

Lesmar Ltd T/A Prominate
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9th March 2020

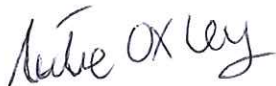
Communication on Progress (COP) to the Global Compact

Statement of continued Support by the Managing Director

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.

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

Yours Sincerely,



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 our 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 30 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.

This year IPPAG have released a sustainability pledge www.ippagsustainability.com which we are proud to support.

We are also patrons of the British Promotional Merchandise Association (BPMA), members of SEDEX, ISO9001 and ISO14001 certified, and this year we have been rated Gold and in the 98th percentile of all companies assessed by EcoVadis, the world's most trusted business sustainability ratings.

Human Rights Principles

Assessment, Policy and Goals

We expect 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

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). All suppliers sign up to our terms and conditions which include the ETI Base Code.

Measurement of Outcomes

All new suppliers will be subject to our 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 150 suppliers by the end of 2020.

Labour Principles

Assessment, Policy and Goals

Lesmar expects 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

Our employees are entitled to Health Insurance, Pension Scheme and bi-annual voluntary health checks. We have a Discrimination Policy in place.

All our 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 150 suppliers by the end of 2020.

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. We are 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.

We are committed to contributing to sustainable development. Where there are options that satisfy the same need, but one provides a better solution relative to economic, social or environmental sustainability, the more sustainable alternative is chosen.

If we can influence people's behaviour by providing promotional materials that reflect our clients brand values as well as being practically useful and being good for the environment, then that is an ideal solution. Not everything which is sold under the label of environmentally sound products can really stand the test. On this basis we do not define a percentage of our sales which are sustainable development items and instead have in place some clear procedures and measures that guide our working practices.

Suppliers – 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 our Supplier Evaluation and Assessment Procedure where suppliers must confirm 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 150 suppliers by the end of September 2020.

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.

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 us. 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 our 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 150 suppliers by the end of September 2020.

Sustainable Development Goals

At Prominate we are committed to implementing the United Nations' Sustainable Development Goals to be a part of our business strategy wherever possible.

Our main focus is on goals 8 and 17.

8. Decent work and economic growth – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Our SCMP is driven by assessing and working with suppliers who have a sustainable, ethical and inclusive business.

Ongoing Targets

80% of Direct suppliers on the management system to have been assessed through SSAQ in 2020

95% in 2021

100% in 2022

50% of Direct suppliers in high risk countries to hold SEDEX or BSCI within 2020

60% in 2021, 75% in 2022.

17. Partnerships for the goals – Strengthen the means of implementation and revitalize the global partnership for sustainable development.

As charter members of the BPMA we are signed up to their code of conduct to act ethically within our industry. We are also active members of IPPAG where we take part in global conferences on many themes that run through the SDG's. Conference topics including CSR, Gender Equality, Sustainability and impact on the environment.

We actively partner with suppliers where the product story has an impact towards different goals. For instance; Fair Trade products; Organic products; Products from post-consumer waste; Products made from plastics recovered from the oceans; and suppliers that proactively support charities and foundations in the environment and education.

Our direct contribution focus is on goals 14 and 15.

14. Life Below Water – Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

15. Life on Land – Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

We are constantly monitoring our supply chain accreditations to the environment.

We actively promote products with certifications to the environment where products are manufactured with their environments in mind. We partner with suppliers that are actively making a difference to projects that are protecting waters and land.

Our indirect contribution focus.

We look at the rest of the SDG's as indirect contribution and we are consistently working towards incorporating them further into our business strategy.

For all areas we are conscious of the goals and actively requesting information from our supply chain to monitor the other business' we work with.

Our SCMP asks for details of environment, health, energy, equality, sustainability and ethics.

Future

The SDGs are in line with the values we hold as a business. We are consistently trying to bring more of the goals in to our main and direct contribution focus.

In 2020 as per our Sustainability Targets (Appendix 1) we aim to focus on monitoring and addressing our CO2 and looking at ways to offset making SDG 13 a main and direct contribution goal.

