

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS – SME VERSION

Company Name	EOD Contracts Ltd	Date	21 July 2016
Unit (if applicable)			
Address	Unit G1, Holly Farm Business Park, Honiley, Kenilworth, Warwickshire CV81NP	Membership date	30/10/2006
Country	United Kingdom	Number of employees	10
Contact name	Shane Meaker	Sector	Commercial Demining, Risk Mitigation, QA/QC and ERW disposal
Contact Position	General Manager		
Contact telephone no.	0044 (0)1926485708		

Brief description of nature of business

UXO Risk Mitigation Contractor. All explosive services provided including, but not limited to:

- QA/QC
- Demining
- Explosive quarrying
- Mine Risk Education and Training
- Demilitarisation
- Small Arms Ammunition demilitarisation
- Fire work and marine pyrotechnic disposal
- Intrusive and Non Intrusive UXO Surveys
- Desk Top Studies and Risk Mitigation
- UXO/ UXB Awareness Briefings
- EOD Divers and ROV Pilots

Statement of support

EOD Contracts Ltd (part of the Pharos Group of Companies) continues to be proactive in promoting the core values of UN Global Compact and to fully endorse the ten principals, by which the company performs daily activities, and places the highest value in continued support in promoting the standards in human rights, labour and anti-corruption. EOD Contracts Ltd considers that man's adverse impact to the planet's environment, and by default the world's population, must be reduced as a matter of the highest priority. EOD Contracts will ensure all aspects of the companies operations at home and abroad will be completed in the most environmentally friendly manner, and free from corruption at all levels.

Signature



Position

General Manager

PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

Our Commitment or Policy

EOD Contracts Ltd is committed to supporting all aspects of human rights. It is the company policy to ensure that such rights are assured for everyone at all levels of processes and activities. By promoting a culture of respect for the law, and consideration of all members within the organisation and with others with whom the company come in contact with.

A brief description of Company Processes or Systems

EOD Contracts Ltd is ISO 9001:2008 and ISO 14001:2004 registered organisation- in the process of changing ISO9001:2008 to ISO 9001:2015, to be completed by the end of 2016 All employees have access to the company's comprehensive complaints and redress procedure; from informal discussions with their line manager or the PHAROS Group General Manager. Should the matter not be resolved to an individual's satisfaction; they retain the right to request a redress of the matter at each stage. They also retain the right to lodge the matter with the external tribunal dealing with employee arbitration and reconciliation, access to this official body is assured under UK and European legislation.

Actions implemented in the last year / planned for next year

EOD Contract Ltd has continued to review and update their policies and procedures to ensure they are suitable and sufficient to meet the needs of the employees and those of the company. A number of workshops and training days were held by the company over the previous year and have proven to be an excellent forum in which to discuss the moral and ethical aspects of business activities. Providing practical solutions in many areas.

In the last year training days have proved to be a huge success with trading partners, clients and associates and these are to be extended into 2017..

Measurable Results or Outcomes

There have been no reported incidents during the last 12 months, or over the company's history. All company procedures are to be effective to protect internationally proclaimed Human Rights for all, with a zero tolerance of non-compliance.

PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
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EOD Contracts Ltd continues to be fully committed to ensure that the company is not knowingly complacent in any Human Rights abuse. It is the company policy to ensure that it will not associate, nor accept commission from any body; corporate, private or official where their actions are questionable in respect of Human Rights abuses.

A brief description of Company Processes or Systems

EOD Contracts Ltd insist all external contractors and suppliers are ISO registered and by default compliant, alternatively a company representative may visit non-registered contractors to ensure they comply with IHR in the performance of their activities..

Actions implemented in the last year / planned for next year

EOD Contracts Ltd continue to review their systems to ensure they are fit for purpose. While not exclusive, EOD Contracts Ltd have identified a number of compliant contractors with whom the company are confident to work with. It is the companies intention to continue to expand the number of compliant contractors.

Measurable Results or Outcomes

EOD Contracts and contractors have had no incidents regarding Human Rights issues over the past 12 months. The companies procedures continue to be effective in protecting internationally proclaimed Human Rights for all with a zero tolerance of non-compliance.

**PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE
EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING**

Our Commitment or Policy

EOD Contracts Ltd continues to be entirely committed to collective bargaining.

A brief description of Company Processes or Systems

All offers to tender are evaluated to see if a partnership is needed to ensure the client is offered a total package including allied processes if necessary. All of EOD Contracts Ltd partners are required to meet our own high standards and business ethics.

Actions implemented in the last year / planned for next year

EOD Contracts intend to continue to invite specialist contractors to tender for work or participate on a joint venture basis on the proviso that the company is ISO compliant.

Measurable Results or Outcomes

System has resulted in 100% success of projects on safety, time and within budget.

**PRINCIPLE 4 BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF
FORCED AND COMPULSORY LABOUR**

Our Commitment or Policy

EOD Contracts Ltd is a British registered company and will always operate within the Law. EOD Contracts Ltd do not work with any organisation, individual or environment that employs or condones forced labour. The company is fully committed to eliminating all forms of forced and or compulsory labour.

A brief description of Company Processes or Systems

All employees are contracted to work set hours at an agreed rate of pay and may terminate their employment with notice as stipulated within individual contract. The UK also operates a minimum wage law to ensure young workers are not abused.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd is already a British, ISO 9001:2008 and 14001: 2004 registered company. The company procedures are reviewed regularly and employment contracts are reviewed before issue to ensure they comply with UK and European legislation.

Measurable Results or Outcomes

All systems are designed to meet all legal requirements and regularly pass external audit.

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

Our Commitment or Policy

EOD Contracts Ltd supports the abolition of child labour. The company will not condone nor be complacent in any matter concerning the use of children as workers.

A brief description of Company Processes or Systems

Due to the nature of business; no individual under the age of 18 years, or has not had specialist military experience is contracted by EOD Contracts or partners in any capacity whatsoever.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd continues to review in house procedures. Employment contracts are reviewed prior to issue to ensure they are compliant with UK and European Law.

Measurable Results or Outcomes

Systems meet all requirements and pass external audit.

PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our Commitment or Policy

EOD Contracts Ltd fully supports the elimination of discrimination in respect of employment and occupation, and has a zero tolerance policy.

A brief description of Company Processes or Systems

EOD Contracts Ltd operates under UK and European Law internationally. The legislation prohibits the discrimination between employment and occupation, this not only covers sexual agenda and race but also includes age.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd will continue to use procedures that comply with UK and European Law.

Measurable Results or Outcomes

All systems meet requirements and constantly pass external audit.

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

Our Commitment or Policy

EOD Contracts Ltd commitment to ensuring the health, safety and welfare of its employees and clients. Those who come into contact with the organisation's activities are the cornerstone on which all procedures are designed and executed. These in turn develop greater public awareness of environmental and ecological issues.

A brief description of Company Processes or Systems

We have an Environmental SOP but in summary this document will be reviewed when any of the following circumstances apply:

- (a) Any change in UK or European legislation.
- (b) Post environmental accident.
- (c) Reported Near-miss.
- (d) Reported breach of environmental regulations.
- (e) Changes or additions to EOD Contracts Ltd core activities.
- (f) 12 months have lapsed since the last review.

Actions implemented in the last year / planned for next year

EOD Contracts had added one additional service to the organisations portfolio, that being the collection and disposal of time expired pyrotechnics (TEP's). The collection is only carried out by trained and competent personnel. The disposal is only carried out by professionally qualified individuals and even though the disposal of pyrotechnics is exempt the EU/UK emissions act; EOD Contracts has designed systems and procedures to recycle approximately 99% of the plastic and approximately 95% of the metal.

No other changes to existing SOP is deemed necessary but continued reviews of the systems are carried out and specific works methods devised for all tasks.

All field operatives are to be UK Construction Safety Certification Scheme (CSCS) registered.

Measurable Results or Outcomes

All systems are to pass internal review, client agreement and external audit.

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

Our Commitment or Policy

In line with the EOD Contracts Ltd, Safety Policy, environmental protection is regarded as of paramount importance; it has impact on all of us. EOD Contracts do not conduct any activities where the risk is perceived to be significant in causing environmental damage. EOD Contracts always employ suitable mitigation measures to reduce any risk to an acceptable level in all activities and actively work beyond current UK and EU legislation.

A brief description of our Processes or Systems

Environmental Impact assessments are to be conducted for all tasks. All risks are to be assessed should include (but not be limited to) the following common risks:

- (a) Ground Services – Gas, Water, Oil, Sewage.
- (b) Ground water contamination.
- (c) Top soil damage.
- (d) Vegetation damage – protected and non-protected species.
- (e) Wildlife impact – protected and non-protected species.
- (f) Ground contaminants - Asbestos, Hydrocarbons.
- (g) Spills of materials.
- (h) Dust.
- (i) Noise.
- (j) Fumes.
- (k) Vehicle hazards – Highway, Railway and site movement.
- (l) Biological contaminants - biological agents or disease bearing organisms.
- (m) Flora or Fauna requiring avoidance, isolation or special handling.
- (n) Ordnance – particularly container type WP or CW natures.

Actions implemented in the last year / planned for next year

EOD Contracts Ltd continues to comply with all environmental requirements and have recently met the required standards for working within the UK and EU water industry.

Measurable Results or Outcomes

Nil incidents occurred during the last 12 months and throughout the organisations history. All systems to pass external audit.

PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our Commitment or Policy

EOD Contracts Ltd is constantly working with other organisations and corporate bodies to ensure the use of the latest technologies and utilising the most environmentally friendly systems. It is the company goal to achieve zero adverse environmental impact in all activities.

A brief description of Company Processes or Systems

The environmental protection is the responsibility of everyone engaged in or associated with our activities. It is one of the primary concerns within the company. Its importance is promoted at every level within the company. Proper briefing, equipment, training and reporting is seen as the major tool by which we maintain the high levels of environmental awareness within its ranks. Environmental protection is not only mandatory in law; it is given the highest possible priority when planning our works worldwide.

Actions implemented in the last year / planned for next year

Further investment in new and alternative environmentally friendly technologies. It is EOD Contracts intention to run a number of environmental seminars with the assistance of environmental specialist contractors. The stated aim; to increase awareness of environmental issues and to identify the most friendly works methodologies currently available.

Measurable Results or Outcomes

EOD Contracts have not had any environmental incidents in the past 12 months or throughout the organisations history, all company systems are reviewed periodically and have been found to be fit for purpose.

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Our Commitment or Policy

EOD Contracts Ltd is totally committed to ensure that NO form of extortion or bribery takes place from within the business or outside body with whom the company conducts any commercial activity.

A brief description of Company Processes or Systems

All projects are audited internally and the company audited externally each year.

Actions implemented in the last year / planned for next year

Continued vigilance and monitoring of all procurement and auditing systems. Continued promotion of high ethical standards and transparency in all of our business practices.

Measurable Results or Outcomes

EOD Contracts Ltd have not had any incidents of this type during the company's lifetime. All systems are to pass external audit.

How do you intend to make this COP available to your stakeholders?

EOD Contracts Ltd COP is available to all of our stakeholders through EOD Contracts and UN Global Compact websites. We urge our stakeholders to visit the sites and support our goals. Additionally we will publish our COP in company literature periodically. Within the company; members of staff are provided with details of the COP within company induction briefings on joining the company and regularly throughout their term of employment.