

**SAFELANE**<sup>®</sup>  
GLOBAL

# **UN GLOBAL COMPACT**

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**COMMUNICATION  
ON PROGRESS →**

**2022**



**INTRODUCTION**

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**MESSAGE FROM  
THE CEO**

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**ABOUT SAFELANE  
GLOBAL**

---

**FUTURE INITIATIVES**

---

**CONCLUSION**

**1**



**HUMAN RIGHTS**

**2**



**LABOUR**

**3**



**ENVIRONMENT**

**4**



**ANTI-CORRUPTION**

# INTRODUCTION

Dear Stakeholders,

SafeLane Global Limited (SafeLane) 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, our third annual Communication on Progress, (which covers the reporting period March 2021 – March 2022), we describe the actions we have taken to integrate the Global Compact and its principles into our business strategy, culture, and daily operations.

We will share this information with all stakeholders via our primary channels of communication including our website and social media channels.

Yours faithfully,

Adam Ainsworth  
CEO



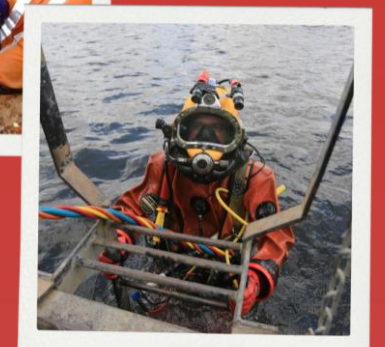
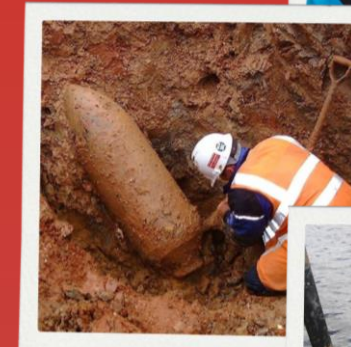
# ABOUT SAFELANE GLOBAL

At its heart, SafeLane is a people-centric organisation. Not only are our people the most important part of our company but remediating contaminated environments to return them to communities globally is what underpins our mission.

We work on land and in the marine environment, detecting, clearing, and mitigating explosive threats - from mines, to unexploded ordnance (UXO), from improvised explosive devices (IEDs) to ammunition & explosive stockpiles.

Founded in 1989, SafeLane was one of the first private companies involved in mine action. We have played an integral role in the creation of industry guidelines and policies and our work is underpinned by rigorous quality assurance systems certified by ISO 9001:2015. These are based on the International Mine Action Standards (IMAS) and National Standards (NS).

SafeLane has successfully delivered over 30,000 contracts in 60 countries, including some of the world's most hazardous and remote environments. We also provide capacity building, training, mentoring, and consulting services to support the counter explosive ordnance (C-EO) activities of governments, national armed forces, corporations, humanitarian organisations and multinational organisations worldwide.



# MISSION

SafeLane Global enables the safe and sustainable realisation of our commercial, governmental and humanitarian clients' ambitions and aspirations. Our expert services span entire project life cycles and are focused on mitigating explosive and hazardous material threats, countering security risks and enhancing land and marine environments globally.

# VISION

SafeLane envisions a world in which our commercial, governmental and humanitarian clients' ambitions and aspirations are realised safely and sustainably. Whether our clients operate on land or in water, in conflict zones or peaceful nations, for profit or humanitarian purpose, SafeLane will be their end-to-end solutions provider delivering expert and trustworthy operational, consultancy and training services.

# SUMMARY OF SAFELANE'S OBJECTIVES

Core Areas

UN Global Compact Principles

Our objectives include:

Human Rights

Principle 1 – Businesses should support and respect the protection of international proclaimed human rights; and

Principle 2 – make sure that they are no complicit in human rights abuses

Promote gender equality and the empowerment of all

Respect cultural heritage

Engender dignity, fairness, equality, respect and independence

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

Provide safe and healthy working environments

Provide personnel with adequate protection equipment for the work they undertake and to mitigate the risk of infection (COVID)

Core Areas

UN Global Compact Principles

Our objectives include:

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Labour

Principle 5 – the effective abolition of child labour; and

Ensure all personnel receive sufficient training for the work they undertake

Principle 6 – the elimination of discrimination in respect of employment and occupation

Ensure personnel do not exceed daily working hours and take leave owed

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Environment

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

Reduce the impact of our carbon footprint

Pollution prevention

Principle 8 – undertake initiatives to promote greater environmental responsibility; and

Sustainable use and management of natural resources: reducing energy and water use and using renewable low-impact resources instead of non-renewable

Principle 9 – encourage the development and diffusion of environmentally friendly technologies

Identify methods of reusing or recycling resources used

Protection of biodiversity and prevention of land degradation

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Core Areas

UN Global Compact Principles

Our objectives include:

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Anti-corruption

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

Ensuring all activities are conducted in accordance with our anti-bribery policy.

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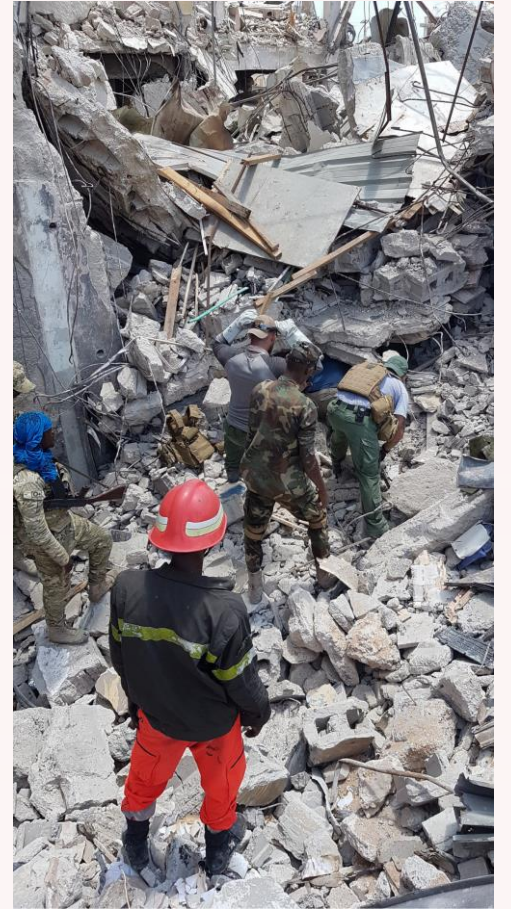
## **SAFELANE'S VALUES**

Integrity | Passion | Quality | Professionalism

These are our commitment to our clients, our people, and the communities we serve.



# HUMAN RIGHTS



## **POLICIES IN PLACE**

SafeLane's commitment to human rights is documented in:

Codes of Conduct as outlined in the Office Staff Handbook and the Field Contractor Guidelines.

These documents are supported by the Sexual Abuse and Exploitation Policy, Corporate Social Responsibility Policy and Slavery and Human Trafficking Policy.

## **ACTIONS**

The Board of Directors has overall responsibility for ensuring these policies are compliant with our legal and ethical obligations, and that all those employed or contracted to the board are compliant.

The CEO and CFO have primary and day to day responsibility for implementing policy and monitoring its use and effectiveness.

Management at all levels is responsible for ensuring those reporting to them are made aware of, understand, and receive relevant training on the issues of modern slavery and human trafficking.

All persons working for, or on behalf of SafeLane Global, are responsible for ensuring these policies are adhered to.

A full suite of health and safety polices are refreshed and adopted globally.

# MEASUREMENT

Consolidating training and aligning it with our wider human rights focused policies and training enables us to capture additional metrics beyond simply recording the numbers of international and local national personnel who have been trained to these standards.

As a pre-qualified UN vendor, we completed mandatory UN training in gender and diversity and doing business with the UN in Q3 of 2020.

Organisational personnel were required to complete this training, and as such our Director of International Operations has completed this training.

Should a human right focused concern be raised, our policies ensure such concerns are addressed at board level.



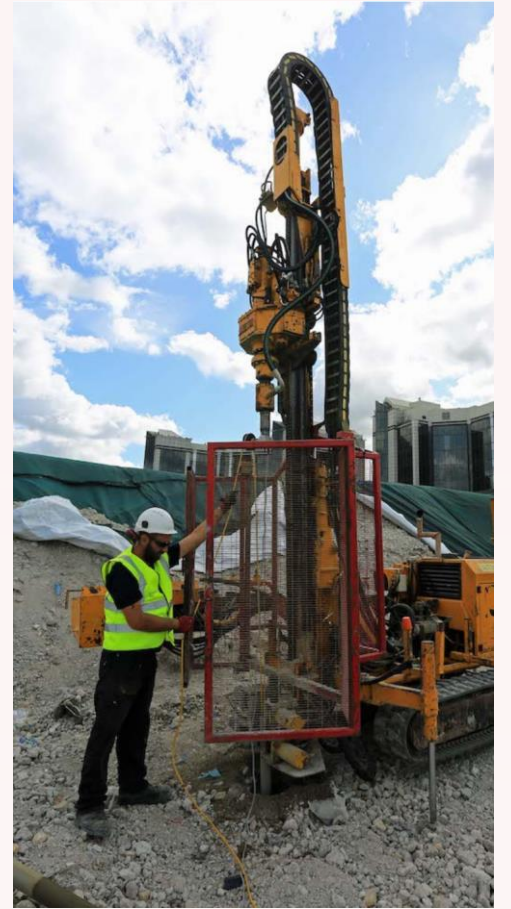
# ACTIONS

These documents are provided to everyone during induction or pre-deployment; all staff are required to sign a commitment to upholding these policies' principles.

Additionally, we take our responsibility for the prevention of sexual exploitation a step further and have a specific whistleblowing procedure.

We apply the same commitment to upholding the UN's human rights standards to our suppliers. As part of our due diligence on any proposed supplier we require them to provide us with their corporate documentation so we can ensure they comply with UN expectations.

# LABOUR



# POLICIES IN PLACE

SafeLane's commitment to Labour is documented in:

Slavery and Human Trafficking Policy

Sexual Abuse and Exploitation Policy

Work Safe Policy

Employee Privacy Notice

Equal Opportunities and Diversity Policy

HSE Policy

# ACTIONS

SafeLane's non-discriminatory employment policies ensure we embrace diversity and ensure inclusion.

We employ based on skills exclusively and are committed to equal opportunities for all staff.

Applications are encouraged regardless of age, sex, disability, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

SafeLane's comprehensive Staff Handbook, Standard Operating Procedures and related policies state the right for collective bargaining.

Additionally, the Staff Handbook covers policies regarding employee rights, compensation and responsibilities.

# ACTIONS

We assess labour related risks; our QHSE Manager conducts annual assessments of workplace suitability in the UK, and our International Operations Managers conduct the same for our international project staff.

Our Staff Handbook is a living document, regularly updated to ensure it not only incorporates the UN Global Compact principles, but promotes them actively, encouraging staff to embrace them.

We have an open policy to capture, record and manage grievances received from within the company, from contracted staff and from external sources. Any grievance is reported to board level and dealt with comprehensively and compassionately.

Regular audits are undertaken to assess staff understanding of rights and policies, we measure areas of performance and generate corrective training if needed. Our Manpower and HR departments are responsible for the training of internal and external employees, companywide, and for recording successful completion of training and maintaining training records.

Reacting to the pandemic, we made significant adjustments to ensure safe working environments for all staff globally, adjusting leave rotations for contracted staff on international projects, and ensuring that everyone continued to be paid a salary.

Additionally, we placed significant importance on the mental wellbeing of all staff.

# MEASUREMENT

Over 50% of personnel at SafeLane head office are female, all recruited on the basis of their skills, qualifications, talent and ambition. In the latest round of internal promotions, over 50% of those promoted were women. Women hold positions all the way to board level and are entirely unrestricted at SafeLane because of gender.

In the field, on projects, SafeLane actively pursues an equal opportunities recruitment policy, putting in place solutions to enable any potentially marginalised group to have better access to employment, e.g., flexible working hours to support primary child-carers. All SafeLane personnel working on UN projects complete four critical training modules:

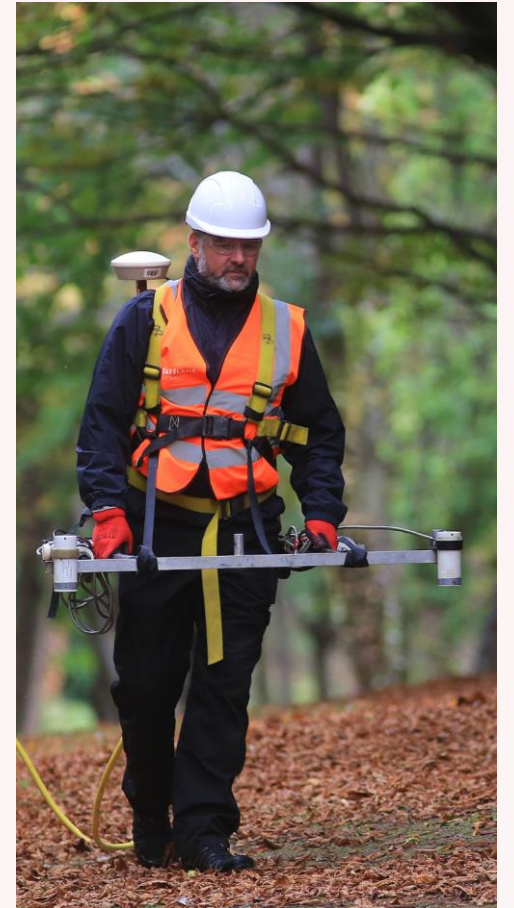
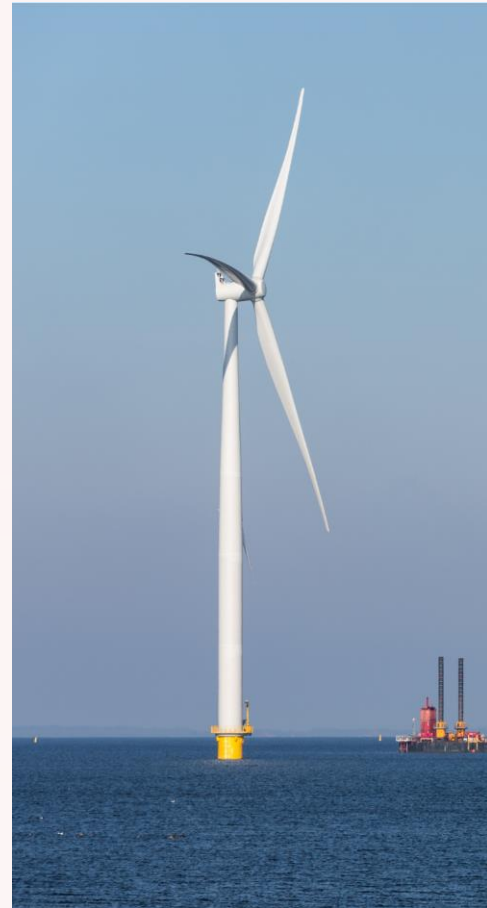
- Prevention of Sexual Exploitation and Abuse,
- Prevention of Sexual Harassment and Abuse of Authority,
- Ethics and Integrity and
- Gender Equality.

Copies of pass certificates are held on file – we are proud of our staff as they have a 100% pass rate.

Any concerns or suspicions about breaches of labour policies and the equal opportunities and diversity policy within the business or supply chain must be raised immediately in accordance with the company whistleblowing policy. In serious cases, such behaviour may constitute gross misconduct and, as such, may result in summary dismissal

SafeLane takes the strictest approach to serious breaches of all policies, and places particular emphasis on the close scrutiny of labour related policies to ensure all staff are safe, feel valued and are protected.

# ENVIRONMENTAL





# POLICIES IN PLACE

SafeLane is committed to mitigating any possible negative environmental impact that may occur because of operations.

Consequently, our environmental management approach follows the guidelines of ISO 14000 and IMAS 10.70, 'Environmental management in mine action.'

Protection of the environment is reinforced by our Corporate Environmental Policy.

Our Field Management Practices also document our policies on environmental issues such as camp hygiene and refuse disposal.

# ACTIONS

Our Environmental Policy is implemented and achieved in practice by:

Establishing and maintaining an environmental management system, in accordance with the requirements of ISO 14001, as part of our overall management system.

Establishing achievable objectives and targets, with related action programmes for the continual improvement of our environmental performance.

Monitoring and controlling material usage to minimise the generation of waste and maximise recycling or reuse, therefore reducing the impact and cost of landfill disposal.

Monitoring and controlling usage of electricity, gas and water in order to help save resources/energy.

# MEASUREMENT

When implementing any operations, we refer to our environmental impact matrix to determine the most appropriate sustainable operating practices depending upon the intended duration of a project, and to ensure these operational practices adhere to required local standards and our own corporate policies.

# ACTIONS

Ensuring this policy is understood by our employees, contractors and visitors, who all have a duty to be aware of and comply with this policy.

Ensuring that our suppliers are made aware of this policy and that, wherever appropriate, they are actively encouraged to conduct their own operations in accordance with good environmental management practice.

Conducting regular audits and periodic reviews, to ensure that our management system continues to be suitable and effective and taking action where deficiencies are evident.

# ANTI-CORRUPTION



# ACTIONS

We utilise the LexisNexis Bridger global due diligence platform to independently assess anyone with whom we plan to work: staff, contractors, suppliers and clients. We then batch run these checks fortnightly on current staff, contractors, suppliers and clients.

Example: we do not commission a supplier until they have been thoroughly reviewed. First, they are proposed by the person requiring their services at SafeLane, e.g., the logistics team, then they are Bridger checked by an administrative assistant. Their bank details are then confirmed by a third person. Finally, the results of these checks are reviewed by finance before the Chief Financial Officer gives approval to proceed. Only then can someone be used as a supplier at SafeLane.

The level of search detail is significant when using the Bridger system; if we receive any alert it is manually addressed which can lead to us seeking additional information from someone to understand whether the alert is a false positive or not. With any due diligence query, the ultimate decision about next steps lies with our Chief Financial Officer and Compliance Officer.

## POLICIES IN PLACE

Anti-corruption and Bribery Policy  
Risk Management Policy  
Gratuity Register

# MEASUREMENT

Each individual staff member has a duty to help detect, prevent and report instances that could constitute a violation of SafeLane's anti-corruption stance. We make the process simple because we are intrinsically a people-focussed organisation and no door is ever closed to an employee, even if they feel uncomfortable approaching the Compliance Manager or their line manager for example.

It is the responsibility of all company members to report any violation of policy. We, as a company, commit to ensuring there is a safe, reliable, confidential way of reporting any concern – not just relating to anti-corruption.

No breach of policy has been documented since the introduction of our rules and our due diligence processes.

We maintain a gratuity register which is peer and management reviewed annually, and wherever possible, all required procurement over a certain value has to have at least three quotations sought from three independent suppliers.



# FUTURE INITIATIVES

In a Future-Fit Society...	Break-Even Goals that every business must strive to reach	SDG alignment
Energy is renewable and available to all	Energy is from renewable sources	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
Water is responsibly sourced and available to all	Water use is environmentally responsible and socially equitable	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
Natural resources are managed to safeguard communities, animals and ecosystems	Natural resources are managed to respect the welfare of ecosystems, people and animals	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
The environment is free from pollution	Operational emissions do not harm people or the environment	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Operations emit no greenhouse gases	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Products emit no greenhouse gases	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
Waste does not exist	Products do not harm people or the environment	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Operational waste is eliminated	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Products can be repurposed	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
Our physical presence protects the health of ecosystems and communities	Operations do not encroach on ecosystems or communities	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Community health is safeguarded	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
People have the capacity and opportunity to lead fulfilling lives	Employee health is safeguarded	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Employees are paid at least a living wage	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Employees are subject to fair employment terms	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Employees are not subject to discrimination	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Employee concerns are actively solicited, impartially judged and transparently addressed	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Product communications are honest, ethical, and promote responsible use	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Product concerns are actively solicited, impartially judged and transparently addressed	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
Social norms, global governance and economic growth drive the pursuit of future-fitness	Procurement safeguards the pursuit of future-fitness	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Financial assets safeguard the pursuit of future-fitness	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Lobbying and advocacy safeguard the pursuit of future-fitness	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	The right tax is paid in the right place at the right time	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
	Business is conducted ethically	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17



**CLICK TO SEE MORE**

<https://benchmark.futurefitbusiness.org/mg-be.html>



As per the stated intentions in our last Communication on Progress, we have made discernible advances particularly when it comes to our focus on the environment.

Our future initiatives are focussed on maintaining pace and progress. To enable us to focus on the most critical goals and better measure our progress, we have received approval at board level to adopt the Future-Fit Business Benchmark.

Over the coming weeks we will be benchmarking our position against Future-Fit's Break-Even Goals and determining targets accordingly.

# FUTURE INITIATIVES

In a Future-Fit Society...	Positive Pursuits that any business may undertake	SDG alignment
Energy is renewable and available to all	Others depend less on nonrenewable energy	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	More people have access to energy	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
Water is responsibly sourced and available to all	Others contribute less to water stress	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	More people have access to clean water	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
Natural resources are managed to safeguard communities, animals and ecosystems	Others depend less on inadequately managed natural resources	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Others generate fewer greenhouse gas emissions	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
The environment is free from pollution	Greenhouse gases are removed from the atmosphere	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Others generate fewer harmful emissions	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Harmful emissions are removed from the environment	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
Waste does not exist	Others generate less waste	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Waste is reclaimed and repurposed	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
Our physical presence protects the health of ecosystems and communities	Others cause less ecosystem degradation	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Ecosystems are restored	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Others cause less damage to areas of high social or cultural value	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
People have the capacity and opportunity to lead fulfilling lives	Areas of high social or cultural value are restored	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	More people are healthy and safe from harm	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	People's capabilities are strengthened	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	More people have access to economic opportunity	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
Social norms, global governance and economic growth drive the pursuit of future-fitness	Individual freedoms are upheld for more people	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Social cohesion is strengthened	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Infrastructure is strengthened in pursuit of future-fitness	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
Social norms, global governance and economic growth drive the pursuit of future-fitness	Governance is strengthened in pursuit of future-fitness	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Market mechanisms are strengthened in pursuit of future-fitness	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17
	Social norms increasingly support the pursuit of future-fitness	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17

Our ambition is to advance progress towards the adoption of the Benchmark's Positive Pursuits.

**CLICK TO SEE MORE**



<https://benchmark.futurefitbusiness.org/mg-pp.html>

# CONCLUSION

By embedding the Ten Principles of the UN Global Compact into our strategies, policies and operations, we have established a culture of integrity at SafeLane which benefits both those we employ and those we support.

We restate our commitment to leading by example and commit to uphold the exacting principles of the Global Compact wherever we have a presence.

We also restate our commitment to remaining fully committed to making the principles of the UN Global Compact part of our strategy, culture and day-to-day operations, and to engaging in collaborative projects which advance the broader development goals of the United Nations.

We look forward to taking a huge stride forward as we align with Future-Fit for Business, and consequently anticipate enhancing the detail within our 2023 CoP.

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