



21.03.24

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary General,

I am pleased to confirm that BFBS supports the Ten Principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption. With this commitment, we express our intent to support the Global Compact advancing these principles and will make a clear statement of this commitment to our stakeholders and the general public.

We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. BFBS will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the submission of a Communication on Engagement (COE) that describes our organization's efforts to support the implementation of the Ten Principles and to engage with the Global Compact.

Area	Principles	BFBS meets UNGC Principles
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	Fully compliant.
	2. make sure that they are not complicit in human rights abuses.	Fully compliant.
	BFBS upholds these Principles through a variety of policies, including Equality Policy, Bullying & Harassment Policy, Modern Slavery Statement and a Health & Safety Policy, all of which are regularly reviewed and adhered to.	

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Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Fully compliant.
	4. the elimination of all forms of forced and compulsory labour;	Fully compliant.
	5. the effective abolition of child labour; and	Fully compliant.
	6. the elimination of discrimination in respect of employment and occupation.	Fully compliant.
	<p>BFBS have well-established recruitment practices which are reinforced by a range of HR related policies including an Equality Policy and a Recruitment Policy, to help encourage a diverse and inclusive workforce and to avoid bias when reviewing applications.</p> <p>We additionally hold comprehensive safeguarding policies and procedures to prevent child labour and protect the wellbeing of our employees, beneficiaries, suppliers, and partners.</p> <p>We uphold other over-arching HR policies which meet the requirements laid down in the UN Labour principles.</p> <p>We uphold our Modern Slavery Statement which provides background to our organisation and our supply chains and sets out the steps we have taken to ensure that slavery and human trafficking is not taking place in our organisation or any of our supply chains.</p>	
Environment	7. Businesses should support a precautionary approach to environmental challenges;	Fully compliant.
	8. undertake initiatives to promote greater environmental responsibility; and	Fully compliant.
	9. encourage the development and diffusion of environmentally friendly technologies.	Fully compliant.
	<p>We have a strong focus on environmental considerations, and within the past year we have developed our commitment through successful certification to ISO 14001 (environmental standard).</p>	

	<p>Our environmental responsibility is reinforced by our overarching company Carbon Reduction Plan with focused initiatives which align to the listed UN Global Compact principles.</p> <p>We also have Cycle to Work and Electric Vehicle schemes, along with charging points having been installed at our Head Office.</p>	
Anti-Corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	Fully compliant.
	<p>BFBS has a Whistleblowing Policy which is regularly reviewed and adhered to.</p> <p>BFBS is committed to achieving the highest standards of service, including honesty, openness and accountability and recognises the hugely important role employees have in achieving that goal. BFBS will not tolerate any malpractice or wrongdoing in the administration and delivery of its services. The expectation is that employees will want to raise concerns they have about the way services are being provided, or about possible fraud, theft or corruption issues.</p>	

We support public accountability and transparency, and therefore commit to report on progress within two years of joining the Global Compact and every two years thereafter according to the Global Compact COE policy.

Sincerely yours,



Ben Chapman
Chief Executive Officer

