

UN Global Compact Communication on Progress (COP)

We lead

We care

We deliver

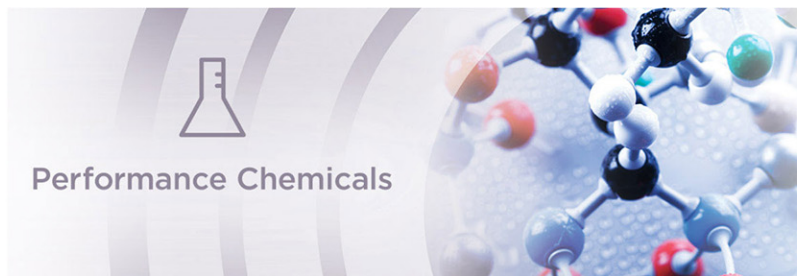
Cornelius Group PLC ('Cornelius')
Cornelius House, Woodside, Dunmow Road,
Bishops Stortford, CM23 5RG

Period covered by our communication on Progress (COP) 16th July 2018 to 16th July 2019

Who We Are



Founded in 1935, we are a privately owned independent European manufacturer and distributor of speciality chemicals and ingredients



Our Geographical Presence

We employ more than
150 people across
7 countries



Our Team Cornelius Vision and Mission



2023 Vision

We will be....

A leading international manufacturer and distributor of inspiring products and exceptional services for the performance chemicals, health and personal care markets.

Mission

We truly care about our relationships with our key stakeholders. Our vertical integration creates customer focus and operational efficiency. We have a strong focus on corporate social responsibility, quality and continual improvement delivering sustainable value for all.

Our Values



Achievement

Relationships

Expertise

Excellence

Responsible

Forward
Thinking

Our Values



Achievement

We empower our employees to achieve their best at all times and we recognise success. We want to be an ambitious organisation that celebrates achievement.

Relationships

We value all of our relationships. We are a caring and committed organisation. We value all of our key stakeholders - employees and their families, principals, suppliers, customers, industry associations and communities.

Our Values



Expertise

We believe that being experts in all that we do, makes the Cornelius difference. Be it technical, commercial or business functional expertise, our Principals and customers desire value added distribution solutions. We should apply our expertise to every activity in order to ensure we get it right, on time, every time.

Excellence

We want to be the best in our segment in the market. Business excellence is key to competitiveness, long-term relationships and our customers valuing our solutions. We need to deliver excellence in everything we do.

Our Values



Responsible

We are a responsible organisation and we expect our employees to be accountable; to take ownership of their roles and responsibilities. For all of our key stakeholders to be satisfied, both inside and outside the organisation, we all have to be responsible and do the right thing.

Forward Thinking

Cornelius will not stand still. Our Vision is to become a mid size independent regional distributor by 2025. We will innovate, differentiate and engage. We will stay ahead of market trends and deliver next generation solutions for our Principals and Customers.

Statement of Continued Support



To our stakeholders,

I am pleased to confirm that Cornelius Group reaffirms its support of the ten principles of the United Nations Global Compact in the areas of Human Rights, Labour, 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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours

Darren Spiby

Chief Executive Officer

Human Rights



Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Make sure that they are not complicit in human rights abuses

Cornelius conducts its business with high ethical values and in compliance with global laws.

It is the policy of Cornelius to be an equal opportunity employer, to compete fairly and operate with an impeccable standard of ethics.

We support and enforce the Universal Declaration of Human Rights in all of our global operations.

Human Rights – Actions and Implementation



- Cornelius fully complies with, and supports, the Human Rights Act
- We are proud to be members of SEDEX, one of the world's largest collaborative platforms
- for sharing responsible sourcing data on supply chains. This allows us to make informed business decisions and to drive continuous improvement across our value chains
- We have a number of policies in place to ensure that we offer a rich environment for our employees, including equal opportunities, ethical trading and modern slavery policies
- We work with our partners in accordance with communicated ethical business partners and carry out regular reviews to ensure that all of our supply chain partners are trading ethically and complying with the Human Rights Act
- We have funded a number of charities over the years with donations through our Giving Fund but were delighted to dedicate our overall support to The Sparkle Foundation in 2018. The Sparkle Foundation is a wonderful charity, carrying out extremely valuable work in one of the world's poorest countries, Malawi

Human Rights – Measurement of Outcomes



- We have committed to a fixed annual donation of £25K for The Sparkle Foundation over a 3 year period from 2017. In addition, we also plan staff fundraising events. Raising a total of £600 to date at two events, another three events are planned to the end of the year
- We are also on target to raise a further £5K for The Sparkle Foundation from the sale of sustainable glitter product ranges based on a contribution from the profit of those sales

Goals

- Over the next year, Cornelius will be reviewing its corporate social responsibility reporting to ensure that it accurately describes and measures its performance against key indicators
- We will launch a new supplier audit review programme to further enhance quality and regulatory processes and enable us to do business safely with integrity



Our Corporate Social Responsibility Journey

We have an enviable past and together,
a wonderful and sustainable future

*“We believe that we can truly make a difference. In our own way,
we can contribute to making our planet better, whilst bringing innovation,
quality and service to our customers and stakeholders.”*

Dr Neville Prior, CEO

Labour



Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation

Cornelius has always adopted standards that are consistent with established and globally accepted labour requirements.

Ensuring employees are taken care of is one of our core values and we pride ourselves on our employee engagement and diversity.

Labour– Actions and Implementation



- Cornelius audits all its suppliers in regard to their employment practices
- All employees have signed contracts and salaries that exceed minimum wage standards
- Our employee handbook very clearly communicates to our employees their rights and responsibilities, along with mechanisms and ‘whistle blower’ provisions to ensure every single employee has a voice
- Employment law changes are regularly monitored
- Cornelius has not been involved in any investigations, legal cases or other relevant events in relation to the Global Compact Labour principles

Labour – Measurement of Outcomes



- Regular employee performance reviews are held at least twice a year, outlining objectives which consider values, H&S, Quality and team work
- Quarterly H&S committee meetings are held with representation taken from a cross section of the business. 10 employees attend these meetings which drive continuous improvement and help to shape H&S strategy

Goals

- Cornelius will implement an anonymous employee satisfaction survey which will ensure a voice for every employee. The results will be analysed and instrumental in developing an HR roadmap
- Cornelius will invest in new training and management systems and procedures



Supply Chain Excellence

Integrated purchasing, shipping
warehousing and customer delivery

***“We insist on the highest standards for
our supply chain partners and ourselves.”***

Supply Chain Pledge, Cornelius Group

Environmental



Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Cornelius is committed to promoting environmental responsibility and utilising environmentally friendly processes where possible.

We want to minimise our environmental impact and to develop opportunities to do product distribution in the most efficient and effective way.

Environmental– Actions and Implementation



- We comply with all relevant environmental legislation, best practice and guidelines
- Cornelius has a policy of sustainable sourcing from its partners and has incorporated checks into supplier audits. We ensure that we do not source from locations or species at environmental risk
- Cornelius now uses all shredded waste paper from its office operations for packaging customer samples, rather than utilising bought in materials
- An initiative has been implemented to raise our employee's awareness of energy use and management. The good news is that despite business growth, Cornelius electricity and gas consumption has declined per capita over the past 5 years. However, all employees are being encouraged to switch off lights and create a paperless supply chain process wherever possible
- Our warehouse lighting has been replaced with energy efficient lighting and more efficient LED lighting has been installed in all office areas

Environmental – Measurement of Outcomes



- With 15 sales people on the road at any time, our sales process is contributing to fossil fuel use. Our car fleet is modern and constantly updated to ensure that our vehicles have smallest environmental footprint. The company car policy limits CO2 Emissions below 130 with Lex, chosen as our supplier. In order to minimise impacts, we have implemented a company car policy that includes a maximum emission level allowed

Goals

- As technology develops, Cornelius will look for more environmentally-friendly distribution methods and in the short term aim to identify appropriate carbon offset programmes to support our sustainability strategy
- Cornelius is committed towards an evolving policy of Environmental Management in which the efficient use of materials and processes brings about effective improvement between an organisation and its natural environment. Whilst at present there is no statutory duty on employers to implement an Environmental Management System, our Company goal is to move towards the International Standard ISO 14001



All of our suppliers:

- Are selected according to stringent standards
- Have robust quality systems
- Are regularly audited
- Meet relevant national and international legal and ethical standards

Anti-Corruption



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

Cornelius does not tolerate corruption in any shape or form and has undertaken strict methods to ensure the compliance of all employees with these standards.

Anti-Corruption – Actions and Implementation



- We assess the risk of corruption when doing business and have anti-corruption and bribery policies that are issued and discussed at employee inductions and available in the employee handbook
- Cornelius group takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally and with integrity in all its business dealings and relationships
- Anti-corruption and ethical behaviour is highlighted in contracts with business partners and suppliers

Anti-Corruption – Measurement of Outcomes



- Cornelius has not been involved in any legal cases, rulings or other events related to corruption and bribery
- 100% of our business and supplier contracts include anti-corruption clauses

Goals

- We will be implementing an annual anti-corruption awareness training programme for all employees



@CorneliusGroup



Health & Nutrition



Care Products



Performance Chemicals



Cornelius+ Range