



**Communication
on Progress**

Cover Letter

It gives us great pleasure to reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption, on behalf of Therapy Box Limited. This is our first Communication on Progress. In this document we shall describe the actions we have taken to integrate the Global Compact and its principles into our business, daily operations and corporate culture. We shall also describe areas for improvement, and the steps we intend to take to ensure this improvement is made. This document will be made available to all stakeholders in the company via the Therapy Box website.

Nov. 2nd 2017

Signed



Swapnil Gadgil



Rebecca Bright

Therapy Box Co-founders and directors.

Human Rights Principles

Principles 1 & 2: Businesses should support and respect the protection of internationally proclaimed human rights; and make sure they are not complicit in human rights abuses.

Therapy Box fully supports the Universal Declaration of Human Rights. We do not do business with any governments or organisations who fail to respect human rights, nor will we do so. We also avoid doing business with organisations who we know to be working with countries or organisations who fail to respect human rights. From this year we will ensure to write clauses into our contracts with both clients and suppliers that complicity in human rights abuses will be grounds for immediate termination of contract.

To the best of our knowledge neither forced nor child labour is used in any of our supply chains.

Therapy Box is based in the UK and respects UK law. All protections of human rights, safety, dignity and equality enshrined in UK and EU law are followed by Therapy Box. Therapy Box seeks to encourage a safe and diverse workplace.

Goal:

To continue to support human rights in our business practices, and to only work with clients and suppliers who similarly support human rights.

Monitoring:

Check clients' and potential suppliers' human rights policies (where available) before contracts are signed, require that large organisations have a policy complying with the Modern Slavery Act 2015 (smaller organisations are exempt from requiring a policy), continued monitoring of supply chains, ensuring that it is clear to clients that a failure to comply with human rights legislation, or violation of human rights, will result in immediate termination of contract.

Employment

Principles 3, 4, 5, & 6: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. The elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

Therapy Box's equality policy was most recently reviewed and updated in January 2017. It reaffirms the company's commitment to create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

Therapy Box staff are provided a contract, clearly outlining their conditions of salary and their entitlement to holiday and sickness pay.

Therapy Box recognises the value of a diverse workforce, and does not discriminate against candidates or employees based on race, gender, sexuality, disability, marital status, pregnancy or maternity, religion, age or sex. This commitment includes the training of stage in UK equality law, and the company equality policy.

As a small company, employee grievances are taken up with either of the company's directors. Staff are aware that they have the right to file grievances with an employment tribunal if a satisfactory response is not forthcoming.

Goal:

Continuing to provide a safe work environment for all Therapy Box staff.

Monitoring:

Quarterly reviews are held by the directors with each member of staff. During this time they are given space to privately explain any issues they may have with their employment including harassment and bullying. Starting 2018, information on rights and grievance procedure will be provided to all employees on their first day, and a signed copy of the information pack will be stored to ensure that all members of staff know what rights they have and how to advocate for them. Policies on Health & Safety and on Equality are reviewed annually (as a minimum), are hosted on the Therapy Box website and are made available to staff.

Environment

Principles 7, 8 and 9: Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies

Therapy Box's environmental policy was revisited and updated at the start of 2017. The company no longer uses a company car for use on business trips, instead recommended the use of public transport over private vehicles. Therapy Box recycles more than two thirds of its waste, and will continue to make improvements where possible. The team has doubled in size since last year, so overall energy consumption has gone up, but per person energy consumption has gone down.

Goal:

Therapy Box to find ways to reduce energy consumption, especially in the UK office, where the majority of the company's work is carried out.

Monitoring:

The company from which we buy our waste disposal informs us of our recycling rate. Our energy consumption can be checked on our electricity meter and conclusions can be drawn from this. We track journeys made for business and can calculate how many journeys are made by public transport against private transport such as personal cars or taxis.

Anti-corruption

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

Therapy Box has not and will not provide bribes in exchange for contracts. All proposals to new clients are approved by one or both directors before being provided. To offer a bribe to any external organisation for any reason by any employee would be gross misconduct and result in termination. Therapy Box will not work with organisations who engage in corrupt practices.

Goal:

Therapy Box's anti-corruption policy has not yet been formalised, but will be completed by the End of January 2018 and made available on the website. It will also be provided to all employees, and added to an employee information packet, provided to new members of staff on their first day. Therapy Box will continue to avoid corrupt organisations.

Monitoring:

Check with potential clients and suppliers on any anti-corruption policies they have. For some of our suppliers and clients this may not be relevant, as they may be limited in scope and unlikely to work with large organisations, NGOs or governments. Once formalised, the anti-corruption policy will be reviewed and updated at least once a year, and will be available to the public. It will be compulsory for all members of staff to confirm that they are aware of the company's anti-corruption policy.

