



WILDHEARTS

**WildHearts Group
54 Cook Street
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UK**

11th March 2020

United Nations Global Compact Communication on Progress

To our stakeholders,

I am pleased to confirm that WildHearts 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,

Dr Mick Jackson

Founder & CEO, WildHearts

Description of Actions

Human Rights

WildHearts businesses exist to make a positive difference in society. The projects that we fund through our charitable Foundation champion human rights globally and we have implemented policies and procedures across our business streams and throughout our supply chain to ensure the protection of human rights.

Our Impact

Our financial inclusion initiatives (microfinance) in Malawi, Zambia and Zimbabwe empower women and their families, ensuring they can work their way out of poverty, feed their children and send them to school. As such, our activities support Human Rights Article 23; Everyone has the right to work, to free choice of employment.

Our education-focused initiatives provide girls with safe, reusable sanitary pads to help them stay in school. We also ensure both girls and boys have access to the essential tools for learning via the distribution of education packs (pencils, notepads, rulers etc). As a result, our initiatives support Human Rights Article 26; Everyone has the right to education.

In the UK, WildHearts provide world-class entrepreneurial education in schools, colleges and universities through our Micro-Tyco programme. Micro-Tyco is designed to liberate entrepreneurial thinking across our whole society, levelling the playing field and unleashing entrepreneurial talent in students from all backgrounds. Our programme is delivered free to all young people.

Business Activities

- We have a supplier code of conduct and maintain robust policies in respect of anti-slavery, anti-human trafficking and modern slavery to ensure we protect those within our supply chain. This is aligned to Human Rights Articles 4 and 5; No one shall be held in slavery or servitude and no one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.
- Every year, we voluntarily publish a Modern Slavery statement.
- We recently became B Corp certified and were acknowledged as a 'best in the world nominee' for our impact in the communities we work in.

Examples of activities within our supply chain that are aligned with our policies include:

- Fulfilment partners regularly visiting factories in China to check compliance with ethical and environmental standards.
- Purchasing Managers regularly visit Far East factories to audit their ethical and environmental performance.
- Suppliers prepare and deliver annual slavery and human trafficking reports, setting out the steps they have taken to ensure that slavery and human trafficking are not taking place in any of their supply chains or in any part of their businesses.

- WildHearts' key fulfilment partners, are members of SEDEX (the Supplier Ethical Data Exchange). Suppliers within SEDEX are required to sign up to contractually binding obligations in respect of the Modern Slavery Act and sustainable trading.
- Annual third-party audit reports are required of factories used to make our own brand products, confirming compliance to ethical practices in accordance with the SEDEX Ethical Trading Initiative (ETI) Base Code. This includes compliance with the United Nations Global Compact Guiding Principles and ILO standards.

Measure of Human Rights Outcomes

Measure: Number of beneficiaries impacted through WildHearts Foundation.

Result:

- Over 80,000 women received microloans in 2019 across our operations in Malawi, Zambia and Zimbabwe. Including their dependents, we estimate these loans positively impacted over 400,000 lives.
- 7,000 girls in need received safe reusable sanitary pads and menstrual health training within Africa.
- 3,051 students participated in Micro-Tyco (our free award-winning entrepreneurial education programme for schools).
- Over 1,300 students were given access to free WildHearts Events in 2019, to help raise their aspirations, connect them to employers and inspire them.
- We donated office products sufficient to create a further 20,000 school packs that will be shipped and distributed in 2020.

Measure: Number of breaches of internal policies identified within our supply chain?

Result: Nil

Labour

WildHearts has implemented a number of activities and policies to ensure our employees and those employed in our supply chains are treated fairly.

- WildHearts is an accredited Real Living Wage employer, paying a minimum rate to our workforce that is independently assessed as being at a level necessary to sustain a basic standard of living within the UK. Our supplier code of conduct encourages our suppliers to adopt a similar policy and weighting is given to accredited employers in supplier evaluation.
- We do not utilise Zero Hour contracts.
- We are B Corp certified. As such, we have to meet and maintain high standards in our recruitment and employment practices.
- WildHearts' Modern Slavery Policy and Human Rights policies are structured to ensure our supply chains do not participate in any form of forced labour.
- Employment related decisions are guided by our employment policies and procedures, ensuring relevant and objective criteria are considered in every situation.

Measure of Outcomes for Labour:

Measure: Percentage of WildHearts staff paid Real Living Wage?

Result: 100%

Measure: Number of employees on Zero Hour Contracts

Result: None

Measure: Number of breaches of labour laws identified within our supply chain

Result: None

Environment

- Recently, the business decision was taken to switch to 100% recycled paper products for all internal use and 100% renewable energy for our office premises.
- We have updated our environmental policy statement.
- Invested in upgraded IT infrastructure to allow better collaboration online and therefore reduce the volume of business travel.
- As part of our B Corp certification, we collect and monitor data that helps us evaluate our environmental impact and take actions to reduce it.

Reduction of single use plastics

We are working with our key fulfilment partners towards eradicating single use plastic within our logistics and back office operations across our commercial businesses, to the benefit of all functional bodies:

- Our primary fulfilment partner is one of the first companies in the UK to source and sell biodegradable plastic products.
- We have eliminated plastic void fill and packaging. The “void fill” used in our delivery boxes is made of recycled packaging materials.
- We operate segregated recycling/waste bins in warehouses/offices.
- Our supply chain includes representation on the Single Use Plastic Reduction industry forum comprising suppliers, customers and manufacturers.

Sustainably sourced products

- We require our key fulfilment partners to be accredited to both ISO9001:2015 Quality Management System (QMS) and ISO14001:2015 Environmental Management System (EMS) as part of their contract. Environmental criteria are included within the audits of factories which manufacture products within our range. Preference is given to ISO14001 EMS certified companies.

Waste minimisation via:

- Electronic customer and supplier trading, to reduce paper usage.
- A ‘zero-to-landfill’ policy at key Partner Distribution Centres, ensuring that none of the waste associated with customers’ contracts goes to landfill sites.
- 100% of inbound supplier packaging is recycled.
- As part of its new partnership with Greenway, one of our key fulfilment partners, is contributing to the recycling of all plastic waste, which is steamed and used to create energy.
- Staff are mandated to reduce waste in all their actions e.g. implementation of recycling/waste segregation bins within the office.

Recycling solutions

- We offer our customers a complete recycling solution for Ink and Toner Cartridges at zero cost to them.

Measures of Outcomes for Environment

Measure: Number of ink cartridges recycled each year

Result: Our fulfilment partners have collected empty cartridges preventing 230,000 tons of toners going into landfill, with 100% of the recycled cartridge being reworked.

Cartridge remanufacturing reuses products and components (such as plastic) that would otherwise become part of the corporate waste stream:

- 79% less materials consumed
- 44% less natural resources used
- 51% smaller total environmental impact
- 48% smaller energy demand

Measure: Reduction in electricity usage

Result: A reduction in electricity usage of 195KWh/M2 and 42KWh/M2 gas usage of floor space has been achieved across the business.

Anti-Corruption

WildHearts has a zero-tolerance stance against bribery and corruption. Our Anti Bribery Policy provides clear guidance for employees and forms part of their terms and conditions of employment. The following behaviours are outlined as unacceptable:

- Accepting any financial or other reward from any person in return for providing some favour.
- Requesting a financial or other reward from any person in return for providing some favour.
- Offering any financial or other reward from any person in return for providing some favour.

Our supplier code of conduct also includes provisions in respect of bribery and corruption.

Measure of Outcomes for Anti-Corruption

Measure: Number of actual or suspected instances of breach of regulations.

Result: None