

Dear Mr. Secretary-General,

Peoplesource is proud to confirm its commitment to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption. Peoplesource, therefore, supports the 10 principles listed below. There is little risk of anything in Peoplesource's operations conflicting with the UN Universal Declaration of Human Rights, because the scope of work takes place in Canada where such matters are closely regulated. We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the Global Compact, and *annually* thereafter according to the Global Compact COP policy.

The 10 principles of the UN Global Compact

Human rights

1. Support and respect protection of internationally proclaimed human rights in the sphere that the company is able to influence.
2. Make sure that they are not complicit in human rights abuses.
3. Uphold the freedom of association and recognise the right to collective bargaining.
4. Eliminate all forms of forced labour.
5. Eliminate child labour.
6. Eliminate discrimination in respect of employment and occupation.

Environment

7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

Corruption

10. Combat all forms of corruption, including extortion and bribery.

Comments & Sustained Development Goals

- Peoplesource has operations in Canada, where these matters are regulated by Canadian legislation. The Supplier Code of Conduct is included in all new supply contracts. The code increases the focus on human rights and working conditions among suppliers, with a view to ensuring good conditions for everyone who works at or through Peoplesource. A risk assessment is performed, with suppliers in high-risk facilities subject to stricter requirements on proving their compliance with the principles in the Code of Conduct.
- EU legislation regulates the issue of freedom of association in union co-operation agreements.
- Peoplesource applies the anti-discrimination laws and a policy of zero tolerance is followed.
- Peoplesource's operations require environmental permits from authorities, and the requirement for a precautionary approach is therefore met.
- Peoplesource realizes the responsibility for human rights does not rest with governments or nation states alone. Human rights issues are important both for individuals and the organizations that they create. As part of our commitment to the Global Compact, we commit our responsibility to uphold human rights in the workplace and more broadly within our sphere of influence. A growing moral imperative to behave responsibly is linked to the recognition that a good human rights record can support improved business performance for all.

Sincerely,



Teri Scott

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