



Row G United Nations Global Compact – Communication on Progress July 2016

### **Letter of Commitment from Row G's Chief Executive Officer**

This year marks the fourth anniversary of Row G's commitment to the UN Global Compact. While much has changed in the world and in our company since then, our commitment to the Compact's ten principles remains firm.

Row G's objective is to provide employees and communities with opportunities to realize their own potential. Our commitment to the Global Compact – as well as our commitment to working responsibly – is a fundamental part of how we fulfill that mission. The Global Compact's principles are embedded within our company's business practices, policies and operations and help us function as a stronger company every day.

Each Row G employee is bound to uphold these fundamentally important principles.

### **Communication on Progress**

#### **HUMAN RIGHTS**

*Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights* – The operations of Row G are governed by the Row G statement on Human Rights in order to ensure that principles 1 and 2 of the UN Global Compact are fully respected, supported and that we are not complicit in human rights abuses.

*Principle 2: Businesses should make sure that they are not complicit in human rights abuses* - Row G aims to avoid direct, beneficial and silent complicity of human rights. We continuously strive to ensure we are not complicit in any human rights abuses. In compliance with our statement on human rights, we expect and require our business partners and suppliers to adhere to good Human Rights practices.

## LABOUR

*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collect bargaining* – Row G personnel are free to associate and organize themselves collectively in accordance with local laws, if they choose to do so.

*Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour* – All Row G staff work on a contractual basis with a strong element of alignment of interest in the success of the business. We do not tolerate forced or compulsory labour within our own business or within that of our business partners.

*Principle 5: Businesses should uphold the effective abolition of child labour* – We have a zero tolerance policy towards child labour. We do not employ children and we would not accept it if any of our suppliers or partners were to violate this principal.

*Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation* – We take a strict approach to employment and occupation discrimination of any kind and our company policy prohibits discrimination on grounds such as race, gender, religion, political opinion, nationality, age, disability and sexual orientation. We would not accept it if any of our business partners were to disregard Principle 6 of the UN Global Compact. In fact, personal integrity is one of the three key components in our hiring and evaluation process, and we value individuals who are respectful of other races, religions, nationalities and backgrounds.

## ENVIRONMENT

*Principle 7: Businesses should support a precautionary approach to environmental challenges* – Row G acknowledges its responsibility to the environment and is committed to seeking viable solutions to environmental challenges.

*Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility* – Row G identifies its ability to best contribute towards the achievement of principles 7 to 9 by recognizing the impact of its manufacturing operations of the local environment.

*Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies* – Promoting the inherent environment solutions in its product and supporting its customers in demonstrating their environmental leadership and commitment.

## ANTI-CORRUPTION

*Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery* – Row G has a zero tolerance Anti Fraud and Bribery Policy. We support the UN Convention against Corruption and complies with all relevant laws. Row G conducts a detailed risk assessment for all new counterparts and areas of business with a particular focus on countries and regions with a higher risk of corruption.

We continue to look to the UN Global Compact as we evolve our sustainability approach and adapt to the new social and environmental realities created by Climate Change. Row G continues to actively participate in various sustainability reporting initiatives, including the UN Global Compact. By participating in these initiatives and incorporating best practice principles in the strategies, policies and procedures, and embedding a culture of ethics and integrity in the company, the Board believes that people and the environment will greatly benefit, and the company will continue to be sustainable and primed for long-term success.

Sincerely,



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***Shaheed Rawjee***  
***Chief Executive Office***  
Row G