

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

1st March 2022

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
Managing Director

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 comprehensive Supply Chain Management Program.

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.

We are proud to support the IPPAG sustainability pledge www.ippagsustainability.com and we are currently utilising the IPPAG Carbon Tool created in conjunction with EcoAct which allows us to help our clients make product choices that will support carbon footprint reduction. It has also allowed us to offer offsetting options to our clients that support the UNGC SDG's.

We are continue to be patrons of the British Promotional Merchandise Association (BPMA), and members of SEDEX. We are ISO27001 accredited and have re submitted for Ecovadis this year after achieving Gold in 2020.

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). As well, 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 Supply Chain Management 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. Suppliers are reviewed annually.

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

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 our Supply Chain Management 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. Suppliers are reviewed annually.

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. We manage water supplies to obtain optimum consumption and all our energy comes from renewable sources including our data hosting. We 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. This now also includes the ability to provide Co2 information on the vast majority of the products allowing choices to be made to reduce carbon footprints, as well as providing offsetting options that support the UNGC SDG's.

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.

We have published our first Sustainability Report including information on our consumption (both energy and waste) and going forward we will annually publish a Sustainability Report.

In 2021 we donated over £95,000 worth of surplus goods to charity which went on to benefit over 20,000 people in the UK and saved over 200 tonnes of Co2e by the goods not going to landfill.

All new suppliers will be subject to our Supply Chain Management 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.

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 Supply Chain Management 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.

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 continues on goals 8 and 17. We have now added goal 13 into our main Focus

8. Decent work and economic growth – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Our Supply Chain Management Program is driven by assessing and working with suppliers who have a sustainable, ethical and inclusive business.

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.

13. Climate Action - Take urgent action to combat climate change and its impacts.

With the introduction of our Carbon Tool we have incorporated SDG 13 into our main focus for 2022 with a target of rolling out the tool and offsetting to at least 50% of our clients. The Carbon Tool allows us to calculate the Co2e footprint of promotional products and in turn give our clients product choices that will reduce the impact of their promotional materials. Alongside this we can offer offsetting options that support the wider SDGs.

Through 2021 we have had additional internal focus on goal 3.

3. Good Health and Wellbeing – Ensure healthy lives and promote well-being for all at all ages.

Given the Covid-19 pandemic as a company we really focused on the health and wellbeing of our people by offering help to pay for vaccines, health screening and medical costs. We have also

initiated a hybrid working from Home and Office policy to promote a healthy work-life balance and continue to support flexible working hours.

Our direct contribution focus is continues on goals 14 and 15. We have now added 11 and 12 into our direct contribution.

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 decertification, 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.

11. Sustainable Cities and Communities – Make cities and human settlements inclusive, safe, resilient and sustainable.

12. Responsible Consumption and Production – Ensure sustainable consumption and production patterns.

With goals 11 and 12 we are bring this into our direct contribution focus by introducing a sustainability questionnaire for our supply chain. This will enable us to report on energy, waste and water usage throughout our supply chain. We also ourselves actively participate in charity events and donate surplus goods to be reused by people in need. Part of the sustainability questionnaire will capture information of how our suppliers are supporting their communities and enable us to support and assist where possible for further impact in wider reaching communities.

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.

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.