

SUSTAINABILITY POLICY

ARTICLE 13 LTD

INTRODUCTION

Sustainability is a property of the earth's natural systems which ensures that they can continue indefinitely. **Sustainable development** includes the economic and social change needed to ensure that sustainability can be achieved.

The central purpose of the Article 13 Ltd in its work with clients is to promote sustainability. This includes Article 13's policies for its environmental, social and economic impacts, and its impacts on its stakeholders.

Article 13's stakeholders include:

- clients;
- staff;
- associates;
- suppliers;
- the environment.

Article 13's approach to sustainability and sustainable development is described by this Sustainability Policy and related policies.

COMMITMENTS

Article 13:

- subscribes to the UN Global Compact (UNGC) and fully supports its ten principles;
- supports the UN Declaration on Human Rights;
- endeavours to conduct all its operations in accordance with this sustainability policy and related policies.

The ten principles of the UNGC to which Article 13 subscribes are as follows:

- Principle 1: Business should support and respect the protection of internationally proclaimed human rights.

Effective 1st August 2007; reviewed August 2009



INVESTOR IN PEOPLE

- Principle 2: Business should ensure that they are not complicit in human rights abuses.
- Principle 3: Business should uphold the freedom of association and effective recognition of the right to collective bargaining.
- Principle 4: Business should support the elimination of all forms of forced and compulsory labour.
- Principle 5: Business should support the effective abolition of child labour.
- Principle 6: Business should support the elimination of discrimination in respect of employment and occupation.
- Principle 7: Business should support a precautionary approach to environmental challenges.
- Principle 8: Business should undertake initiatives to promote greater environmental responsibility.
- Principle 9: Business should encourage the development of environmentally friendly technologies.
- Principle 10: Business should work against corruption in all its forms, including extortion and bribery.

RELATED POLICIES

CLIENTS

- Engagement policy

STAFF

- Health & Safety Policy
- Staff Diversity and Equal Opportunity Policy
- Training and Development Policy

ASSOCIATES

- Associates Procedures

SUPPLIERS

- Fair Commercial Terms Policy
- Supply Chain Policy

ENVIRONMENT

- Environment Policy

INTEGRITY

- Integrity Policy (for clients, suppliers and staff)

REVIEW

Article 13's policy for sustainability will be reviewed annually and amended as necessary.

COMMUNICATIONS

A copy of this policy and all subsequent revisions will be brought to the notice of each employee. All new employees will receive a hard or electronic copy and a verbal statement on client engagement as part of their induction training.

Staff views and questions relating to sustainability matters are actively encouraged and should be raised with their employee representative, Office Manager or the Directors as appropriate. Article 13 endorses the need for joint consultation to maintain the communication necessary to achieve good client engagement standards.

Expert advice will be obtained when required from appropriate sources/organisations.

RELEVANT LEGISLATION & STANDARDS

- The United Nations Global Compact Principles



Neela Bettridge

Director

Article 13 Limited