



## **Communication on Progress**

**U N Global Compact 2011**

**June 2011**

**Technibond joined the UN Global Compact in October 2010 to show our support for this initiative and to demonstrate to our stakeholders our commitment to the Ten Universally Accepted Principles.**

**Our annual Communication on Progress reaffirms our support for this initiative and describes the progress we have made in integrating the principles into our strategies and day to day business practices.**

A handwritten signature in black ink, appearing to read 'Mike Summers', with a stylized initial 'M' and 'S'.

**Mike Summers  
Managing Director  
1st September 2011**

# The Ten Principles

## Human Rights

### **Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.**

Technibond operates within UK employment law. We engage the services of a specialist Employment Law company to keep us up to date with the law, to audit us and to provide day to day advice.

Our people are important to us, and we try to maintain a safe and comfortable working environment. We have formal, audited, health and safety policies and procedures, and regular health and safety meetings. Where possible, we will allow requests to accommodate necessary working time medical checks and treatment. We will always deal sympathetically with employees who have suffered injury or serious illness.

We believe in respect for people and our web site makes a declaration to this effect. We will offer training so our people can make the best of themselves. We have an "open door" policy where any of our people can discuss any work issues with anyone including the Managing Director. We have quarterly Company meetings open to everyone, where we give briefings on Company performance, discuss any general issues or concerns, and commit to actions.

We believe that the products we offer benefit the Global economy. They are low hazard products that can replace more hazardous materials or operations. They can speed up manufacturing and therefore offer economy and productivity. And they can allow operations that would otherwise be difficult or impossible, giving better design flexibility.

### **Principle 2: make sure that they are not complicit in human rights abuses.**

We do not currently do business or intend to do business in countries where human rights abuses are common. The nature of our products is such that they are unlikely to be used directly in human rights abuse.

We will monitor this situation particularly with regard to our supply chain (see principles 4/5) to ensure there will be no future complicity.

## Labour

### **Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.**

Our employees are free to join a trade union. Our disciplinary procedures for instance specifically give employees the right to be accompanied by a trade union representative at any disciplinary hearing.

### **Principle 4: the elimination of all forms of forced and compulsory labour.**

and

**Principle 5: the effective abolition of child labour.**

Technibond operates in the UK and does not use any forced, compulsory or child labour nor will we purchase product from companies who do operate such practices. Our supply chain has historically been from Europe and the US and from reputable companies, where these issues should not arise. We are now purchasing more widely and we recognize that this could become an issue in the future. We will therefore be writing safeguards into our purchasing policy to ensure we do not become complicit in any such practices

**Principle 6: the elimination of discrimination in respect of employment and occupation.**

Technibond is an equal opportunities employer and it is our policy to recruit, promote and in all respects deal with our employees purely on their ability to do the particular job.

All employees are issued with our Company Handbook. The first section clearly describes our equal opportunities policy. Section 29 describes our non-harassment policy particularly in regard to any perceived discrimination, and provides formal and informal routes for any employee who believes he or she has suffered discrimination, to pursue with the Company to resolve the situation. We also retain the services of an employment law company and we discuss with them any significant employee issues to make sure we do not inadvertently or indirectly discriminate against any person or group of people.

## **Environment**

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

**Principle 8: undertake initiatives to promote greater environmental responsibility.**

**Principle 9: encourage the development and diffusion of environmentally friendly technologies.**

## **Anti-Corruption**

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

Technibond has never engaged in corrupt practices and it never will.

Section 19 of our Company Handbook forbids our employees from taking gratuities, gifts, loans or other benefits from the Company's customers or suppliers without the express permission of their Director or Senior Manager.

We will never offer bribes of any sort to secure business. The only gifts that may be given to our customers or suppliers are those of relatively small value that could not reasonably be expected to influence decision making. Any such gifts will be recorded, typically on expenses forms, to ensure

transparency and are subject to Director scrutiny.