

Lesmar Ltd T/A Prominate
The Atrium
Park Street West
Luton
LU1 3BE

8th March 2019

Communication on Progress (COP) to the Global Compact

Statement of continued Support by the Chief Executive Officer (CEO)

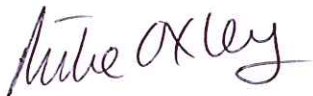
I am pleased to announce that Lesmar Ltd has taken on Prominate as a trading name with a successful re-brand and launch in 2018.

We would like to reaffirm our support of the Ten Principles of the United Nations Global Compact and in this COP, we will lay out our actions of continued integration of this into our business strategy, culture and daily operations.

1

We also commit to share this information with all our stakeholders.

Yours Faithfully,



Mike Oxley

About Lesmar Ltd T/A Prominate

We provide engaging and creative full-service solutions for diverse Promotional Material requirements to our clients.

We find and design new ideas to support the clients brand identity whether they are for a specific event or the items form part of a programme.

Due to the diverse nature of the product potentials we source globally and often directly from factories. To support this, we have a multi-tiered Supplier Evaluation and Assessment Procedure which allows us to have a controlled Preferred Supplier Network.

We continue to be the UK member of IPPAG – a Cooperative of over 25 market leading promotional item wholesalers & distributors spread across the world www.ippag.net IPPAG (The International Partnership for Premiums and Gifts) is a Swiss based Cooperative created in 1965.

The Cooperative's purpose is to produce shared resources, output and added value for all its member companies, based on the open exchange of information, and resulting in commonly developed initiatives and projects. The IPPAG committee has made an upmost priority of developing and implementing a vast CSR program throughout the group of IPPAG members and it's supply chain.

We are also patrons of the British Promotional Merchandise Association (BPMA), members of SEDEX and ISO9001 and ISO14001 certified.

2

Human Rights Principles

Assessment, Policy and Goals

Lesmar t/a Prominate expects employers to respect fundamental human rights, to treat their workforce fairly and with respect. In order to make our position clear we have documented an Ethical Policy based on the Ethical Trading Initiative Code of Conduct which is included in our Staff handbook.

Implementation

This year we have launched a refreshed Supplier Evaluation and Assessment Procedure. Through our online Supplier Self-Assessment Questionnaire all suppliers confirm their compliance with the Ten Principles of the UN Global Compact. (Copies kept on file).

Measurement of Outcomes

All new suppliers will be subject to the refreshed Supplier Evaluation and Assessment Procedure where suppliers must confirm their compliance with the Ten Principles of the UN Global Compact as well as covering areas of Human Rights in the Compliance and Supplier Management sections of the Questionnaire.

We have also laid out a phased plan to update existing preferred supplier information to have them reaffirm their compliance with the Ten Principle of the UN Global Compact. Target is to update details of 50 suppliers by the end of September 2019.

Labour Principles

Assessment, Policy and Goals

We expect employers to follow Labour principles, to treat their workforce fairly and with respect. In order to make our position clear we have documented an Ethical Policy based on the Ethical Trading Initiative Code of Conduct which is included in our staff handbook.

Implementation

Employees are entitled to Health Insurance and Pension Scheme. Lesmar has Discrimination Policy in place.

All suppliers confirm their compliance with the Ethical Trading Initiative (ETI) Base Code in our online Supplier Self-Assessment Questionnaire. Suppliers must also sign our terms and conditions which includes compliance with Anti-Slavery legislation.

Measurement of outcomes

All new suppliers will be subject to the refreshed Supplier Evaluation and Assessment Procedure where suppliers must confirm their compliance with the ETI Base code as well as covering areas of Labour principles in the Compliance and Supplier Management sections of the Questionnaire.

We have also laid out a phased plan to update existing preferred supplier information to have them reaffirm their compliance with ETI Base Code.

Target is to update details of 50 suppliers by the end of September 2019.

Environmental Principles

Assessment, Policy and Goals

We ask our employees and suppliers to take into account the effect their activities have on the environment at all times. Lesmar is committed to minimisation of waste and the recycling of materials. Where appropriate energy management will be used to help our consumption and also to save energy for the general environment.

Implementation

As a minimum we meet statutory requirements of environmental regulations and standards. We proactively recycle waste and reuse any materials possible. Manage all energy supplies and water supplies to obtain optimum consumption. Encourage car sharing and public transport for commuting to work by incentivising those that can.

We encourage all employees to act in an environmentally conscious manner and promote awareness of environmental issues.

As well as recording information from the Supplier Self-Assessment Questionnaire regarding waste and environmental management we work in partnership with suppliers to ensure best practice is followed and actively promote sustainable product ideas.

Measurement of Outcomes

We are WEEE registered (Waste Electrical and Electronic Equipment) – WEEE/FC0360QW
ISO14001 Certified. Certificate number: E1309/190701

We ensure when sourcing products from Non-EU countries that they comply with all EU directives such as CE, REACH and ROHS.

All new suppliers will be subject to the refreshed Supplier Evaluation and Assessment Procedure where suppliers must answer questions confirming their abidance of laws and regulations on environmental issues and waste management in the Compliance and Supplier Management sections of the Questionnaire.

We have also laid out a phased plan to update existing preferred supplier information to have them reaffirm their compliance with environmental and waste management laws and regulations.

Target is to update details of 50 suppliers by the end of September 2019.

Anti-Corruption Principles

Assessment, Policy and Goals

We pride ourselves on our reputation for acting honestly, openly, fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organisation. We are committed to acting professionally and fairly in all of our business dealings and relationships wherever we operate. We take a zero-tolerance approach to corruption in all its forms and do not accept it in our business or in those we do business with.

4

Implementation

We uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate and will actively cooperate with law enforcement authorities in the investigation and punishment of any act of corruption or bribery by any person employed or associated with Lesmar. As a UK registered and operating company, we are bound by the 'Bribery Act 2010', described as "the toughest anti-corruption legislation in the world" (Breslin (2010) p.362) which is included in our Employee Handbook.

All Suppliers are required to sign our terms and conditions which includes confirming their compliance with bribery and corruption laws.

Measurement of Outcomes

All new suppliers will be subject to the refreshed Supplier Evaluation and Assessment Procedure where suppliers must confirm their compliance with the Ten Principles of the UN Global Compact and the ETI Base Code as well as sign the terms and conditions detailing abidance of Anti-bribery legislation.

We have also laid out a phased plan to update existing preferred supplier information to have them reaffirm their compliance with environmental and waste management laws and regulations.

Target is to update details of 50 suppliers by the end of September 2019.

END