

COMMUNICATION ON PROGRESS (COP)

BASIC TEMPLATE

Period covered by your Communication on Progress (COP)

From: 10.10.22

To: 10.10.23

1. STATEMENT OF CONTINUED SUPPORT BY OWNER.

Please use the box below to include the statement of continued support signed by your company's chief executive

10.10.22

To our stakeholders:

I am pleased to confirm that Central Moves Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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,

Scott Rust
Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- Ensure workers are provided safe, suitable, and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats
- Treat all members of staff with dignity, integrity, and respect.
- Take measures to eliminate ingredients, designs, defects, or side-effects that could harm or threaten human life and health during manufacturing, usage, or disposal of products
- Quarterly meetings held with senior management to discuss progress, targets plans outlined for progression and quality management.
- Provide work breaks in line with the working time directive.
- Employee wellbeing program, to help with 8 factors of social care including mental health, counselling, health and lifestyle management, finances and more.
- Employee discount program to help staff with the cost-of-living crisis, sustaining more benefits to employees in a responsible manor to enable continued growth and longevity.

Labour

Please use the box below to describe **actions** your company has taken in labor. Examples include:

- Ensure that the company does not participate in any form of forced or bonded labour
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria
- Work and apply current employment legislation to all employees working conditions.
- Provide annual holiday entitlements according to legislation and contract law.
- A clear and agreed employee agreement dossier, confirming conditions of pay, hours, job title/roll and other defining terms regarding the role.
- Statutory sick pay in line with government regulations applied to all employees.
- Pension provider for all employees that opt in for pension scheme.
- Quarterly meetings held with senior management to discuss progress, targets plans outlined for progression and quality management.

Environment

Please use the box below to describe **actions** your company has taken in environment. Examples include:

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances
- Reduced water usage, we have introduced a block in system to save half a liter of water per flush on each toilet.
- Lights have all been swapped to 'A' rate light bulbs for maximum efficiency and power saving energy, reducing waste and usage.
- Materials used to pack contents into boxes are being transferred from cardboard to plastic, to re-use and decontaminate from each move providing clean and re-usable boxes which will help reduce the spread of bacteria and reduce trips to landfill or recycling.
- Current stock is reused as much as possible paper re-rolled and packed away instead of throwing away, all materials go to a recycling plant when end of life cycle reached.
- All waste has been analyzed and checked for compliance; total waste recycled equates to 90% of all materials used.
- Quarterly meetings held with senior management to discuss progress, targets plans outlined for progression and quality management.
- State of the art vehicle tracking system, fuel tracking and emission monitoring system to promote clean air space, idle system monitoring
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Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- Assess the risk of corruption when doing business
- Mention "anti-corruption" and/or "ethical behavior" in contracts with business partners
- Ensure that internal procedures support the company's anti-corruption commitment
- Procurement opportunities declared with anti-bribery and corruption standards.
- Anti-bribery policy updated annually.

3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
- Rate of occupational diseases, injuries, and absenteeism
- Percentage of recycled materials to 90%
- App monitoring annual leave requests and acceptance
- Verizon app and web tracking fuel consumption system, including idle waiting time analysis.
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