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**About Urban Bar**

Urban Bar work closely with our clients to develop customised glasses and other barware products in steel and plastics for international drinks brands. We also provide an extensive range of standard glasses.

At Urban Bar we offer a complete glass and barware POS development service from idea to production. We have been supplying the drinks industry since 1980 and have wide experience in all aspects of automatic and hand-made glassware design, production and decoration.

In recent years we have focused on developing bespoke shapes to support and strengthen our clients’ unique brand identities. We have also built up our own range of distinctive glass and specialist acrylic and steel products designed to enhance the presentation and enjoyment of all types of drinks.

You can find out more information about our products, company news and updates on our website: <http://www.urbanbar.com>

Our website has a Social Responsibility section which displays our own UN Global Compact COP and links to the UN website.

**Statement**

Nicholas Andrews (Director) continues to support the Global Compact and Sandbar AP Ltd is committed to the initiative and its principles. Kate McKenzie (Procurement Manager) has recently been recruited to take on the responsibility of maintaining and improving these as well as attending any relevant training sessions and workshops held by the Global Compact. Sandbar AP Ltd are signed up to Participant Level on the Global Compact website.

Sandbar AP Ltd is a trading entity using a small number of preferred suppliers within the EU, 3 specific suppliers in China. Our principal product is glassware from EU, we also use stainless steel products from China. As such we have little direct impact except to ensure our suppliers continue to improve all aspects of their obligations relating to Global Compact.

**Human Rights and Labour Principles**

We have 14 UK based staff who enjoy higher standards than the minimums required by UK & EU regulations. We have a very low staff turnover rate. We have had no incidences of labour issues, legal or otherwise. Our gender split is 8/6 female/male, 10 UK citizens, 4 non-UK nationals. They all have direct access to senior management and our staff are invited to take any opportunities to improve their skills at the company expense.

All of our suppliers (this includes glass factories in Europe and Mexico, two steel factories in China and two plastic factories in China) have been made aware that we are signatures to the UN Global Compact and what that entails. They have all been asked to confirm in writing that they comply with the principles. In addition, all suppliers used by Sandbar AP Ltd have been independently audited and personally inspected by a director of the company.

All of our EU suppliers comply fully with EU health and safety regulations and human rights and to those set down within their own country. We have asked our four Chinese suppliers to carry out and supply audits of their human rights obligations and there are also reviewed when visits are conducted.

Furthermore, we regularly visit and continue to visit all our suppliers so are aware of their working conditions. The most recent visit to our key supplier in China was in March 2018 by Nicholas Andrews (Director). We also have our own company standards and do not and would not work with suppliers who do not meet them.

Our own customer base is international publicly quoted companies who have their own strict and high standards on all matters covered by the Global Compact. We are obliged as suppliers to commit to their standards.

**Environmental Principles**

The glassware industry is a heavy user of power. It is within the interests of all glass manufacturers to be as efficient as possible to reduce power costs.

We have 2 key suppliers in Portugal and Poland. Both factories have to comply with strict local environment laws and regulations. Within the past 2 years both factories have installed new more efficient ‘scrubbers’ to clean and further reduce emissions into the atmosphere.

Both factories have recently installed more efficient furnaces to reduce power usage. These represent considerable investments to be recouped by savings in power costs.

100% of glass waste from production is recycled.

In 2016 we visited our Chinese steel product suppliers to view a new plant at which they had made significant improvements in the outlet of emissions and chemical waste both of which are a part of the process.

It is important to us as a business that we look at eco-friendly and green products to include in our portfolio, which is on the agenda for 2018/19.

**Anti-corruption**

To our knowledge no member of our company has ever been offered a bribe. None of our employees are in a position to offer bribes or for an offered bribe to affect any decision within the business. We factor our invoices, have independent financial auditors and handle no cash transactions, all of which help to negate financial anomalies. Consequently, we believe we are 100% free from any form of bribery.

There is also information on anti-bribery information and our policy in the Sandbar AP Ltd Employee Handbook which is read as part of any new employee’s induction to the company and its values.

**Measurement of Outcome**

* Driven by market demands we have reduced our sales of crystal containing lead to virtually nil.
* We demand that all decorating enamels used on our products are heavy metal free.
* We have declined the opportunity to quote for business on currently fashionable items as we know their production involves the use of toxic emissions.
* All lighting in our office and warehouse has been changed to low energy consumption.
* When possible, we now ship glass in open trays, as opposed to closed cartons, this reduces card use by approx. 30%.
* All card cartons delivered to our clients is recyclable at their request.
* All card waste generated at our warehouse is recycled.
* Reject/broken glass from our warehouse is accumulated and sent for recycling.
* We reduced our brochure production from 5,000 annually to 500 last year and have kept to lower amount this year. We use our online ordering system where possible.
* All payments from us and 95% to us are paperless.