ULTIMATE ARMOUR WORKS FZC
COMMUNICATION ON PROGRESS JULY 2014

ULTIMATE ARMOUR WORKS FZC
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United Nations Global Compact

ULTIMATE ARMOUR WORKS FZC (UAW) is a privately owned company registered in RAK Free Zone, United Arab Emirates. The company was established in 2005 and currently employs around 260 full time staff from 19 countries.

UAW facilities operate 24 hours, six days per week to ensure annual production targets.

We believe that we are amoung the market leaders for quality and reliability.

We aim to be ranked by our staff as the best place to work in our industry.

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Lloyd's Register LRQA

ISO9001:2008 Quality Management Systems

United Arab Emirates 2nd of June 2014

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Ultimate Armour Works FZC sustains its commitment to the ten principles of the Global Compact, with respect to human rights, labour, environment and anti-corruption.

The Global Compact principles always were a part of the strategy, culture and day-to-day operations of our company; although since we formally signed to the Global Compact initiative it became a part of our everyday decision process.

We are striving to ensure that our management and laborers work to sustain and work according to these values.

We are pleased to introduce our first Communication on Progress report for July 2013 to July 2014.

Yours sincerely

Mark Regenass
Managing Director

HUMAN RIGHTS

Principle 1: Business should support and respect the protection of internationally proclaimed human rights.
Principle 2: Business should ensure that they are not complicit in human rights abuses.

ULTIMATE ARMOUR WORKS FZC HUMAN RIGHTS STATEMENT

Protection of human rights is one of our core business principles. We encourage a work environment that fosters mutual respect and acceptance and offer a work environment free from discrimination of all forms and equal opportunity for advancement.

Actions in 2013	Measurement of Outcome	2014 Objectives and Targets
Internal audit to monitor employee diversity and possible discrimination in hiring or promotion.	UAW employ men and woman from 19 countires; more than 10 different religions; aged between 18 and 70. Management is diverse and some have achieved the position through internal development and promotion from labour positions.	Educate and train employees to be aware of reporting procedures with formalized deviation forms for employees to report irregularities in work place activities realted to HR issues, technical issues and health and safety matters.
UAW supports and provides financial sustenance to local human rights organisations.	UAW donated financial AID to a local orphanage.	Identify and support of human rights groups engaged in ending human rights violations in regions where our businesses operate.

LABOUR STANDARDS

Principle 3: Business will uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4: Eliminate all forms of forced and compulsory labour
Principle 5: Abolish child labour
Principle 6: Eliminate discrimination in employment and occupation

ULTIMATE ARMOUR WORKS FZC LABOUR STANDARDS STATEMENT

UAW does not prohibit the right to freedom of association. UAW does not conduct or condone any forms of forced and compulsory labour or child labour. UAW complies with all labour laws, regulations and recommendations in order to ensure a safe, fair and non-discriminative workplace for our employees.

Actions in 2013	Measurement of Outcome	2014 Objectives and Targets
Human Rights UAW supports the Universal Declaration of Human Rights in all of its spheres of influence. It upholds the freedom of association and recognises the right to collective bargaining.	UAW recognises the value of its employees and has identified and assessed their long term retention as key to the short and long term value of the company . Available to employees are personal development and training programmes designed to enhance the employee's skill base. All such programmes shall relate directly to the specific role of the individual within the company and are linked closely with his/her annual performance review.	**Employee Benefits** UAW aims to attract and retain skilled employees and enhance the life/work balance of each individual. An example of this is the plan for building of a new sport facility for labour sport activities during non working hours.
Forced / Child Labour UAW does not utilise or promote forced or child labour of any kind. We adhere strictly to country laws governing labour standards.		
Discrimination, Sexual Harassment and Other Forms of Harassment and/or Bullying All staff are entitled to work in an environment which respects their personal dignity and which is free from harassment, bullying or any other type of intimidation.	Harassment (leading to victimisation) or otherwise is not tolerated by the Company.	
Grievances UAW has adopted a grievance procedure to provide employees who consider that they have a problem or compliant about their work with a mechanism for resolving the issue fairly and speedily.	The grievance procedure encompasses the statutory grievance procedure.	
Life Support Increase labour accommodation capacity to provide comfortable living environment for employees. Renovate kitchen, canteen and WC .	Accommodation facilities were increased for 37 %	

Actions in 2013	Measurement of Outcome	2014 Objectives and Targets
Monitor UAW employees satisfaction	UAW employment processes are compliant with UAE Labour Law [Federal Law No.8] and RAK FZ Technology park requirements and regulations. UAW provides to their employees transport, accommodation, medical health checks, substantial food and drinking water. Sponsoring sport activities (e.g. Volleyball, Basketball etc.)	To increase labour satisfaction by arranging educational training and provide skills for life. Maintain training summary to track performance and to make sure each department has sufficient skilled staff available at all times. Create a system to collect and analyze data for further improvements and employees requirements.
Reduce workplace injuries and illness	250 employees attended OHSAS 18001:2007 aawareness training. Implemented an electronic hazard and incident reporting system which allows to analyze and improve health and safety related processes, identify all risks areas and act to prevent repeated incident /accident occurrence. Risk management program was created.	Improve onside First Aid activities. Continue HSE training program for new employees. Weekly HSE reports and internal audits.
OHSAS 18001:2007 accreditation	UAW processes are run according to Occupational Health and Safety Management System - OHSAS 18001:2007 standard requirements and UAW established procedures. Manual is available to all employees. UAW has HS team, first aid team, fire brigade team. Additional “Emergency First Aid at work” Training was provided for 5 employees from each of company’s departments, to provide high safety at work within the company.	Collect HS&E data within the company to identify scope for improvements. Monitor and analyze it to make objectives and targets quantified and measurable.
UAW top management maintaining yearly appraisal system. Based on personal fail records, interview employees achievements are reviewed to promote possible growth and build their career within the company.	As result of year 2013 Appraisal , 5 employees were promoted for higher position (Stores, CNC, Laser Department). 80% labour had pay increase based on performance of their professional skills .	Continue activities to eliminate discrimination in employment and occupation.

ENVIRONMENT

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

ULTIMATE ARMOUR WORKS FZC ENVIRONMENTAL STATEMENT

UAW FZC is committed to protect the environment by reducing carbon emission, energy and water consumption.
Our aim is to continuously improve the environmental performance within our facility by using efficient technologies and provide continuous training to our employees.
UAW FZC operate in full compliance with applicable national, international, state and local environmental regulations.

Actions in 2013	Measurement of Outcome	2014 Objectives and Targets
BS EN ISO 14001:2004 Environmental Management Systems certification obtain in October 2013	Implemented system fostered environmental awareness among UAW management team and workers. 250 UAW employees attended ISO 14001: 2004 training where the company Environmental Management System Procedures were introduced and explained in details.	Carry out training for all employees to ensure that environmental awareness is a part of corporate culture. Send communication briefing to in-house suppliers and contractors about the organization's environmental commitments.
Emission of pollutants has been reduced.	Diesel generator replaced by permanent power source. Petrol usage has been decreased by 85%. Welding robot in operation – robotic welding means: • Less single welding machines in use • Less welding fumes Two painting booths in operation with environmentally friendly air filter systems with filtering rate between 70 and 97%. Indoor Air Quality Monitoring analyses conducted by external laboratory on behalf of UAE authorities demonstrated that all measured pollutants in the UAW facilties are far below permitted limits.	Reduce, wherever practicable, the level of harmful emissions from our premises. Introduce programs that aim to minimize waste.

Actions in 2013	Measurement of Outcome	2014 Objectives and Targets
Energy use has been reduced.	We are in the process of replacing old style light bulbs with energy friendly LED lights. An electricity saving culture has been Implemented. Personnel at UAW have been trained to turn off appliances and equipment when not in use.	Seek to improve the energy efficiency of our factory and to manage energy wisely in all operations. Continue to replace non energy efficient equipment with environmentally friendly
Conversion of ISO systems and current paper forms into electronic database to reduce paper usage.	Converting paper forms into online database forms significantly reduced usage of paper, as well as allowed the effective analysis of data. UAW actively raising suppliers and contractors awareness of environmental friendly practices.	Develop and adopt appropriate environmental indicators to produce best practice environmental report. To demonstrate continual improvement in environmental performance.
“Reduce, Reused and Recycled” policy has been implemented within UAW facilities.	Selected recyclable waste is sent to specialized companies where is processed and reused.	Increase recycle capacity.

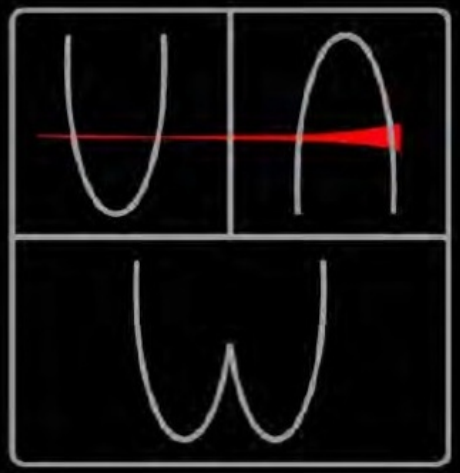
ANTI-CORRUPTION

Principle 10: Work against corruption, in particular, extortion and bribery

ULTIMATE ARMOUR WORKS FZC ANTI-CORRUPTION STATEMENT

UAW does not accept or condone any form of corruption including extortion and bribery.

Actions in 2013	Measurement of Outcome	2014 Objectives and Targets
UAW is compliant to the UAE government anti corruption and anti bribery code, laws and rules	In 2013 non of our employees, clients and contractors were identified being involved in corruption or bribery.	Introduce in suppliers evaluation process questioner based on 10 Global Nation principles.
UAW is ISO 9001:2008 certified company since 2009	UAW Quality Management System (QMS) manual and procedures are available to all employees. One of QMS objective is to prevent spillage of information and data.	
Raise all employees awareness of UAW anti-corruption and anti-bribery code.	Anti corruption and anti-bribery rules are incorporated in employees contract and UAW code of conduct.	
Raise visitors, contractors and suppliers awareness of UAW anti-corruption and anti-bribery code.	All visitors/contractors are obligated to observe internal measures regarding occupational health and safety as well as anti-corruption and anti-bribery rules. UAW visitors leaflet and induction helps to familiarize personnel and public with important internal rules and our code of conduct.	



INNOVATION NOT IMMITATION

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