

Company Name	The Consortium for Purchasing and Distribution Ltd.	Date	31 December 2008
Address	Hammond Way Trowbridge Wiltshire BA14 8RR	Membership date	20/09/2004
Contact name	Mark Barnett	Employees	250
Contact Position	Chief Operating Officer	Sector	Commerce & Distribution
Contact telephone no.	+441225771390		

Brief description of nature of business

The Consortium is a national procurement and fulfilment business focussed on meeting the needs of its many customers in the Education, Social Care and Early Years markets. Our customers are tasked with providing key services to the community within tight budget constraints; our aim is to make it as easy as possible for them to do so. We use our expertise to ensure they always have the right products and services, at the right time and at a price they can afford.

Statement of support



The United Nations Global Compact is a network of companies in more than 120 countries that support the ten principles on human rights, labour, the environment and anti-corruption. We are pleased to reaffirm our commitment to the UNGC with the publishing of this years COP.

I am delighted with the progress we have made over the last year or so. The values we apply to the way we do things, and the people we recruit, mean that we can deliver on our ambitious responsible business agenda in genuinely practical ways.

In an increasingly challenging economic climate, we remain committed to improving our understanding of the impact we make on society and will continue to manage that impact in a responsible manner. We believe that, not only is this the right thing to do, it is also commercially sensible.

Signature



Name and Position

Melanie Teal
Chief Executive

PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

Our Commitment or Policy

The Consortium operations are in the United Kingdom and comply with and often exceed the protection offered by legislation in the UK.

We support and respect the protection of internationally proclaimed human rights.

Our Board of Directors ensures that we protect the human rights of our employees through establishing and implementing various policies that support our company values.

Actions implemented in the last year / planned for this year

In 2008 we launched our Global Sourcing Principles, based on the Ethical Trading Initiative, to our supplier base. Our purchasing terms and conditions require all suppliers to work towards full implementation of these principles and buyers now measure supplier conformance as part of the audit process.

Measurable Results or Outcomes

No issues to report.

PRINCIPLE 2 BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Our Commitment or Policy

In order to ensure that we are not complicit in Human Rights abuses all purchasing contracts stipulate that suppliers must work towards full implementation of our Global Sourcing Principles which are based upon the Ethical Trading Initiative.

Actions implemented in the last year / planned for this year.

In 2008 we launched our Global Sourcing Principles, based on the Ethical Trading Initiative, to our supplier base. Our purchasing terms and conditions require all suppliers to work towards full implementation of these principles and buyers now measure supplier conformance as part of the audit process.

In 2008 we trialled the direct purchase of product from India - several factory visits took place to ensure our requirements regarding human rights were understood by the supplier and complied with. In 2009 we are recruiting an Overseas Sourcing Buyer who will ensure that we are able to undertake more factory monitoring. We do not source from any country where there are UN trade sanctions or embargoes.

Measurable Results or Outcomes

No issues to report.

PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

Our Commitment or Policy

The Consortium provides employees with the freedom to join Unions of their choice. Members are in Unison and GMB.

All employees are appraised at least annually, and roles and achievement of outcomes against BBS targets are reviewed. A benchmarking process is undertaken to deliver competitive salaries.

There is an effective grievance and dispute settlement process.

Actions implemented in the last year/ planned for this year.

As in previous years our Employee Value Management Survey was undertaken in December 2008 with over 95% participation. Whilst our overall score was unchanged we remain significantly above the IIP national average. We continue to ensure our employees are well informed and contribute to the development of the business through a combination of weekly, quarterly and annual briefings.

Measurable Results or Outcomes

Strong performance in our annual employee value management survey – scoring 3.6 out of 5 in overall cultural positioning – which is 0.4% above the IIP national average. The feedback from this process will again be used to drive action plans in each area to improve the work experience.

Number of staff in a trade union as a proportion of total staff – 10%.

PRINCIPLE 4 BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

Our Commitment or Policy

The Consortium has a policy to issue all staff with contracts of employment when they join the organisation, stating their terms and conditions of service, their freedom to leave, affirming the voluntary nature of their employment and providing clarity for the terms associated with departure or cessation of work.

We are committed to the principles of achieving a good work –life balance for all our employees and overtime and working hours in excess of the contracted hours is discouraged.

Actions implemented in the last year

No new actions undertaken.

Measurable Results or Outcomes

No new results.

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

Our Commitment or Policy

The Consortiums Global Sourcing Principles support our commitment to the effective abolition of child labour. This policy is universally applied independent of local laws.

A brief description of the relevant parts of our Labour practices Management System

The Consortium ensures that employees are above the compulsory school age. Identification is required from the employee to confirm their age.

Actions implemented in the last year

We have continued to educate our supply base through supplier audits in 2008. In 2009 this will continue and will be reinforced outside of the UK with overseas audits by our newly-recruited buyer.

Measurable Results or Outcomes

No issues.

PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our Commitment or Policy

The Consortium is committed to ensuring that job applicants and employees receive equality of opportunity. The aim of this policy is to ensure that no applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex or marital status, disability, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable or be subjected to any form of bullying, harassment or hostile treatment.

The Company will ensure equality of pay and will promote flexible working to achieve a work life balance which is consistent with the needs of the business.

Actions implemented in the last year/ planned for next year

The Consortium continues to employ flexible working arrangements for working fathers and mothers at all levels in the organisation. Several senior managers in the business are now employed under flexible working arrangements enabling them to progress their career and continue to add value to the business whilst raising their families or progressing other life aspirations.

The Consortium operates a childcare voucher scheme enabling staff to take advantage of the Government financial assistance available.

Our subsidised health screening for all staff has proven to be very popular.

Measurable Results or Outcomes

50% of our senior management team are female – many of them have progressed through the organisation. Around 1/3 of staff make use of flexible working arrangements.

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

Our Commitment or Policy

The Consortium commits to 'support a precautionary approach to environmental challenges'.

The Consortium has an Environmental Management System that is accredited to the ISO14001 standard. As part of this we review our Aspects and impacts on the environment and take action that is necessary to reduce our environmental impacts.

We work with the Sustainable Development charity, Envolve, to ensure that we have an independent view of the impacts that we could have and that we take a precautionary view of the management of our environment.

Actions implemented in the last year/ planned for next year

The environmental management team has continued to perform environmental aspects evaluations throughout the business.

Measurable Results or Outcomes

Ongoing successful external audit of our Environmental Management system. We won the 2007 Wiltshire Business of the Year Awards – Environment.

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

Our Commitment or Policy

The Consortium operate an environmental management system that will deliver continuous improvement in setting of appropriate objectives and targets which are made available to all persons who work for or on behalf of the company

Actions implemented in the last year / Planned for next year

1. Calculation of carbon footprint for 2007-8 financial year at 608 Tonnes CO₂ for Scope 1 and 2 emissions. (£14.4T per £m of sales).
2. We measured the following scope 3 emissions which reflected the areas where we have the most significant impact..
3. Our environmental group ran a poster campaign to increase awareness and change behaviour on recycling and leaving equipment on standby. The current focus is on turning lights off in unused offices.
4. In 2009 we are investing in more flow-line racking in our logistics function which will increase our box-fill and reduce packaging.
5. We hope to trial a method of using totes instead of cardboard boxes to deliver products to customers.

Measurable Results or Outcomes

We were disappointed with the carbon footprint increase and are putting place plans for continued reduction of this figure. We switched to 100% recycled and recyclable packaging and introduced lo-tack labels in order that we can re-use returned product more often. In 2008 we reduced the number of air-filled pouches used in our boxes by 3.5 million (a 40% reduction)

PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our Commitment or Policy

The Consortium encourages the development and use of environmentally friendly technologies.

The Consortium is committed to expanding the range of environmentally friendly products that we offer.

The Consortium seeks to develop new environmentally friendly products with our suppliers.

The Consortium will, if necessary and prudent, reduce margin on products that are more environmentally friendly in order to stimulate demand for the product with our customer base.

Actions implemented in the last year / planned for next year

The Consortium is investigating the use of totes for deliveries to customers.

In 2008 we launched our first B2C brand 'Pea Green Things' – introducing a range of ethically sourced and environmentally friendly products to our customers with significant success.

Measurable Results or Outcomes / planned for next year

As detailed above.

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Our Commitment or Policy

The Consortium is committed to work against corruption in all its forms including extortion and bribery. We invest in the training and development of procurement staff to ensure that always follow the CIPS ethical code of practice.

Actions implemented in the last year/ planned for next year

As part of our initial supplier audit we undertake a risk assessment of our supply base to determine if there are any areas of trading, particularly upstream of our first tier suppliers, where there is a possibility of corruption in existence. We then focus on the areas of high risk and undertake appropriate education and action if necessary.

Measurable Results or Outcomes

Increased education of purchasing team and suppliers to increase awareness. Development of further supplies from India have improved our understanding of manufacture in developing countries and the steps we have to take to work against corruption.

How do you intend to make this COP available to your stakeholders?

Our COP will be accessible to our staff, customers and suppliers, and the general public on our website www.theconsortium.co.uk. In the About Us section.

Our annual Responsible Business report will indicate our commitment to the UN Global Compact and the UK Local Network.

We will seek to publicise our membership of Global Compact within the local community and encourage them to review our C.O.P on our website or apply for a copy.