

# OUR COMMITMENT TO UNITED NATIONS GLOBAL Compact

	10 Principles of United Nations Global Compact	How we meet the requirements?	References
<i>Human Rights</i>	<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	Application of our Code of ethics and business conduct	<a href="https://grit.group/wp-content/uploads/2021/10/code-of-ethics-and-business-conduct-policy_final.pdf">https://grit.group/wp-content/uploads/2021/10/code-of-ethics-and-business-conduct-policy_final.pdf</a>
	<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> the effective abolition of child labour; and</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<p>Application of our Code of ethics and business conduct</p> <p>Refer to social section of Sustainability Report</p>	<a href="https://grit.group/wp-content/uploads/2021/10/code-of-ethics-and-business-conduct-policy_final.pdf">https://grit.group/wp-content/uploads/2021/10/code-of-ethics-and-business-conduct-policy_final.pdf</a>
<i>Labour</i>	<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Sustainability Policy with clear environmental targets</p> <p>Refer to environmental section of Sustainability Report</p>	<a href="https://grit.group/wp-content/uploads/2021/02/grit-sustainability-policy.pdf">https://grit.group/wp-content/uploads/2021/02/grit-sustainability-policy.pdf</a>
	<i>Environment</i>	Whistleblowing Policy	<a href="https://grit.group/wp-content/uploads/2021/10/grit-whistleblowing-policy.pdf">https://grit.group/wp-content/uploads/2021/10/grit-whistleblowing-policy.pdf</a>
		Conflict of Interest Policy	<a href="https://grit.group/wp-content/uploads/2021/10/grit-conflict-of-interest-policy_final.pdf">https://grit.group/wp-content/uploads/2021/10/grit-conflict-of-interest-policy_final.pdf</a>
<i>Anti-corruption</i>	<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	Related Party Transactions Policy	<a href="https://grit.group/wp-content/uploads/2021/10/related-party-transactions-policy.pdf">https://grit.group/wp-content/uploads/2021/10/related-party-transactions-policy.pdf</a>
		Code of Ethics and Business Conduct Policy	<a href="https://grit.group/wp-content/uploads/2021/10/code-of-ethics-and-business-conduct-policy_final.pdf">https://grit.group/wp-content/uploads/2021/10/code-of-ethics-and-business-conduct-policy_final.pdf</a>
		Refer to Corporate Governance Section in our Integrated Annual Report	

COMMUNICATION  
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.