid environmental damage via regular maintenance of equipment used on our premises.
- We have switched our lighting to LED globes, where possible.
- We ensure emergency procedures to prevent and address accidents affecting the environment and human health.
- We actively recycle all used paper based material and toner within our business.

## **Anti-Corruption**

Our organisation has taken the following steps in the area of corruption:

- We mention "anti-corruption" and/or "ethical behaviour" in contracts with business partners.
- We take decisive action within our business against unethical behaviour.

- We ensure that internal procedures support the company's anti-corruption commitment and that all employees are aware of our policies.

## **MEASUREMENT OF OUTCOMES**

- Executive positions in company are split 50/50 male/female.
- 14% of our employees are working mothers with school age children. These women hold senior roles within the organisation and are offered flexibility in working hours, days and location to help manage their parental commitments.
- There were 13 new hires in last financial year, of which:
  - 38% were women
  - Senior role hires were split 50/50 male/female
  - 15% were of Indian ethnicity
  - 15% were of Russian ethnicity
  - 7% were North American ethnicity
- There was an average of 0.7 sick days across all staff
- There were 0 occupational injuries in 2015 and in 2016 to date.
- We recycled 220 cubic metres of paper-based material in the last year.
- We recycled 350 toner cartridges in the last year.

