

Note UK Ltd is part of the Note AB Group, which is based in Sweden.

In line with the Group commitment to the principles of the UN Global Compact, Note UK Ltd advises that they comply with the 10 Global Compact principles in the following manner;

Human Rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.

Note UK Ltd are committed to complying with all United Kingdom Legislative and Regulatory requirements. This commitment includes all aspects of Human Rights, Health & Safety, Environmental, Fiscal and contractual legislation and regulations and the various Codes of Practice published by the Health & Safety Executive, UK Government Department of Business, Innovation and Skills, the Environment Agency, HM Revenue and Customs and other Governmental Departments. (UK Regulations and Legislation incorporate EU Directives).

Note UK Ltd purchase goods and materials from companies who comply with the Note AB supplier/subcontractor policy as published on the Note AB web site www.note.eu and their compliance is verified by visits to these suppliers in order to ensure compliance with all human rights.

Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour;
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

Note UK Ltd. comply with all UK Human Rights and Equality legislation, this is detailed within the employee handbook provided to all employees on commencement of employment. The handbook includes details of how the company apply these principles and also how employees can advise Senior Management of any grievances and areas of concern with respect to these principles.

Risk assessments of all activities are regularly undertaken in order to ensure that all employees are working in a safe environment and in line with safe working practices.

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.

Note UK Ltd. are approved to ISO 9001 Quality Management System & ISO 14001 Environmental Management Standard. Approval to these standards demonstrate that the company applies these principles within its' activities.

Anti-Corruption


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

Note UK Ltd. have published a policy to explain how the company has discharged its' responsibilities in respect of the Bribery Act 2010.

This policy is communicated to all employees by the provision of a copy at Induction training and by posting on the notice boards.

Signed  _____
Managing Director

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